

2018

HRD

# HR Leaders Summit

H O N G K O N G

13 June 2018 • New World Millennium Hong Kong Hotel

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Organised by

**HRD**  
HUMAN RESOURCES DIRECTOR  
ASIA



<http://hrleadersasia.com/hong-kong/>

- 8:15am Registration opens
- 8:45am Opening remarks from the Chairperson
- 9:00am **Economic megatrends and the future of work**  
Globalisation, digital disruption, large-scale demographic shifts and technological advances will continue to change the way we work over the coming years. What will the workplaces and workforces of tomorrow look like?
- What does digital disruption really mean for long-term workplace planning?
  - How will we meet the high expectations of millennials by creating a rewarding work experience, defined by constant learning and dynamic career progression?
  - Which elements of traditional management and leadership remain consistent throughout the years?
  - How will organisational structures change in a rapidly-growing economy?
- 9:45am **CASE STUDY: Leading a remote, mobile workforce**  
HR directors today need to lead, collaborate and build alliances across different cultures, geographies and time zones, while engaging a workforce that is increasingly dispersed.
- Keeping employees engaged in a virtual world
  - Dealing with an increasingly 'nomadic' workforce
  - The increasing role of freelancers (and how to keep them engaged)
  - Cultivating a team culture in the absence of physical proximity
  - Creating a cohesive culture across time zones, functions and regions
  - How much face-time is really necessary with a virtual workforce?
- 10:15am Morning refreshments and networking break
- 10:45am **WORKSHOP: Managing constant change in your organisation**  
As the pace of change in the economy accelerates, CEOs are increasingly requiring their organisations and HR teams to be more agile. How are employees handling such incessant organisational change? In this interactive workshop, participants will hone their skills in change management and change leadership.
- Igniting an appetite for change amongst employees who are suffering 'change fatigue'
  - Creating an agile culture that can quickly adapt to changes
  - Bedding-down change through each stage of a business lifecycle
  - Dealing with change-resistant employees
- Steve Wilson**, HR Director - Solution Delivery, Asia Pacific Region  
PepsiCo
- 11:30am Session details TBC
- 12:00pm Networking lunch
- 1:00pm **CASE STUDY: Learning and development programs that engage millennials**  
Technological advances and demographic shifts are disrupting the learning and development landscape. Organisations are increasingly trying to compress training into shorter, sharper interventions to engage young employees who have grown up in a digitally-saturated culture.
- What is the ideal blend for and L&D program?
  - How to incorporate massive open online courses (MOOCs) into a training program
  - M-learning and E-learning formats that keep learners engaged
  - Social learning and micro-learning - How quick is too quick when delivering training?
  - Engaging without sacrificing quality and depth of learning
  - Experiential training, including simulations, case studies, and flipped classrooms
  - Shifting from an internally focused, corporate-centric learning universe to a learner-centric one



- 1:45pm **PANEL: What is the future of the employee appraisal?**  
 Workplaces in Hong Kong are becoming ever more diverse, with employees from a range of cultural backgrounds including locals, expats and employees from mainland China working together. While diversity brings various benefits, it can also create challenges for leaders when it comes to communicating, engaging and collaborating.
- Understanding the values of collectivist cultures
  - Similar but different: overcoming differences between Hong Kong and mainland Chinese cultures in the workplace
  - Avoiding misinterpretation and cultural faux pas in a multicultural workplace
  - Successful diversity and inclusion programs
- Panellists:**  
**Florence Chow**, *Head of Group Human Resources, HKT*  
**Ramya Sampath Sharma**, *Asia Pacific and Japan HR Director, Intel*
- 2:15pm **CASE STUDY: Reward and recognition programs**  
 An effective reward and recognition program inspires accelerated performance while providing employees with a positive, consistent and motivational experience.
- What's the right balance between long and short-term incentives?
  - How should we reward employees who merely meet the expectations of their roles?
  - Educating managers about reward and recognition programs through recognition toolkits
  - Long service awards – Are they still an effective way to celebrate loyalty?
  - Managing 'hyper performers' to further accelerate their performance and inspire their commitment
- 3:15pm **Afternoon refreshments and networking break**
- 2:45pm **Leadership development: Are we ready for tomorrow's future?**  
 As organizations become flatter and more dispersed, companies need better strategies for developing leaders to perform both as individuals and in teams. Now more than ever, HR directors need to challenge traditional methods of selecting and grooming future leaders.
- Are today's companies ready for the new leaders who are needed tomorrow?
  - What skills will leaders need in 10+ years?
  - How can we groom leaders for the future when the future is uncertain?
  - Keeping high-potential leaders engaged throughout the process
- Roberta Duarte**, *Asia Pacific HR Head, Maersk Line*
- 4:00pm **PANEL: Managing cultural challenges within Hong Kong workplaces**  
 Digital technology is disrupting business models and radically changing the way we work. With automation increasingly disrupting the workforce, what will this mean for the future role of HR departments?
- The opportunities and challenges presented by mobile, cloud, big data and social technologies
  - How can we help employees shift to a 'digital mind-set'?
  - How will HR itself revolutionise its own systems and ways of delivering HR services?
  - Will technological advances give HR professionals more time to focus on high-value tasks?
  - What does the 'fourth industrial revolution' really mean for the HR profession?
- Panellist:**  
**Kate Grant**, *Head of HR Access Channels and Program Director HR Digital Transformation Asia Pacific, Deutsche Bank*
- 4:45pm **Conference concludes**

# TEAM PASS OFFER

## Register 4 delegates for the price of 3



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Name \_\_\_\_\_ Job title \_\_\_\_\_  
Company \_\_\_\_\_ Industry \_\_\_\_\_ No. of employees \_\_\_\_\_  
Postal address \_\_\_\_\_  
City \_\_\_\_\_ Postcode \_\_\_\_\_  
Email \_\_\_\_\_ Business phone number \_\_\_\_\_

### ADDITIONAL DELEGATES

First name _____	First name _____	First name _____
Surname _____	Surname _____	Surname _____
Job title _____	Job title _____	Job title _____
Phone _____	Phone _____	Phone _____
Email _____	Email _____	Email _____
_____	_____	_____

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