



# HR DIGITAL TRANSFORMATION

Defining the cyber advantages to enhancing procedures  
7th - 8th March 2018 | The Westin, Kuala Lumpur

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*"HR departments are seizing ownership of IT systems to achieve business outcomes and drive organizational change."*

– Accenture LLP

## EVENT OVERVIEW

HR management is soaring for the new outbreak in technology disruption to recalibrate the dated HR transactions and its complex cycles into a digital-enabled operation. The reforming disciplines of work processes in professional sectors have made managing employees and talent acquisition the leading challenge in the business enterprises. The necessity to reorganize companies to be more customer-focused, innovative, and "digital" in nature is crucially vital, Deloitte states. The HR principles to manage, lead, and operate will undertake a significant shift in technological advancement.

The lack of HR internal advantage to handle multi-disciplines demand on work tasks might deflate business performances. Adapting digital innovations in HR operations provide a potential outline to surge productivity and revenue. PeopleStrong estimated that most enterprises can save at least USD \$600 million annually by 2021 using HR technology. The practicality in digitizing HR management drives greater business capacity and develops a positive elevation towards companies' functionality.

Embracing the extensive disruption in the HR operational structure enables efficiencies in the overall big data process. **HR Digital Transformation by Trueventus** offers the significant blueprints to adopt cloud service and artificial intelligence, leveraging the conventional disciplines to boost business performance. Explore the autonomous principles in digitizing the facade to boost engagement in business lanes while prolonging profit capacities.

## WHY YOU CANNOT MISS THIS EVENT

- Implementing the technological shifts in HR operation to empower the recruitment procedures, training, and compensation management
- Examining the underlying values in talent acquisition devising automated approaches for accuracy and viability in data analysis
- Integrating seamless employee data supervision and internal data capacities through big data automation to ensure meaningful systematic output
- Predicting the future business tactics and considering the ever-changing trends through data analytical tools in retaining domination within the market sphere
- Finding rhythms to align the digitizing elements, corresponding towards implementing support in business planning with efficient cost models

## WHO SHOULD ATTEND?

**This event is targeted but not limited to:**

- CEOs, CIOs, COOs & CFOs
- Chief Technology Officers
- Chief Digital Officers
- Chief Human Resource Officers
- Head of Digital Transformation
- Directors/Managers of:
  - Human Resource
  - Employee Experience
  - Talent Acquisition
  - Learning and Development
  - HR Technology & Analytics
  - Compensation & Benefits

**From the following industry:**

- Government
- Finance and banking
- Education and Training
- Telecommunication
- Insurance
- Information technology
- Retail
- Customer service
- Logistics
- Transportation
- Manufacturing
- Real estate
- Hospitality
- Healthcare
- Business Transformation
- Digital Strategy, Delivery, Innovation and Marketing

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## FEATURING PRESENTATION AND CASE STUDIES BY DISTINGUISHED SPEAKERS



**Animesh Mukherjee**  
Head of HR, Centre of Expertise  
**Digi, Malaysia**

Speaking on: Digital HR – Building the next generation of employee experiences



**Dr. Jaclyn Lee**  
Senior Director, Human Resource  
**Singapore University of Technology and Design, Singapore**

Speaking on: Future HR, technology and digital transformation



**John Kivel**  
Head of Asia Pacific Recruitment  
**GlaxoSmithKline, China**

Speaking on: Utilizing the web and mobile technology to accelerate talent acquisition modules



**Teo Hui Thian**  
Head of myLearning Project  
**Petronas Leadership Centre, Malaysia**

Speaking on: Elevating accessibility and connectivity to outline management schemes through digital onboarding system



**Fong Tuan Chen**  
Chief People Officer  
**Mah Sing, Malaysia**

Speaking on: Future ready recruitment – cognitive and organic approach to acquiring talent



**Reddiam Raghu Ram**  
Head of HR & Asia Talent Lead  
**Shell, Singapore**

Speaking on: Employing data-driven succession planning to drive strategic digital change to uphold future business prospect



**Ling Hsern Wei**  
Head of Learning and Development  
**PwC, Malaysia**

Speaking on: Optimizing learning and development through digital platforms



**Andy Muniandy**  
Regional Director, Human Resource  
**Dell, Malaysia**

Speaking on: The future of automated technologies in HR management framework, overhauling the current phase of digital HR



**Balan Krishnan**  
Former Regional Head of Leadership and Learning  
**Intel Corp, Malaysia**

Speaking on: Implementing real-time supervision to assess KPI evaluation and performance benchmarking



**Marvin Rodriguez**  
Director, Human Resource  
**GlaxoSmithKline, Philippines**

Speaking on: Measuring steps and key requirements for HR digital transformation in avoiding redundancies on implementation



**Yong Ei Ng**  
Head of Human Resource  
**Ericsson, Malaysia**

Speaking on: Exploring the functions of cloud-tech technology and on-demand computing resources for data management



