

# Agenda

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## HR Director's Forum- **SHANGHAI 2005**

**30<sup>th</sup>-1<sup>st</sup> July 2005**  
**InterContinental Pudong**

The HR Director's Forum- Shanghai is part of the HR Summit Series-Asia's biggest tour of high-level conferences dedicated to the needs of today's senior human resources professionals and business leaders.

For additional information or speaking opportunities, please contact **William Sargent** tel **(852) 2815 5988**. email **william@kmimail.com**

### ***Maximising Human Capital in a Growing Economy***

#### **Thursday 30th June**

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| <b>8:45am</b>       | <b><i>Delegate registration</i></b>   |
| <b>9:10am</b>       | <b><i>Opening address</i></b>   |
| <b>DAY 1<br/>AM</b> | <b><i>Taxation issues for PRC executives</i></b><br>A brief overview of the individual income tax system to show how Shanghai tax rates compare to those of other cities in the region and demonstrate a range of tax planning ideas for PRC executives to provide some suggestions on remuneration and retention tool planning.<br><br>Desmond Yeung, Partner, <b>Deloitte Touche Tohmatsu</b>   |
|                     | <b><i>Developing leaders and successful mentoring</i></b><br>The need for young, quality and experienced managers far exceeds supply, a stumbling block for many corporations. How can companies tackle these issues? <ul style="list-style-type: none"><li>• Successful mentoring and succession planning- including case studies</li><li>• Training, incentives &amp; development</li><li>• Creating a strategic leadership mindset among managers</li></ul> Chris Barclay, CEO, <b>ALTEC</b> |
|                     | <b><i>Coffee &amp; refreshments</i></b>   |
|                     | <b><i>Expatriate management and international assignees</i></b><br>The latest trends in expatriate management. Are companies increasing their expatriate headcount? What trends are evident in companies' approaches to international HR management, particularly in compensation for international assignees? What are the present and future challenges which MNCs face in their IHR policies?<br><br>Lee Quane, General Manager, <b>ECA International</b>                                    |

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|                     | <p><b><i>Great corporate culture, employee satisfaction and key staff retention- the new formula?</i></b></p> <p>HR specialists have long considered "right fit" and immediate supervisor as the two critical elements in retention. Extensive surveys of corporate culture in China-based companies over the past five years indicates that there is a missing part in this formula. The underlying element in encouraging employee retention may be a China specific element, relating to the strength and perception of corporate culture.</p> <p>Gene Dorris, General Manager, <b>Professional Way</b></p>  |
|                     | <p><b><i>Human capital providing the ultimate competitive edge</i></b></p> <p>The session links the hard and soft issues that impact performance and identifies a strategy for international human capital management based on a strategic relationship between HR and financial ("bottom line") issues.</p> <p>Jack Keogh, VP, Human Capital Strategy, <b>Pricoa Relocation</b></p>  |
|                     | <p><b><i>Lunch &amp; networking opportunity</i></b></p>   |
| <b>Day 1<br/>PM</b> | <p><b><i>Expatriation, relocation &amp; travel - are the medical benefits appropriate?</i></b></p> <p>With relocation, expatriation and extensive travel many minor and sometimes major issues are overlooked in terms of what should be provided as part of the medical benefits for employees and what is appropriate locally</p> <p>Dr Paul Vandewalle, Medical Director, Shanghai &amp; Japan, <b>International SOS (China)</b></p>   |
|                     | <p><b><i>Best work environment and high performance workplace</i></b></p> <p>Sustaining a high performance culture and retention of top talents is key to Ritz Carlton strategy, which have recently been awarded the Hewitt Award for "Best Employee in Asia" for the third year running. This session delves into their high performance workplace initiatives aimed at attracting, training and retaining the best talents in the industry</p> <p>Lawrence Chi, HR Director, <b>The Portman Ritz-Carlton, Shanghai</b></p>   |
|                     | <p><b><i>Coffee &amp; refreshment break</i></b></p>   |
|                     | <p><b><i>AFTERBURNER- EXCLUSIVE FROM AUSTRALIA!</i></b></p> <p>In the cockpit of a high performance jet fighter a Fighter Pilot has to execute their mission flawlessly every time. There are no second chances, no allowances for stress, no leniency for poor planning or a loss of focus. To stay alive, Fighter Pilots follow a management process designed to achieve Flawless Execution every time. Whether you are in sales, marketing, operations or management, Afterburner can help you transform your team into a finely tuned competitive fighting force.</p> <p>Martin West <b>AFTERBURNER</b></p> |
| <b>5:00pm</b>       | <p><b><i>End of day one closing remarks</i></b></p>   |

