



The Second Singapore Human Capital Summit (SHCS), themed “People Strategies for Asia”, will be held on 29 - 30 September 2009. Organised by Singapore’s Ministry of Manpower (MOM) and the Singapore Workforce Development Agency (WDA), the Summit is a premier international conference on managing and developing human capital in Asia. Attended by local and regional CEOs as well as Chief HR Officers, the event brings together global and regional business leaders and human capital thought leaders who will share and discuss the latest leadership and human resource trends, ideas, research findings and practices in Asia.

2 Singapore’s Prime Minister , Mr Lee Hsien Loong, will grace the Summit’s opening ceremony and give the keynote address. This year’s line-up of speakers features some 50 distinguished global and regional business leaders, academics and expert consultants who will participate in 10 plenary sessions and nine interactive seminars. The speakers include:

1. Jaime Augusto Zobel de Ayala, Chairman & CEO, Ayala Corporation
2. Claudio Fernández-Aráoz, Senior Advisor, Egon Zehnder International
3. Professor Lynda Gratton, Professor of Management Practice, London Business School
4. Koh Boon Hwee, Chairman, DBS Group Holdings and DBS Bank
5. Harish Manwani, President Asia, Africa, Central & Eastern Europe, Unilever
6. Yuzaburo Mogi, Chairman and Chief Executive Officer, Kikkoman Corporation
7. Subramanian Ramadorai, CEO & MD, Tata Consultancy Services Ltd
8. Dave Ulrich, Partner & Co-founder of RBL Group, Professor of Business, Ross School of Business, University of Michigan
9. Sunny Verghese, Group MD & CEO, Olam International Ltd

Please refer to [Annex A](#) for more information on the programme and speakers.

3 Mr Leo Yip, Permanent Secretary of Singapore's Ministry of Manpower, said: "Asia is experiencing an exciting period of economic development. Human capital is integral to the successful growth of Asian companies and organisations. This Summit provides a valuable platform for leaders to come together to discuss the unique leadership and human capital challenges in Asia, and to share leadership and talent development strategies and practices that enhance the competitiveness of their organisations."

4 The Summit will also unveil, for the first time, findings from several Asia-centric research projects.<sup>1</sup> This includes the "Hot Spots Programme" by London Business School's Professor Lynda Gratton, one of the world's foremost experts on creating and supporting innovative teams. Said Professor Gratton: "In tomorrow's economy, teams and not individuals, are going to be the major value creating unit in organisations. Today, the teams know where they were when they began and where they are at today. By the Summit, they will know where they need to go. Our research shows that the workforce in Singapore is brilliant at creating value from the assets it already has and much of the foundation is already in place to make the leap to becoming a place of great innovation."

5 With support from the Ministry of Manpower, Prof Gratton is piloting her programme in Asia with 28 teams from nine organisations in Singapore. For the first time, a learning portal will be used to create and sustain a global "Hot Spots" movement, allowing teams participating in the global project to communicate with other teams from around the world for help and support. This will be launched at the Summit. Summit delegates can also look forward to hearing from Prof Gratton on the full research findings. Please refer to [Annex C](#) for more information on the preliminary findings.

6 Registration for the Singapore Human Capital Summit is now open. For more information on the Summit, please visit our website at [www.singaporehcs Summit.com](http://www.singaporehcs Summit.com).

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<sup>1</sup> For more details on the projects, please refer to [Annex B](#).

### **About Ministry of Manpower**

The Ministry of Manpower aspires to develop a globally competitive workforce and a great workplace, for a cohesive society and a secure economic future for all Singaporeans.

For more information, please visit [www.mom.gov.sg](http://www.mom.gov.sg)

### **About Singapore Workforce Development Agency**

The Singapore Workforce Development Agency (WDA) seeks to enhance the employability and competitiveness of our workforce to meet the changing needs of Singapore's economy. Working with industry, unions, employers, economic agencies, professional associations and training organisations, the agency's efforts are targeted at supporting industry growth by building a pipeline of workers through training and skills upgrading, and raising industry standards through enhancing manpower capabilities.