**Phillip Ruby**  
Associate Director, Head of Human Resources and Corporate Services  
**Zalora, Philippines**

Speaking on: Centralizing HR digital as a platform for internal branding and communications strategy



**Lauren Trethowan**  
Head of Enterprise Culture  
**Australia Post, Australia**

Speaking on: Identifying the pitfalls of HR transformation and recovery model to reinforce management strategies



**Chutarat Natongbaw**  
VP Compensation & Benefits  
**Kiatnakin Bank, Thailand**

Speaking on: Accelerating digital transformation with analytics, cognitive computing and digital framework for ECM



**Francisco Martinez Colunga**  
Head of Human Resource  
**Coca-Cola, Philippines**

Speaking on: Devising mobile tools for organizational drives in procreating employee engagement and efficiency

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## Day One: Wednesday, 7th March 2018

- 0800 **Registration and coffee**
- 0850 **Opening keynote address**
- 0900 **Session One**  
**Future HR, technology and digital transformation**
- Social networking as alternative to hiring, managing and supporting people
  - From managing talent to organizing talent with data analytics
  - HR leading business leaders to shift towards digital mindset, revolutionizing and reinventing businesses into digital
  - Mobile technology as a platform for productive and enjoyable work environment for employees
- Dr. Jaclyn Lee** Senior Director of HR  
**Singapore University of Technology and Design, Singapore**
- 0945 **Session Two**  
**Digital HR – Building the next generation of employee experiences**
- Laying out the road-map for Digital HR: How we envision the future?
  - Our Digital HR journey across 24 months - Use cases, successes/failures, pivots & learning
  - Transforming employee experiences through a combination of social, cloud, cognitive & on-demand platforms
- Animesh Mukherjee** Head of HR, Centre of Expertise  
**Digi, Malaysia**
- 1030 **Morning refreshment**
- 1100 **Session Three**  
**Centralizing HR digital as a platform for internal branding and communications strategy within organizations**
- Augmenting digital platforms (mobile and web) enables faster and deeper employer-employee engagement
  - Elevating the need to achieve extensive employee branding to endorse optimum external branding
  - Digitalizing coordination and communication to increase productivity and reduce cost in business operations
- Phillip Ruby** Associate Director, Head of Human Resources and Corporate Services  
**Zalora, Philippines**
- 1145 **Session Four**  
**Merging global HR digital models for multinational companies to handle Big Data and network optimization**
- Subjugating real-time database including job applications, resumes, contracts, credentials, records, contracts approvals for companies with larger workforce
  - Empowering an effective delivery of strategic business decisions on a global scale
  - Overcoming disjointed regional interfaces and functionality within the companies distributed branches
- 1230 **Networking luncheon**
- 1400 **Session Five**  
**Identifying the pitfalls of HR transformation and recovery model to reinforce management strategies**
- Customizing the management drives by putting digital transformation strategy into practice
  - Merging the digital-driven talent as an initiative in digital transformation to relief business apprehension
  - Converting the manual in-house module with technological innovation to reinforce development in management coordination
- Lauren Trethowan** Head of Enterprise Culture  
**Australia Post, Australia**
- 1445 **Session Six**  
**Future ready recruitment – cognitive and organic approach to acquiring talent**
- Velocity of change is rapid and workforce demographics are shifting rapidly – how can recruitment keep up or even be ahead of the curve?
  - Talent and recruitment challenges arising from this shift and what we need to prepare to mitigate these challenges
  - Using the 5-pillar model to be 'futuractive' – brand, pre-emptive sourcing, crowd sourcing, gamification, peer-to-peer acquisition
  - What is after Recruitment 4.0? The future of recruitment.
- Fong Tuan Chen** Chief People Officer  
**Mah Sing, Malaysia**
- 1530 **Afternoon refreshment**
- 1600 **Session Seven**  
**Utilizing the web and mobile technology to accelerate talent acquisition modules**
- Employing the use of mobile-centric methods as an edge to digitalize recruitment while increasing potential to accumulate sources
  - Consolidating the advantages of mobile-enabled platform to generate higher probability and quality prospects
  - Adapting automation methods to surpass job screening phases for systematic and viable managerial processes
- John Kivel** Head of Asia Pacific Recruitment  
**GlaxoSmithKline, China**
- 1630 **Session Eight**  
**Elevating accessibility and connectivity to outline management schemes through digital onboarding system**
- Building connection and loyalty during onboarding through innovative digital approaches
  - Creating long-term contributing employee through digital content delivery (Google, YouTube, WhatsApp and mobile phones)
  - Automating data entry and minimizing errors through cloud-based system to maintain efficacy in data management
- Teo Hui Thian** Head of myLearning Project  
**Petronas Leadership Centre, Malaysia**
- 1700 **Session Nine**  
**Optimizing learning and development through digital platforms**
- Realizing smart techniques to drive operations and innovate training, learning and people development delivery
  - Developing digital skills and 'fitness' through learning and development
  - Using design thinking to optimize digital platforms usability
- Ling Hsern Wei** Head of Learning and Development  
**PwC, Malaysia**
- 1730 **End of day one**