## **Friday 1st July**

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|----------------------------|--|
| 8:45am                     | <p><b><i>Delegate registration</i></b></p>   |
| <p><b>DAY 2<br/>AM</b></p> | <p><b><i>Getting the edge in the new people economy</i></b><br/>         It has become commonplace to assert that 'people' are the company's greatest asset. Yet "under performance" continues to inflict substantial losses on businesses today. Recent research led by SHL and The Future Foundation has quantified these losses and highlighted the shear scale of the problem.</p> <ul style="list-style-type: none"> <li>• Costs, occurrences and explanations</li> <li>• How do you avoid under performances utilising the optimum Person-Job match</li> </ul> <p>Peter Finch, Managing Director, <b>SHL Group</b></p> |
|                            | <p><b><i>Effective interviewing for assessing executive positions</i></b><br/>         The most important part of the recruitment process, how can you minimise your time and costs to find the best talent.</p> <p>Ivo Hahn, CEO, <b>Xecutive</b></p>   |
|                            | <p><b><i>Coffee &amp; refreshment break</i></b></p>  |
|                            | <p><b><i>From global to local: employee mobility and localisation issues in China</i></b><br/>         This session will address 3 areas:</p> <ul style="list-style-type: none"> <li>• A review of global mobile workforce trends, practices and challenges and their applicability in China</li> <li>• A focus on localisation in China, one of the key employee mobility issues today</li> <li>• A China localisation case study</li> </ul> <p>Avrom Goldberg, Vice President Asia Pacific, <b>Cendant Mobility</b><br/>         Sue Evens, Consulting Director, <b>Cendant Mobility (China)</b></p>                       |
|                            | <p><b><i>Working in matrix organisation-</i></b></p> <ul style="list-style-type: none"> <li>• Enhance more internal controlPlace more team work</li> <li>• Effectively execute corporate programs and policies</li> </ul> <p>Bob Zhu, Regional HR Director, <b>Tektronix</b></p> <p style="text-align: right;"><b>CASE STUDY</b></p>   |
|                            | <p><b><i>Legal updates</i></b><br/>         There have been significant developments across many areas of Chinese legal system including employment laws. During this session participants take an in depth look at the maturing employment regulations pertinent to all HR executives.</p> <ul style="list-style-type: none"> <li>• Contracts- structuring/termination/ IP protection</li> <li>• Corporate governance</li> </ul> <p>Isabelle Wan, Senior Partner, <b>Trans Asia Lawyers</b><br/>         Director, China Labour Law Studies Assoc., <b>PRC Ministry of Labour and Social Security</b></p>                   |

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|                     | <b><i>Lunch and networking opportunity</i></b>  |
| <b>DAY 2<br/>PM</b> | <b><i>Talent management strategies- a Wall's approach</i></b><br>Business strategy development <ul style="list-style-type: none"> <li>• Culture building</li> <li>• Leadership adventure including war games</li> <li>• Coaching and career planning</li> </ul> Frank Du, VP & HR Director, <b>Wall's China</b>   |
|                     | <b><i>Coffee &amp; refreshment</i></b>  |
|                     | <b><i>Panel discussion of industry leaders</i></b><br>A frank and open discussion from top HR executives of leading companies talk about the latest challenges and strategies on HR issues facing their respective industries in the PRC. <p><b>Panel Chair:</b> Stephanie Liu, HR Director, <b>Armstrong</b></p> Lily Chen, HR VP, China, <b>B &amp; Q</b><br>Winnie Ng, HR Director, <b>Starbucks Asia Pacific</b><br>Ralph Li, HR Director, <b>Nexans</b><br>Frank Du, VP & HR Director, <b>Wall's China</b> |
| <b>4:40pm</b>       | <b><i>End of conference closing remarks</i></b>   |
|                     | The agenda content, timings and speakers are subject to change without further notice   |

**Thank you for attending the:**

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