For more information, please visit [www.wda.gov.sg](http://www.wda.gov.sg)

### **About The Singapore Human Capital Summit 2009**

The Singapore Human Capital Summit 2009 is a premier conference on managing and developing human capital, organised for Asia, in Asia. Organized by the Ministry of Manpower and the Singapore Workforce Development Agency, the Summit brings together over 30 outstanding global CEOs and international industry experts and thought leaders to share their experience, insights and best practices.

For the Summit's programme and full line-up of speakers, please visit [www.singaporehcs Summit.com](http://www.singaporehcs Summit.com)

### **For more information or media queries, please contact:**

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## Singapore Human Capital Summit 2009

29th – 30th September

*Tentative Programme as of 3 August 2009 (subject to changes)*Day 1: 29<sup>th</sup> September 2009, Tuesday @ Raffles City Convention Centre, Singapore

Time	Programme
0830 – 0930	Registration and Coffee/Tea
0935 – 0940	Welcome by Master of Ceremonies and Themeweaver <b>Prof. Narayan Pant</b> , Dean for Executive Education, INSEAD
0940 – 0945	Welcome Remarks by <b>Tan Pheng Hock</b> , Chairman, Singapore Workforce Development Agency
0945 – 1005	Opening Keynote Address by Guest-of-Honour Singapore Prime Minister <b>Lee Hsien Loong</b>
1005 – 1010	Opening Performance
1010– 1100	Plenary Session <b>Insights from a Global CEO – Managing Human Capital in Asia</b> <b>Harish Manwani</b> , President Asia, Africa, Central and Eastern Europe, Unilever Facilitator: <b>Su-Yen Wong</b> , Managing Director - ASEAN, Mercer
1100 – 1120	Coffee Break
1120 – 1220	Plenary Session (Panel Dialogue) <b>Perspectives of Leaders – Change Management Leadership</b> Speaker 1: <b>Hsieh Fu Hua</b> , CEO, Singapore Exchange Ltd Speaker 2: <b>Chainoi Puankosoom</b> , President & CEO, PTT Aromatics & Refining Public Co. Ltd Speaker 3: <b>Liu Dianbo</b> , Executive Chairman, Luye Pharma Group Ltd Facilitator: <b>Peter Ong</b> , Managing Partner, The Gallup Organization
1220 – 1330	Lunch
1330 – 1440	<b>Concurrent Seminars</b>
	Leadership <b>A1. Enhancing HR Competencies for Business Growth</b>

Time	Programme	
	Development	<p>Speaker 1: <b>Prof. Dave Ulrich</b>, Partner and Co-founder of RBL Group, Professor of Business, Ross School of Business, University of Michigan (Research on HR Competencies by RBL)</p> <p>Speaker 2: <b>Lim Soo Hoon</b>, Permanent Secretary, Public Service Division, Prime Minister's Office, Singapore</p> <p>Speaker 3: <b>Dr. Robert Care</b>, CEO and Chairman, Arup Australasia</p> <p>Facilitator: <b>Prof. Dave Ulrich</b>, Partner and Co-founder of RBL Group, Professor of Business, Ross School of Business, University of Michigan</p>
	Talent Management	<p><b>B1. Innovative Talent Strategies for New Asia</b></p> <p>Speaker 1: <b>Richard Kelly</b>, Managing Director, IDEO Asia Pacific</p> <p>Speaker 2: <b>Prof. Lynda Gratton</b>, Professor of Management Practice, London Business School</p> <p>Speaker 3: <b>Andrew Banks</b>, Managing Director, Talent2 International Ltd</p> <p>Facilitator: <b>Prof. Lynda Gratton</b>, Professor of Management Practice, London Business School</p>
	Workforce Challenges & Strategies in New Asia	<p><b>C1. Globalisation: HR Challenges &amp; Strategies</b></p> <p>Speaker 1: <b>Jürgen Brokatzky-Geiger</b>, Head of Human Resources &amp; Member of the Executive Committee, Novartis</p> <p>Speaker 2: <b>Tom Vines</b>, Vice-President, Human Resources, IBM Growth Markets Unit, IBM</p> <p>Speaker 3: <b>Dilip Kumar Srivastava</b>, Corporate Vice President – Global HR Head, HCL Technologies</p> <p>Speaker 4: <b>Dr. Linda Myers</b>, Vice President, Global Talent Management, SK Holdings</p> <p>Facilitator: <b>Na Boon Chong</b>, Director, Consulting – Southeast Asia, Aon Consulting</p>