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## Day Two: Thursday, 8th March 2018

- 0800 **Registration and coffee**
- 0850 **Opening keynote address**
- 0900 **Session One**  
**Integrating Big Data technologies in HR to enhance productivity and seamless working experience**
- Leveraging predictive analysis module in digital enterprise to improve employee co-working experience
  - Identifying internal trends and shifts to evaluate current and future organizational needs to retain domination in the market sphere
  - Encouraging employees' engagement through insights and forecast to increase retention rate while maximizing productivity
- 0945 **Session Two**  
**Implementing real-time supervision to assess KPI evaluation and performance benchmarking**
- Pin-pointing strategic change, leadership facilitation, talent pipeline development through digital analytics
  - Improving the success rate through better identification, benchmarking, and talent development through real-time digital assessment
  - Analysing collected data through machine-generated system for employee engagement drivers, KPI productivity evaluation and retention metrics
- Balan Krishnan** Former Regional Head of Leadership and Learning  
**Intel Corp, Malaysia**
- 1030 **Morning refreshment**
- 1100 **Session Three**  
**Exploring the functions of cloud-tech technology and on-demand computing resources for data management**
- Minimizing time and cost for core HR system (leaves, claims, payroll) in a centralized online system
  - Optimizing technology investment without leveraging quality and resources to save physical space for data storage
  - Adapting a disruptive mechanism to AMS system in HR strategy for a wider business capacity
- Yong Ei Ng** Head of Human Resource  
**Ericsson, Malaysia**
- 1145 **Session Four**  
**Devising mobile tools for organizational drives in procreating employee engagement and efficiency**
- Infusing HR workforce through an organizational network analysis to monitor employee benefits, feedbacks, engagement, and coordination
  - Unifying the control on bots and apps for modern HR, leveraging BYOD for workforce mobility
  - Employing a mobile engagement to minimize turnover and to ensure high return on employee investment
- Francisco Martinez Colunga** Head of Human Resource  
**Coca-Cola, Philippines**
- 1230 **Networking luncheon**
- 1400 **Session Five**  
**Accelerating digital transformation with analytics, cognitive computing and digital framework for ECM**
- Structuring digital business documentation system that integrates HRM system and ERP system
  - Integrating digital work-flow with an HRIS system to reduce burden of employee management
  - Centralizing and protecting digital documentation through analytics measures to strengthen disaster recovery and business continuity
  - Standardizing HRIS platform from different system in many companies within the group to become one standardization system
- Chutarat Natongbaw**  
VP Compensation & Benefits  
**Kiatnakin Bank, Thailand**
- 1445 **Session Six**  
**Employing data-driven succession planning to drive strategic digital change to uphold future business prospect**
- Instigating data analytics to boost employee succession planning to acquire eminence prospects in business venture
  - Generating data-driven decisions in strategic talent retention planning to elevate capability in recruitment
  - Providing competency tools for talent to meet the future challenges in business requisitions through a systematic in-house skills development
- Reddiam Raghu Ram** Head of HR & Asia Talent Lead  
**Shell, Singapore**
- 1530 **Afternoon refreshment**
- 1600 **Session Seven**  
**Measuring steps and key requirements for HR digital transformation in avoiding redundancies on implementation**
- Relieving employees from repetitive efforts, reducing labour requirements, improving quality and performance
  - Redesigning and expanding job roles to develop employees' multi-discipline skills set and career progression
  - Creating a collaborative workflow to intensify rate on productivity for companies' growth
- Marvin Rodriguez** Director, Human Resource  
**GlaxoSmithKline, Philippines**
- 1630 **Session Eight**  
**Adapting real-time digital tracking system in organizations to encourage a better flexi-work arrangement**
- Streamlining the use of mobile devices and cloud application to reform work cultures
  - Bridging the gaps in digital skills, overcoming shifting employee behaviour and gaps within a workplace eco-system
  - Adapting the Real-time tracking system and artificial intelligence to enhance productivity and performance in operation
- Lauren Trethowan** Head of Enterprise Culture  
**Australia Post, Australia**
- 1700 **Session Nine - Panel Discussion**  
**The future of automated technologies in HR management framework, overhauling the current phase of digital HR**
- Integrating artificial intelligence and HR database to create automated HR service delivery through virtual assistant
  - Embracing the advantages of automated recruitment, big data integration through cognitive computing to optimize time and cost in talent acquisition
  - Unifying HR workforce with context-aware learning and virtual career coaches to deliver on-demand employee training
- Panelists:  
**Andy Muniandy** Regional Director, Human Resources  
**Dell, Malaysia**
- 1730 **End of conference**