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HRM DIRECTORS' FORUM BEIJING 2008

- ▶ 7 November 2008
- ▶ Swissotel, Beijing
2 Chao Yang Men, Bei Da Jie, Beijing, China

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Event Organised By:



Conference Agenda

8:15 - 9:00am	Registration		
Conference ROOM ONE		Conference ROOM TWO	
<i>Chaired by Audrey Widjaja</i>		<i>Chaired by KeKe Quei</i>	
Workshop 1	ROOM ONE: Keynote Opening		
9:05 - 10:00 am	Localization Strategies: Preparing the replacement of the expatriates in the short to medium term		
<p>In this HRM Directors Forum special presentation hear from one of the region's leading employers how they manage their talent base in China to capitalize on foreign talent – whilst preparing local talent for the future. Includes:</p> <ul style="list-style-type: none"> ● Senior Management Empowerment ● Middle Management Development Plan ● Talents Identification ● Recruitment Strategies <p style="text-align: center;">Benedicte Hersen Vice-President Human Resources Airbus China</p>			
Workshop 2	ROOM ONE: Meeting China's Key Business Challenges: Leadership Development and Employee Mindset	Workshop 3	ROOM TWO: Mobility in China: Tracking the Next Wave
10:00 - 10:45 am		10:00 - 10:45 am	
<p>Today's global business climate presents significant leadership and talent challenges. No matter what the industry, demand for experienced executives and leaders in China far outstrips the supply. If you then include the importance of positive employee mindset, it is no wonder that HR executives in China are constantly looking for talent solutions and innovative learning approaches.</p> <ul style="list-style-type: none"> ● What are the key business and talent challenges facing multi-national companies in China? ● Why is employee mindset a fundamental element to leadership development? ● How are companies addressing these challenges in terms of talent initiatives and learning solutions? <p style="text-align: center;">Barb Thompson Regional Director AchieveGlobal</p>		<p>As a follow-up to SIRVA's ground-breaking China Urban Index study, this session will outline findings from SIRVA's latest unique research project, The SIRVA China Mobility report. The China Mobility Report examines and contrasts the relocation policies of more than 35 leading multi-national companies who relocate employees to and within China. Learn about the latest mobility trends in China and how this useful tool can help you stay current on key China mobility policy components and emerging policy trends.</p> <p style="text-align: center;">Avrom Goldberg Managing Director, Asia Pacific & Middle East SIRVA Relocation</p>	

REFRESHMENT & EXPO BREAK

Workshop 4

11:00 - 11:45am

ROOM ONE: Potential for What? – Understanding Potential and What it Can Mean for Your Organization

In today's world of growing talent demands and shortages for key positions, organizations often resort to finding those who have the future "potential" to fill gaps in leadership talent. This presentation will explore these issues, using PDI proprietary research and actual cases with companies working in China, to better understand:

- What does "potential" mean?
- How can organizations assess leadership "potential"?
- Communication around high and low potential
- Managing, developing and retaining "high potentials"

Dr. Paul Van Katwyk
Ph.D., Managing Director Greater China
Personnel Decisions International (PDI)

Workshop 5

11:45 - 12:30pm

ROOM ONE: Speed Networking

Chaired by Audrey Widjaja

Speed networking - A China first for HR

The HRM Directors Forum Beijing will play host to China's first ever HR Speed Networking session. Strategically scheduled for the mid morning coffee break, HR Speed Networking provides all our event partners with invaluable face time with each and every one of the 200 plus decision makers attending the HRM Directors Forum.

Let Us Help You Break the Ice

Meeting the attendees in this informal, relaxed and fun HR Speed Networking session will help you and your people to build valuable contacts and relationships – fast! It will also enable you to establish your hottest leads from the crowd early (during the mid morning coffee break) giving you the rest of the day to catch up with them and discuss their needs in more detail.

