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Co-Organised by

## 3<sup>rd</sup> Tun Abdullah Ahmad Badawi Human Capital Summit



23rd February 2018

**Ms. Sarojini Ruth Rajahser**

President

National Association of Women Entrepreneurs of Malaysia (NAWEM)

Tel: 603-2142 3325

Fax: 603-2148 5955

*Dear Ms. Sarojini,*

### 3<sup>RD</sup> TUN ABDULLAH AHMAD BADAWI HUMAN CAPITAL SUMMIT

*~ Winning in the Age of Disruption: Productivity & Adaptability ~*

27<sup>th</sup> March 2018 ❖ Hotel Istana, Kuala Lumpur

We are pleased to inform you that the **Asian Strategy & Leadership Institute (ASLI)**, **Pertubuhan Legasi Tun Abdullah Ahmad Badawi** and the **High School Bukit Mertajam Alumni Malaysia (HSBM)** will be jointly organising the **3<sup>rd</sup> Tun Abdullah Ahmad Badawi Human Capital Summit** with the theme "**Winning in the Age of Disruption: Productivity & Adaptability**" on **27<sup>th</sup> March 2018** at **Hotel Istana Kuala Lumpur**; under the distinguished Patronage of the 5th Prime Minister Tun Abdullah Ahmad Badawi who has consented to be personally present at the Summit.

**YB Dato' Seri Hishammuddin Tun Hussein**, the Minister of Defence; former Minister of Youth & Sports; former Minister of Education and former Minister of Home Affairs, has been invited to deliver the **Opening Keynote Address**, **YB Khairy Jamaluddin**, Minister of Youth & Sports Malaysia to deliver the **Luncheon Keynote Address** and **YB Datuk Seri Panglima Abdul Rahman Dahlan**, Minister in the Prime Minister's Department to deliver the **Special Closing Address** on that day.

In this age of disruption that is the 4<sup>th</sup> Industrial Revolution, technology is advancing more rapidly, natural resources continue depleting, and populations continue aging as well as shifting to urban centres. The implications of these global trends on human capital are immense.

Drilling down to the local level, the World Bank's economic outlook for Malaysia in the near-term is favourable. However, it is still imperative for our country to accelerate productivity growth and increase the quality of human capital to stay on track towards becoming a high-income economy. Increasing productivity will certainly be the buzzword this year as the Malaysian Employers Federation expects more retrenchments.

In these contexts, the 3<sup>rd</sup> Tun Abdullah Ahmad Badawi Human Capital Summit focuses on helping organisations and people adapt and increase their productivity to win in the Age of Disruption. This summit will address the key question of "How do we increase and sustain the productivity as well as quality of our human capital?" and explore how best to equip our organisations and people to be more adaptable to disruptions and to stay in control of a fluid and uncertain future.

In this regard, it gives us great pleasure and honour to extend **Five (5) Complimentary Seats to National Association of Women Entrepreneurs of Malaysia (NAWEM)** to attend the one-day Summit. We would be most grateful if you could confirm your attendance by faxing us the reply slip by **8<sup>th</sup> March 2018 (reply slip is enclosed)**. A copy of the brief programme is attached for your reference.

We hope you are able to accept our invitation so as to make this Summit successful event. If there is any way that we can be of any further assistance or should you require further clarification, please feel free to contact **Ms. Kamala** or **Ms. Zaiton** at tel: **603 2093 5393 ext. 221 / 219** or email [kamalav@asli.com.my](mailto:kamalav@asli.com.my) / [zaiton@asli.com.my](mailto:zaiton@asli.com.my).

Thank you.

Yours sincerely,

**TAN SRI DR. MICHAEL YEOH**  
Chief Executive Officer / Director

Asian Strategy &amp; Leadership Institute (ASLI)

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PERTUBUHAN LEGASI  
TUN ABDULLAH AHMAD BADAWI



## 3<sup>rd</sup> Tun Abdullah Ahmad Badawi Human Capital Summit ~ *Winning in the Age of Disruption: Productivity & Adaptability* ~

held under the Distinguished Patronage of  
YABhg Tun Abdullah Ahmad Badawi, 5th Prime Minister of Malaysia

**27 March 2018, Tuesday**  
**Hotel Istana Kuala Lumpur**

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### Who Should Attend?