Time	Programme
1440 – 1540	Plenary Session (Panel Dialogue) <b>Perspectives of Leaders – Talent Strategies for Asia</b> Speaker 1: <b>Sunny Verghese</b> , Group Managing Director and CEO, Olam International Ltd Speaker 2: <b>Jaime Augusto Zobel de Ayala</b> , Chairman and CEO, Ayala Corporation Speaker 3: <b>Yuzaburo Mogi</b> , Chairman and CEO, Kikkoman Corporation Facilitator: <b>Prof. Annie Koh</b> , Dean, Office of Executive and Professional Education, Associate Dean, Lee Kong Chian School of Business, Academic Director, International Trading Institute@SMU, Associate Professor of Finance, Singapore Management University
1540 – 1600	Coffee Break
1600 – 1700	Plenary Session (Research) <b>Research on Asia – Igniting Creative Teams</b> Speaker 1: <b>Prof. Lynda Gratton</b> , Professor of Management Practice, London Business School Speaker 2: <b>Clement Woon</b> , President and CEO, Singapore Airport Terminal Services Ltd (SATS) Facilitator: <b>Prof. Lynda Gratton</b> , Professor of Management Practice, London Business School
1700 – 1800	<b>Thought Leadership – Leadership Challenges, Opportunities and Strategies for the Future of Asia</b> <b>Prof. Dave Ulrich</b> , Partner and Co-founder of RBL Group, Professor of Business, Ross School of Business, University of Michigan
1800 – 1810	Closing by Master of Ceremonies and Themeweaver <b>Prof. Narayan Pant</b> , Dean for Executive Education, INSEAD
1830 – 1850	Asian Human Capital Award Ceremony Award presented by Minister for Manpower <b>Gan Kim Yong</b> Emcee: <b>Christine Tan</b> , Anchor, CNBC Asia Pacific
1810 – 1930	Cocktail Reception
1930	End of Day 1

**Day 2: 30<sup>th</sup> September 2009, Wednesday**

Time	Programme	
0815 – 0900	Registration and Coffee/Tea	
0900 – 0905	Welcome by Master of Ceremonies and Themeweaver <b>Prof. Narayan Pant</b> , Dean for Executive Education, INSEAD	
0905 – 0955	Plenary Session <b>Insights from a Global Expert – Great People Decisions</b> <b>Claudio Fernández-Aráoz</b> , Senior Advisor, Egon Zehnder International Facilitator: <b>Robert Chong</b> , Managing Director, Human Resources, Temasek Holdings (Pte) Ltd	
0955 – 1040	Plenary Session (Panel Dialogue) <b>Perspectives of Leaders – Innovative People Strategies</b> Facilitator: <b>Chloe Cho</b> , Anchor / Reporter, CNBC Asia Pacific	
1040 – 1100	Coffee Break	
1100 – 1200	Plenary Session (Research) <b>Research on Asia – Developing Leadership Pipeline</b> Facilitator: <b>Mildred Tan</b> , Managing Partner, Business Advisory Services, Ernst & Young Associates Pte Ltd	
1200 – 1310	Plenary Session (Panel Dialogue) <b>Perspectives of Leaders – Leading Across Cultures and Borders</b> Speaker 1: <b>Jessica Tan</b> , Managing Director, Microsoft Singapore Speaker 2: <b>Gregory C. Case</b> , President and CEO, Aon Corporation Speaker 3: <b>Subramanian Ramadorai</b> , CEO and Managing Director, Tata Consultancy Services Ltd Facilitator: <b>Kwan Chee Wei</b> , Chief Human Resources Officer, IMC Corp	
1310 – 1430	Lunch	
1430 – 1540	<b>Concurrent Seminars</b>	
	Leadership Development	<b>A2. Developing Leaders for Global Markets</b> Speaker 1: <b>Dr. Alice Yue-er Luo</b> , Executive in Residence, Hong Kong University of Science and Technology Business School Speaker 2: <b>Tan Choon Seng</b> , Group CEO, WBL Corporation Ltd

