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HRTech Summit
S I N G A P O R E

28 March 2018 | Hilton Singapore

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MAIN STAGE

This session is exclusive to Conference Pass holders.

8:15am – 8:45am

Main conference registration opens

8:45am – 8:50am

Welcome remarks from the chairperson

Karunesh Prasad – Founder and CEO, Change Et Al.

8:50am – 9:00am

Opening remarks from the Principal Partner

Cornerstone OnDemand

9:00am – 9:45am

OPENING KEYNOTE: HR technology trends and the future of work

The pace of technological change and its impact on business is accelerating. What technology should we be putting in place today to prepare for tomorrow?

- How far ahead can we really plan in today's economy?
- What are the emerging technologies that will shape tomorrow's workplaces?
- The top five disruptive trends in HR technology (and where they might lead us)
- How will the Internet of Things impact on HR in the future?

Nutan Singapuri, Senior Director Human Resources, Asia Pacific, LinkedIn

9:45am – 10:30am

Leading HR technology projects across the Asian region

Driving a technology project across regions, jurisdictions and national workforces requires careful planning, leadership, coordination and diplomacy.

- Implementing tech roll-outs across regional geographical boundaries
- Harmonising payroll systems with diverse pay structure and benefits
- Incorporating national variations to account for different regulatory requirements
- Communicating change across borders, cultures and languages
- Managing diverse expectations, capabilities and needs

Sonam Jain, VP HR Asia Pacific Region, DHL eCommerce

TECH TALK STAGE

This session is available to all ticket holders.

9:00am – 9:30am

Tech Talks registration opens

9:30am – 9:45am

Opening remarks from the chairperson

9:45am – 10:05am

TECH TALK 1: What are the biggest disruptive forces in HR tech development at the moment?

From AI to chatbots, SaaS, The Cloud, social, mobile, analytics and video, gamification, where is HR technology heading?

- Trends in HR tech development
- Showcase of the best new technologies
- The future of HR tech

Alight Solutions

10:10am – 10:30am

TECH TALK 2: Employer branding and HR technology

Innovative use of technology can help you to promote an innovative, positive and agile employer brand.

- The main drivers of employer branding
- How to leverage social media (LinkedIn, Twitter, Snapchat and Instagram) communication
- Social media case studies and practical examples

10:30am

Morning refreshments & networking break

MAIN STAGE

This session is exclusive to Conference Pass holders.

11:00am – 11:45am

PANEL: How to build a compelling business case for HR technology investment

Successful HR technology implementation starts with strong senior executive support. In this session, panellists from diverse business sectors will discuss tips and methods of justifying HR technology investment.

- Getting senior management on board with the idea of spending money on HR technology
- Explaining how relevant data will enable senior leaders to make better strategic decisions
- How to calculate the tangible value of technological investment in HR
- Presenting a coherent and worthwhile business case to justify investment
- Convincing senior management of the ROI and benefit of investment in HR technology

Panellists:

Chong Kong Chan, Director, Human Resources, PwC

Eugene Lam, Regional HR Director, Kimberly-Clark

Aditi Mahadevan, APAC HR Head – Markets and Securities Services, Citi

Vandna Ramchandani, Head of Talent, Philanthropy & Engagement for AsiaPacific, Bloomberg

Moderator:

Siddharth Mehta, Career Business Leader – Singapore & Indonesia, Mercer

11:45am – 12:30pm

PANEL: Leading technology projects – Building a strategic HR-IT alliance

HR technology requires intense collaboration between HR and IT. In this panel, HR directors will join forces with CTOs to discuss ways that IT and HR can work together to create successful solutions.

- Collaborative development efforts that blend HR and IT knowledge
- Securing IT stakeholder buy-in to ensure successful technology implementation
- Working effectively with IT teams who may not understand the needs and nuances of people management
- Should HR or IT own HR technology roll-out?

Panellists:

Sudakshina Ghosh, Director HR, APAC, India and Japan Geos, HPE Pointnext

Pallavi Srivastava, AP & GCG GTS Talent Leader and Country Human Resources Director, IBM

Makarand Tare, Chief Talent Officer – Asia Pacific, McCann Worldgroup

Moderator:

Siddharth Mehta, Career Business Leader – Singapore & Indonesia, Mercer

TECH TALK STAGE

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11:00am – 11:20am

TECH TALK 3: Strategic decision-making using big, deep data

Successful companies make intelligent, strategic decisions based on robust HR systems. How should we ensure that our big data is 'deep data'?

- Forecasting, predicting and building strong workforce management models
- Analysing trends such as turnover by department, month, age and gender using analytics
- Data metrics – Using the technology not simply to store information but to break down and improve business practice and procedures
- What do the demographics really tell us when we don't have a good handle on individual behaviour?

11:30am - 11:50am

TECH TALK 4: Successfully evaluating a candidate's tech skills

Evaluating the right skills is a top priority when building world-class tech teams. This session discusses how to leverage technology (and a new mindset) to reduce screening time by 75%.

- Using skills-based assessments to power tech hiring in an unbiased manner
- Aligning expectations of recruiters, hiring managers, and candidates
- Ensuring candidates have a seamless experience

Alfred Alexander, Head of Marketing (Asia), HackerRank

Sharath Jagadish, Director of Enterprise Business, HackerRank

12:00pm - 12:20pm

TECH TALK 5: The true ROI of HRIS

In this session, you'll learn about how technology can help HR executives transform into truly strategic partners within their organisations.