- HR Professionals
- C-Suite Executives / Board of Directors / Business Owners
- Leaders / Managers
- HR Professional Bodies / Unions / Consultants
- Regulators / Government Officials
- Educators such as Coaches / Trainers / Universities / TVET Institutions

### Why Attend?

- Understand the implications of the 4<sup>th</sup> Industrial Revolution and TN50 on human capital, and how it relates to your organisation
- Receive high-level insights on the key challenge of raising productivity and adaptability
- Learn to maximise millennials' capacity and contribution to your organisation
- Be exposed to various diversity and inclusivity practices to find the ideal mix to strengthen your organisation
- Get expert tips on factoring in 'continuous adaptability' into your L&D strategy to deliver business impact and foster a culture of self-directed, life-long learning
- Grasp how to groom great leaders across your organisation and align them towards your organisation's vision and mission
- Broaden your network within the HR Industry and across Industries

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## PROPOSED PROGRAMME

08:30 Registration

### OPENING PROGRAMME

Graced by Patron:  
**YABhg Tun Abdullah Ahmad Badawi**  
 (9:15 - 10:15)

09:15 **WELCOME REMARKS**  
**Tan Sri Dr Michael Yeoh**  
 Chief Executive Officer, ASLI  
**Dato' Kulasegaran Sabaratnam**  
 President, High School Bukit Mertajam  
 (HSBM) Alumni

09:25 **OPENING KEYNOTE ADDRESS**  
**TBC\***

09:45 Morning Refreshments

### SESSION ONE

**Eminent Leaders' Roundtable on the  
 4<sup>th</sup> Industrial Revolution and TN50:  
 What are the requirements and  
 implications for our Human Capital?**  
 (10:15 - 11:30)

In the face of ever greater technological advancements in this era of the 4<sup>th</sup> Industrial Revolution, Malaysia aims to join the ranks of top countries globally in terms of economic development, citizen well-being and innovation. However, our education system is still not up to mark to develop the highly skilled and knowledgeable workforce we need to power our nation's economic growth and bridge the ever-growing rural-urban divide. This session explores the requirements and implications for our human capital.

Some of the issues for consideration:

- Role of government and businesses in reforming Malaysia's education system - equipping ALL citizens to become highly skilled, knowledgeable and relevant to the 4<sup>th</sup> Industrial Revolution and TN50
- How to effectively provide disadvantaged youths with learning opportunities (e.g. out-of-school learning and enrichment) and social services (e.g. balanced nutrition and healthcare for optimum physical, mental and emotional development) enjoyed by the more affluent urban youths
- Greater strategic role for HR to support educational system reforms to fulfil future workforce needs
- Harnessing technology and the better equipped workforce to optimise performance and manage environmental footprint with integrity

- Nurturing digital preparedness and strengthening security to facilitate collaboration across increasingly blended workforce (i.e. mix of permanent and contract employees)

10:15 Introduction  
 10:25 Discussions / Q&A  
 11:25 Wrap-Up

#### Panellists:

- **Tan Sri Yong Poh Kon**  
 Chairman, Royal Selangor International;  
 Fellow, Malaysian Institute of Management;  
 and Member, National Economic  
 Consultative Council (MAPEN I & II)
- **Tan Sri Azman Mokhtar**  
 (represented by **Mr Ahmad Zulqarnain Onn**, Deputy Managing Director, Khazanah Nasional)
- **Dato' Sri Idris Jala**  
 (represented by **Tengku Azlan Shariman**, Executive Vice President and Partner, PEMANDU Associates)
- **Datuk Yasmin Mahmood**  
 CEO, Malaysia Digital Economy Corporation (MDEC)

#### Moderator:

- **Mr Johan Mahmood Merican**  
 Deputy Director-General (Human Capital), EPU

### SESSION TWO

**HR's Key Challenge:  
 Raising Productivity and Adaptability**  
 (11:30 - 12:45)

The UN's Sustainable Development Goals aptly outlined various challenges faced by HR such as health and wellbeing, equality, decent work and growth, corporate responsibility, and innovation. Given Malaysia's current outlook, the most pressing concerns would be raising productivity and adaptability. HR can no longer use one-size-fits-all policies and programmes.