Time	Programme	
		Facilitator: <b>Prof. Thomas Mannarelli</b> , Affiliate Professor of Organisational Behaviour, INSEAD
	Talent Management	<p><b>B2. Shaping the Employer Brand</b></p> <p>Speaker 1: <b>Tom Brown</b>, Director – Human Resources, Rolls Royce plc</p> <p>Speaker 2: <b>Michael Yeong Choon Hang</b>, Vice President, Regional Human Resource, Cerebos Pacific Ltd</p> <p>Speaker 3: <b>Akiko Takahashi</b>, Executive Vice President, Human Resource / Corporate Social Responsibility, Melco Crown Entertainment</p> <p>Facilitator: <b>Stephanie Gault</b>, Partner, ASEAN Lead, Management Consulting Talent and Organization Performance, Accenture</p>
	Workforce Challenges and Strategies in New Asia	<p><b>C2. Engines of Growth: Gender and Cultural Diversity</b></p> <p>Speaker 1: <b>Manoj Varghese</b>, Director, People Operations, APAC, Google Inc.</p> <p>Speaker 2: <b>Alan Hills</b>, Vice President and Managing Director - Resident Shows Division Asia Pacific, Cirque du Soleil</p> <p>Speaker 3: <b>Dr. Lim Suet Wun</b>, Group CEO, National Healthcare Group</p> <p>Speaker 4: <b>Dr. Somphoch Nophakoon</b>, Deputy Secretary-General, Office of the Civil Service Commission</p> <p>Facilitator: <b>Dr. Sandy Lim</b>, Assistant Professor, Management &amp; Organization Department, NUS School of Business, National University of Singapore</p>
1540 – 1600	Coffee Break	
1600 – 1710	<b>Concurrent Seminars</b>	
	Leadership Development	<p><b>A3. Succession Planning: SME vs MNC Experience</b></p> <p>Speaker 1: <b>Prof. Arthur Yeung</b>, Philips Chair Professor of Human Resource Management and Associate Dean, China Europe International Business School</p> <p>Facilitator: <b>Prof. Wee Chow Hou</b>, Chairman, Nanyang Executive Programs, Head, Marketing and International Business Division, Nanyang Technological University</p>
	Talent Management	<p><b>B3. Talent Development as a Strategic Business Driver</b></p> <p>Speaker 1: <b>Ivan Lee</b>, Founder and CEO, ThaiExpress</p> <p>Speaker 2: <b>Ng Chin Hwee</b>, Executive Vice President (Human Resources &amp; Planning), Singapore Airlines Ltd</p>

Time	Programme	
		<p>Speaker 3: <b>Dr. Chung Jang-Sik</b>, President, Central Officials Training Institute</p> <p>Facilitator: <b>Prof. Richard Arvey</b>, Head of NUS Business School, Management &amp; Organization Department, National University of Singapore</p>
	<p>Workforce Challenges and Strategies in New Asia</p>	<p><b>C3. Leveraging on a Multigenerational Workforce</b></p> <p>Speaker 1: <b>Masaktsu Hioki</b>, Senior Executive Officer, Komatsu Ltd</p> <p>Speaker 2: <b>Dr. N Varaprasad</b>, Chief Executive, National Library Board</p> <p>Speaker 3: <b>Ong Ye Kung</b>, Assistant Secretary-General, National Trades Union Congress</p> <p>Facilitator: <b>Prof. Ron Collard</b>, Partner, Financial Services Industry Practice, PricewaterhouseCoopers LLP</p>
<p>1710 – 1820</p>	<p>Plenary Session (Panel Dialogue)</p> <p><b>Perspectives of Leaders - Leveraging Human Capital for Success in Asia</b></p> <p>Speaker 1: <b>Lim Hng Kiang</b>, Minister for Trade and Industry, Singapore</p> <p>Speaker 2: <b>Deborah Henretta</b>, Group President – Asia, Procter &amp; Gamble</p> <p>Speaker 3: <b>Koh Boon Hwee</b>, Chairman, DBS Group Holdings and DBS Bank</p> <p>Speaker 4: <b>Prof. Robert Sutton</b>, Professor of Management Science and Engineering, Stanford University</p> <p>Facilitator: <b>Prof. Narayan Pant</b>, Dean for Executive Education, INSEAD</p>	
<p>1820 - 1830</p>	<p>Closing by Master of Ceremonies and Themeweaver</p> <p><b>Prof. Narayan Pant</b>, Dean for Executive Education, INSEAD</p>	
<p>1830</p>	<p>End of Summit</p>	