- How to define and articulate HRIS benefits in a way that links to, and influences, the strategic organisational priorities
- How using technology can deliver best practice, support innovation and provide high-quality operational services

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TECH TALK STAGE

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12:30pm
Networking lunch

1:30pm – 2:15pm

CASE STUDY: Strategic planning success at Standard Chartered

Implementation excellence starts with insightful strategic planning. An HR technology strategy should take into account short and long-term business objectives and also be agile enough to cater to the constant disruption in today's economy.

- Building a road map to address future needs and possibilities
- Delivering on both current and future business needs, particularly when the rate of change regarding future requirements is so fast
- Mapping out system requirements, identifying and defining the specifications and communicating the roll-out to employees
- Creating a rolling technology strategy involving regular evaluation processes
- Engaging all employees on the new technology journey

Laura Cole, *Head of HR Transformation*, Standard Chartered Bank

2:15pm – 3:00pm

CASE STUDY: Implementation excellence at the Singapore University of Technology and Design (SUTD)

The success of an HR technology project hinges on the diligence and effectiveness of its implementation. In this session, hear how the Singapore University of Technology and Design (SUTD) overcame various challenges during their deployment phase.

- Evaluating and changing business processes to implement new technology
- Overcoming challenges in pilot testing and complete roll-out
- Surmounting organisational, service delivery and technological constraints to deployment
- Key lessons learned during the implementation phase

Dr Jaclyn Lee, *Senior Director – Human Resources; Head of HR Technology and Analytics*, Singapore University of Technology and Design (SUTD)

1:30pm – 1:50pm

TECH TALK 6: The future of performance management

As many organisations move from formal paper-based appraisal processes to dynamic technological solutions, we look into the future of performance management:

- Shifting performance-driven communication from a process of "record" to one of "engagement"
- Introducing a transparent and dynamic conversation-based process
- Objectives and Key Results (OKR) – how does OKR fit into corporate cultures such as Google, Intel, and LinkedIn?
- Fostering operational agility and team alignment using performance management technology

Armin Sommerhuber, *Head of Business Unit Talent Management, APAC*, Lumesse

2:00pm-2:20pm

TECH TALK 7: Redesigning corporate healthcare experience with technology

Corporate healthcare today is limited by older systems that were not designed to share data, work together, or learn from one another. How can your organisation use technology to enhance and simplify corporate healthcare experience?

- Empowering employers to create a positive healthcare experience
- Designing personalised health plans that best balances the needs of both employees and the company
- Having technology that builds around a benefits plan – using big data and timely data that can lead to actionable insights
- Streamlining HR and Finance tasks using a single technology backbone
- Driving employee engagement through effective healthcare access

Chris Teo, *Co-Founder & CEO*, Mednefits

2:30pm-2:50pm

TECH TALK 8: Review of the latest and greatest HR apps

Over the last 12 months, the number of HR apps has exploded, with many organisations taking advantage of the mobility, flexibility and agility of workforce apps.

- Can apps integrate with each other to form a cohesive system?
- Which are the best-selling and most effective apps on the market today?
- What are the pros and cons of the top five HR apps?

Adrian Tan, *Co-Founder*, The Resource Group and CareerHero

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TECH TALK STAGE

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3:00pm

Afternoon refreshment and networking break

3:30pm – 4:15pm

CASE STUDY: Seamlessly integrating legacy systems into a single HR system

Organisations with a lengthy history, or that have used many different systems, often have complex and messy data, which proves a challenge during implementation. This session will discuss the complexities of integrating multiple IT systems into a parent system.

- Overcoming key challenges in integrating complex legacy systems
- System integration – How to reconcile multiple systems containing partial, mismatching information
- Integrating legacy systems and selecting a 'fit for purpose' solution that can do this
- Connecting and converging many different systems to work together in synergy

3:30pm-3:50pm

TECH TALK 9: Designing and developing HR applications to improve user experience

A well-designed HR application can promote software adoption, increase productivity, drive organization change and enhance employer branding. This session will discuss how incorporating design thinking principles and techniques into HR application design can improve the user experience.

- Overview of the design sprint process for an HR application
- How to design with an employee-centric approach
- Gamification and AI – how the latest technology affects application design and use

Lam Mun Choong, *Founder and CEO*, SelfDrvn Enterprise

4:15pm – 5:00pm

TECH DEN: Start-up competition

A list of curated start-ups will have three minutes to pitch and explain their solutions to a panel of judges and investors.

The winner will receive a \$20k marketing campaign from Key Media in HRD Magazine and HRD Online plus the opportunity to secure funding from one of the investors.

Judges:

Yee Hoong Chow, *Investment Analyst*, Monk's Hill Ventures

Kuan Hsu, *Co-Founder & General Partner*, KK Fund

Adrian Tan, *Co-Founder*, The Resource Group and Career Hero

TEAM PASS OFFER

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Company _____ Industry _____ No. of employees _____
Postal address _____
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Email _____ Business phone number _____

ADDITIONAL DELEGATES

First name _____	First name _____	First name _____
Surname _____	Surname _____	Surname _____
Job title _____	Job title _____	Job title _____
Phone _____	Phone _____	Phone _____
Email _____	Email _____	Email _____
_____	_____	_____

PRICING

Conference pass (full access to all conference & Tech Talk sessions)			
<input type="checkbox"/> Individual Pass: \$875	<input type="checkbox"/> Dual Pass (2 delegates): \$1,450	<input type="checkbox"/> Team Pass (4 delegates): \$2,625	<input type="checkbox"/> Tech Talk pass: \$125 (full access to Tech Talk sessions only)
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