NETWORKING LUNCHEON

Workshop 6

1:45 - 2:30pm

ROOM ONE: 对《劳动合同法实施条例》的理解与分析

(Workshop will be presented in Mandarin)

《劳动合同法实施条例》于2008年9月18日由国务院公布实施。该条例可以看作是《劳动合同法》实施的操作规范,主要是从四个方面即适用范围、劳动合同订立、劳动合同解除与终止、劳务派遣等作出了具体规定。本次讲演的目的,主要从上述四个方面理解《劳动合同法实施条例》,对于其实施后对实务中的一些影响以及实务操作中可能会出现的问题进行分析,同时对仍然在理解上存在争议的一些问题点提供一些意见和实务中的对策。

Ming Zhang
Partner
Llinks Law Offices

Workshop 7 2:30 - 3:15pm	ROOM ONE: The Changing Face of Human Resources in the Global Economy	Workshop 8 2:30 - 3:15pm	ROOM TWO: Retention and Performance Management
<p>In this HRM Directors Forum exclusive presentation, learn from one of the regions leading HR experts why and how it has become essential for HR to engage less in support and more in strategic organisational planning. Learn how the current global talent and economic challenges offer HR a unique opportunity to truly transform the HR function and become an invaluable member of the C-suite.</p> <p style="text-align: center;">Cecilia Young Human Resources & Administration Director Objectiva Software Solutions</p>		<p>In today's highly competitive market for talent, it is increasing critical that leaders possess the skills and knowledge necessary to partner with HR to manage, develop and retain employees. Paul Ng, Senior Director and General Manager of Kelly Services Greater China will speak on "Retention and Performance Management". Paul is an active and prominent member of the recruitment services profession in Asia Pacific and has an interest in the areas of executive search, recruitment process outsourcing and China labor laws. The presentation will cover:</p> <ul style="list-style-type: none"> ● Why retention is important and the costs of losing an employee ● Performance management and desired outcomes ● Effects of performance management on talent ● Retention and performance management initiatives <p style="text-align: center;">Paul Ng Senior Director & General Manager, Greater China Kelly Services</p>	
Workshop 9 3:15 - 4:00 pm	ROOM ONE: Cultural Integration: Lessons Learned in Transitioning from a Local Company to a Multi-National	Workshop 10 3:15 - 4:00 pm	ROOM TWO: Making Innovation the DNA of your organization – Building the culture of Innovation!
<p>Since acquiring Joyo in mid-2004, Amazon has been working on an integration plan that successfully incorporates elements of the local Chinese company into the Amazon global business model. Primary levers for this process have been understanding the differences between Joyo's corporate culture and Amazon's, and adopting an integration plan accordingly; as well as integrating various tools and processes to ensure a smooth transition. Will share successes as well as lessons learned, which may be beneficial to anyone who is integrating an acquisition in China, or considering this direction in the future.</p> <p style="text-align: center;">Laurie Arnold Head of Human Resources, China Amazon</p>		<p>In this cutting edge presentation, learn from one of the top global thought leaders how you and your organisation can fully utilise technology and the popularity of 'online communities' to further improve your employee learning initiatives and communication methods. Discover how corp. online communities can improve your ROI on talents through collaborative communities and how research has shown such methods to result in improved employee connection, understanding and ultimate performance.</p> <p style="text-align: center;">KeKe Quei Founder & Managing Partner, Asia Pacific Kinnogene Inc.</p>	
REFRESHMENT & EXPO BREAK			
Workshop 11 4:15 - 5:00 pm	ROOM ONE: Panel Discussion - Chaired by KeKe Quei Best Practices for Leveraging Leadership Development Initiatives		
<p>Panelists: Susie Bates, Vice President, Human Resources, United Family Hospitals & Clinics Cecilia Young, Human Resources & Administration Director, Objectiva Software Solutions Barb Thompson, Regional Director, AchieveGlobal Irene Chan, HR Director, Beijing Olympic Broadcasting Company Ltd.</p>			

** Agenda Topics / Speakers information are subject to change