**Overview of the Asia- Centric Research Projects**

- a. Creating Hot Spots in Singapore – Enhancing Innovation in Teams by *Prof Lynda Gratton*

The project identifies the most effective actions companies in Singapore and Asia can take immediately to ignite and support high performing and innovative teams, based on trials of Prof Gratton's groundbreaking HR practices and tools with leading companies in Singapore.

- b. Critical HR Competencies in Singapore by *RBL Group*

The research identifies the HR competencies that add the greatest value to business results and show how companies in Asia can measure and develop these competencies effectively. The findings will be validated against an extensive database with contributions from research partners in Singapore, China (including the Hong Kong SAR), India, Australia, USA and UK.

- c. Identifying and Developing Managerial Talent in Asia by *Ernst & Young*

The research is conducted to detail the top leadership development challenges in Asia today, involving over 800 companies in Singapore, China (including Hong Kong SAR) and India.

### Overview of “Hot Spots Programme”

#### **1. Professor Lynda Gratton, Professor of Management Practice, London Business School, Founder of the Hot Spots Movement**

Professor Gratton is considered a world authority on people in organisations. She has been named the top two of “HR Top 100: Most Influential”, “top 20 business thinkers in the world today”, and “business thinker most likely to make a difference over the next decade”.

Professor Gratton started to investigate innovation in the workplace ten years ago, when she was awarded a £1million government grant via the Advanced Institute for Management. Today, her investigation has grown into one of the largest projects in the world with the participation of 150 teams across countries in Europe, the USA, Africa and the Middle East.

#### **2. About the “Hot Spots Programme”**

- The teams in Singapore are the first in Asia to go through the programme.
- The programme takes about 14 weeks
- Nine organisations in Singapore have committed to field a total of 28 teams for the “Hot Spots Programme”
- A total of seven teams have completed the programme; the remaining 21 teams are in various stages of progress. SMRT sent four teams and two have completed.

#### **3. The study sought to address two main questions:**

- What aspects in teams drive their value creation, productivity and innovative capability?
- Are there any differences between teams in Singapore and the teams based in other countries? What implications does this have for the human capital strategy of Singapore?

#### **4. Preliminary Research Findings**

It was found that the most successful teams in Singapore almost always have four characteristics:

1. A culture of cooperation and trust
  2. Active networking outside the team
  3. Clear vision of what to achieve and
  4. Productive practices
- Firstly, a culture of cooperation and trust: Team members have learnt to trust each other and to create a culture of cooperation and collaboration. This allowed them to rapidly share knowledge, insights and ideas.
  - Secondly, active networking outside the team: Team members put in time and effort into building good relationships both with other members of the team and with those in other functions and businesses of the company. By doing so they are able to rapidly bring a variety of diverse and interesting ideas to solve a problem and create an innovation.
  - Thirdly, clear vision of what to achieve: In the most successful teams, people had a clear vision of what the team was trying to achieve. Team members therefore felt excited, motivated and inspired.
  - Fourthly, productive practices: These teams were able to transform cooperation, networks and vision into something tangible through their competencies in a number of productive practices

#### **5. Learning portal to create and sustain a global “Hot Spots” movement**

- A learning portal that allows teams participating in the global project to communicate with other teams from around the world for help and support will be launched at the Summit, as part of Professor Gratton’s plans to build an online community to create and sustain a global “Hot Spots” movement.

#### **Participation in the “Hot Spots Programme”**

Companies that are keen to participate may get in touch with the Workplace Policy and Strategy Division of the Ministry of Manpower:

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For more information on the programme, please visit [www.hotspotsmovement.com](http://www.hotspotsmovement.com)