

HR Summit 2002 Kuala Lumpur

Annual conference and exhibition for HR Professionals

EMPOWERING THE HR PROFESSIONAL IN THE K ECONOMY

18-19 December 2002 Putra World Trade Center, Kuala Lumpur, Malaysia

OVER 15 ESSENTIAL PRESENTATIONS AND INTERACTIVE WORKSHOPS. INCLUDING A FREE EXHIBITION ON THE LATEST HR PRODUCTS AND SERVICES!

IMPLEMENT processes and strategies for a happier and more productive workplace.

BUILD career advancement programs that train and retain high performers

DESIGN policies and systems in accordance with the Occupational Safety and Health Act

DEVELOP a positive team building culture within your organisation

LEARN from case studies and best practices of successful HR practitioners

PARTICIPATE in interactive workshop sessions

Featuring expert speakers from companies including:

- MIHRM
- Buck Consultants
- Jebson & Jessen Group
- Out-Smart
- Shook, Lin & Bok
- Affin Bank Berhad
- Hill & Associates and more!

“The exhibition booths are wonderful as it provides a ‘one-stop’ service as well as information for the professionals.”

Evelyn Ng
HR Manager, IKANO Pte Ltd

“Great sessions, met my expectations, and more importantly, it was cost effective.”

Radhika Ramnath
Crone Nation Architects

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Day 1 Wednesday, 18 December 2002

MORNING

8.00 am	Registration	10.45 am	Implementing Occupational Safety & Health in Your Organization <ul style="list-style-type: none"> Understanding OSHA Conducting inspections to determine physical hazards Reviewing work practices using risk assessment tools Integrating, surveying and auditing of OSHA compliance into operational practice Addressing work processes and job design related health and safety risks Achieving participation of staff through management involvement
9.00 am	Welcome Address	11.30 am	Making Outsourcing a Success <ul style="list-style-type: none"> The successful organization in the new economy The impact of the new economy on the role of HR managers Key drivers for outsourcing the HR function Recent development and trends in HR systems - the role of the Internet in outsourcing How to choose and select your vendor Vendor contract negotiation - tips and techniques Successful re-engineering and change management Case studies and practical tips
9.15 am	Keynote Address – Developing and Managing the New Knowledge Worker Professor Dato’ Dr. Ibrahim Ahmad Bajunid President - Malaysian Institute of Human Resource Management (MIHRM) Dean - Faculty of Humanities and Social Sciences, Universiti Tun Abdul Razak (UNITAR), Malaysia <ul style="list-style-type: none"> Understanding the changing demands that the new knowledge economy has placed on employees Assessing your employees’ competencies and grooming employees with potential to be the ‘New Knowledge Workers’ Strategies for managing the changing expectations of the workforce Integrating talent strategy into the business and management process 	12.15 pm	Workshop 1 : New Humour Resource for Human Resource <ul style="list-style-type: none"> Many workplaces are not designed for employee wellness. Employees who work in these ‘unwell’ workplaces tend to develop negative work attitude, poor morale and suffer from poor productivity and quality control. Learn how to implement humour resource in the workplace to develop true ‘Human Resource’ and not just ‘Worker Resource’ Experience the ‘humour’ power
9.45 am	Recruitment Strategies: Fighting to Win the War for Talent <ul style="list-style-type: none"> A review of the recruitment market - What companies are doing to attract the best talents to their organizations How companies manage the enormous influx of resume applications in a depressed economy Screening out - Separating the ‘best fit’ applicants from the rest What makes a difference from an applicant’s perspective When is the fight won? 	1.00 pm	Lunch
10.30 am	Morning Break		

AFTERNOON

Concurrent Tracks:

Please note that you may only attend ONE session in each time slot

	ROOM A		ROOM B
2.00 pm	Building and Mobilizing Knowledge for Competitive Advantage <ul style="list-style-type: none"> Understanding the limitations of the value proposition: intranets, e-learning and ROI How to build the knowledge framework Unpacking your internal knowledge economy 	2.00 pm	Employee Misconduct- Consequences and Legal Rights for Employers and employees <ul style="list-style-type: none"> Reprimanding & taking action against employee misconduct Consequences and legal rights for employers and employees
3.00 pm	The Role of Courts in Industrial Relations in Malaysia The Industrial Relations Act, 1967 <ul style="list-style-type: none"> The objective and scheme The role, function and powers of the Industrial Court The limited right of appeal to the High Court The High Courts’ powers of “Supervision” of Industrial Court Awards under Judicial Review proceedings and appeals thereon to the Court of Appeal/Federal Court; Recent development Implications for HR practitioners 	3.00 pm	Effectiveness of a Performance Management System <ul style="list-style-type: none"> The Performance Management System as an important people management tool Tailoring the PMS to your organization <ul style="list-style-type: none"> Objectives Applications Critical competencies required - getting value out of it <ul style="list-style-type: none"> Having the right managerial/supervisory skills Linking it with the Company’s objectives Change Management and communications
3.45 pm	Afternoon Break		
4.00 pm	Workshop 2 : Measuring the Performance of the HR Function <ul style="list-style-type: none"> Address the challenge of measuring the impact that the HR function has on the success of business. Using practical examples and reviews of local and global case studies, learn <ul style="list-style-type: none"> How to increase the value and impact of the HR function How to use the balance score card 	4.00 pm	Compensation and Benefits for foreign talent <ul style="list-style-type: none"> The concept of the true “globalist” employee Attractive tax efficient compensation packages New and more creative pay structures emerging for foreign talent? Providing retirement and other benefits in the reward package Tax equalisation/tax protection Employer’s obligations
5.00 pm	End of Day 1		

Day 2 Thursday, 19 December 2002

MORNING

8.30 am	Registration	10.45 am	Human Resource in the IT Age <ul style="list-style-type: none"> E-HR defined – differences between HRIS and e-HR Benefits of e-HR – summary of research findings Best practice implementation approaches – Tips for success Debrief: How to Build a Justification for investment (JOI)
9.00 am	Chairman's Address	11.30 am	The Role of HR during Periods of Organizational Change <ul style="list-style-type: none"> The brave leadership role that HR practitioners must assume in managing the change "Taking the Boat Trip" together with the affected people: a no option strategy The need for careful planning and detailed execution: leave no stones unturned Selling your plans to win ownership: the master stroke
9.15 am	Keynote Address – Risk Management for Leaders Arthur F. Carmazzi <i>Principle founder of the "Directive Communication" discipline</i> <ul style="list-style-type: none"> Leadership in today's uncertain times <ul style="list-style-type: none"> impending war dependency on computers and issues of network security depressed economy Role leaders must play within the organisation New demands on leaders with regards to the management of employees Management strategies leaders can employ Need for pre-emptive strategies & contingency plans 	12.15 pm	Current & Expected Trends in Compensation & Benefits <ul style="list-style-type: none"> An overview of what is happening and what is expected to happen in general and executive compensation Trends and problems faced by compensation professionals: <ul style="list-style-type: none"> Paying to get the best people Rewarding talent at market rate without creating internal inequity Evaluating your options for streamlining benefit administration to lower costs Redefining the concept of pay for performance
9.35 am	Transformational Leadership <ul style="list-style-type: none"> Driving progress within the organization. Cultivating skills that develop rapport across people and thinking styles How leaders can create an enriching work environment for peers and subordinates alike Using the "Directive Communication" principle in developing more effective teams. How to transform attitudes and team cohesiveness across departments How to lead others to become problem solvers and manage their time better 	1.00 pm	Lunch
10.30 am	Morning Break		

AFTERNOON

Concurrent Tracks:

Please note that you may only attend ONE session in each time slot

ROOM A		ROOM B	
2.00 pm	Training the Trainers <ul style="list-style-type: none"> The importance of optimising training time and budget Knowing the skills that a successful trainer must possess Ensuring that the course time & content provided by the trainers meet the requirements of the trainees' needs 	2.00 pm	Best practices in Environmental Safety and Health <ul style="list-style-type: none"> Learn how to develop risk management and risk control strategies aimed at injury prevention and in ensuring the well being of your employees Preparing risk assessments for workplaces and work processes Leveraging on specific tools to develop continuous improvement strategies in OSHA risk management
3.00 pm	Learning Partnerships for the Future <ul style="list-style-type: none"> Training as a top priority in your organization Setting new standards in corporate learning Strengthening alliances and exchanging intellectual contributions Collaborating with business schools to create a virtual university and online tutoring Return of investment by bringing training under a common umbrella 	3.00 pm	Trends in People Management <ul style="list-style-type: none"> Development in people management policies in Malaysia Best practices from study of top 100 HR practitioners in Malaysia
3.45 pm	Afternoon Break		
4.00 pm	New Attitude for New Economy <ul style="list-style-type: none"> The emergence of high tech (IT, E-Biz) in the New Economy The role of HR as the major drivers of innovation in the New Economy Issues and actions on new attitude transformation for new economy 	4.00 pm	Constructive Dismissal <ul style="list-style-type: none"> Circumstances in which an employee can resign and yet claim constructive dismissal The employer's recourse
5.00 pm	End of Day 2		

* Conference agenda & content are subject to change

- PROFESSOR DATO' DR. IBRAHIM AHMAD BAJUNID
President - Malaysian Institute of Human Resource Management (MIHRM)
Dean, Faculty of Humanities and Social Sciences - Universiti Tun Abdul Razak (UNITAR), Malaysia
- ARTHUR F. CARMAZZI, *Principle founder of the "Directive Communication" discipline*
- ROMESH ABRAHAM, *Partner - Shook, Lin & Bok*
- DR. ABED BIN ONN, *Occupational Safety Advisor*
- TUAN HJ ISHAK HASHIM, *Executive Vice President, HR & Admin Services - Affin Bank Berhad*
- JOHN BRIAN ANTHONY, *Organisational Quality Director - Jebson & Jessen Group*
- DR. JAMES Y. LIN, *Chairman & Chief Executive Officer - Quality Lifeskills Quantum International*
- CHAN MEI-LYNN, *Vice President, Human Resource and Organisation Development - Wilh.Wilhelmsen Asia*
- MARC DAVEY, *Chief Operating Officer - Hill & Associates*
- ANDREW HEARD, *Principal and Managing Director, Asia - Buck Consultants*
- AMANDA COLEMAN, *General Manager - SHL South East Asia*
- HUGH TERRY, *Chief Executive Officer - Out-Smart*
- NEELA MEHAN. M, *Lecturer, Faculty of Economics & Management - Universiti Putra Malaysia*
- HEERA SINGH, *Chief Executive Officer - Heera Training & Management Consultancy*

Participating Companies:



Registration Form



Please confirm _____ place(s) at **HR Summit 2002 Kuala Lumpur.**
 Conference Fee (includes refreshments, conference notes and a free pass to the exhibition. *Fee does not include lunch*)
 Regular Price: RM 390 per person (S\$184) Early Bird Special: RM 360 per person- before 15 Nov 2002 (S\$170)

Partner Discounts
 MIHRM member: RM 340 per person (S\$160) HRD Gateway member: RM 360 per person (S\$170)
 malaysiaHRonline member: RM 360 per person (S\$170) Jobstreet.com member: RM 360 per person (S\$170)

Networking Lunch:
 Lunch for 2 days RM 60 per person (S\$29)

Total Payment due: RM\$ _____ (including refreshments, lunch, conference notes and free pass to the exhibition)

Payment Information:

- I will make my cheque for RM\$ _____ payable to 'Vasundra Devi' and send it to: Peti Surat No. 5 Postkod 80700 Johor Bahru
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HRDG/MHRO Fax to (65) 6423 4632 or register online at www.hrsummit2002.com.
 For more information, contact Hadijah at (65) 6423 4631 or email hadijah@keymedia.com.sg

NOTICE The organiser reserves the right to make any amendments and/or changes to the programme if warranted by circumstances beyond its control. Payment must be received prior to the conference to guarantee your place.

CANCELLATION & TRANSFERS: Notice of cancellation of an event booking is to be given in writing and must be received by Key Media Pte Ltd no less than 7 working days before the event date. If no such notice is received, the fee will remain payable in full.