Some of the issues for consideration:

- Challenging old paradigms to redesign HR (i.e. become more service-oriented) and its policies and programmes to evolve with the organisation and its people
- Finding, getting and keeping the best - establishing the ideal employee value proposition for your organisation (such as flexibility schemes, childcare, eldercare, education assistance etc.)
- Optimising Productivity - what metrics to use and where to draw the line in

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monitoring and measuring via advanced analytics? (i.e. how much privacy left?)

- Nurturing Adaptability - collaboration of people with automation and thinking machines as well as reclassification and rebalancing of work as we know it now
- Making the case for win-win Investment in Health and Wellness

11:30 Introduction  
 11:40 Presentations (10mins X 3)  
 12:10 Discussions / Q&A  
 12:40 Wrap-Up

#### Speakers:

- **Mr Kunaseelan Senahirajah**  
Managing Director, QI Services Malaysia
- **Ms Nora Manaf**  
Group Chief Human Capital Officer, Maybank
- **Prof Dato' Dr Mohd Yusof Hj Othman**  
Director, Institut Islam Hadhari, Universiti Kebangsaan Malaysia

#### Moderator:

- TBC\*

#### **LUNCHEON PROGRAMME** (12:45 - 14:15)

12:45 **INTRODUCTORY REMARKS**  
**Tan Sri Dr Michael Yeoh**  
Chief Executive Officer, ASLI

12:50 **LUNCHEON KEYNOTE ADDRESS**  
**"TN50: MAXIMISING MILLENNIALS' CAPACITY AND CONTRIBUTION"**  
**YB Khairy Jamaluddin**  
Minister of Youth and Sports Malaysia

13:05 Networking Lunch

#### **SESSION THREE** **Embracing Diversity and Inclusivity to Boost Collaboration and Productivity** (14:15 - 15:30)

Practising diversity and inclusivity is crucial for organisations to increase resilience, manage costs and tap into a larger pool of creative and innovative talent given the disruptive climate that they operate in. However, this is easier said than done.

Some of the issues for consideration:

- Gender, Age, Educational, Religious or Racial Imbalance
- Closing the gap - how far can we take the ethos of equal opportunities in correcting imbalances to benefit the bottom-line?

- What about recognising and appreciating the value of differences?
- Overcoming biases, especially unconscious bias
- Strategic outreach and communication

14:15 Introduction  
 14:25 Presentations (10mins X 3)  
 14:55 Discussions / Q&A  
 15:25 Wrap-Up

#### Speakers:

- **Dato' Hamidah Nazladin**  
Group Chief People Officer, CIMB Group Holdings
- **Assoc Prof Dr Madeline Berma**  
Director, Pusat Keimpinan Wanita Tun Fatimah Hashim, UKM
- **Ms Rosanna Bruzzichessi**  
Executive Director - People & Organisation, PwC Malaysia

#### Moderator:

- TBC\*

#### **SESSION FOUR** **Building Continuous Adaptability into the Workforce for Organisational Sustainability** (15:30 - 16:45)

In this age of disruption, it is crucial to factor in 'continuous adaptability' in developing a Learning and Development (L&D) strategy to focus firstly on delivering business impact and secondly on fostering a culture of self-directed, life-long learning in order to build more sustainable organisations.

Some of the issues for consideration:

- Organisation's evolving role in guiding, re-training, re-skilling and supporting its workforce to fill fluid jobs and roles
- Desired ROI from HC Development (i.e. L&D)
- Culture and Behaviour - how to encourage people to take ownership of their own career development? (which can take many paths from now into the future)
- Aligning people's attitudes and behaviours to organisational vision and values
- University-Industry collaboration

15:30 Introduction  
 15:40 Presentations (10mins X 3)  
 16:10 Discussions / Q&A  
 16:40 Wrap-Up

#### Speakers:

- **Prof Dato' Dr Mansor Fadzil**  
President/Vice-Chancellor, Open University Malaysia
- **Mr Samuel Kim**

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- President, Center for Asia Leadership
- **Ms Ng Yeen Seen**  
CEO, Centre for Research, Advisory & Technology (CREATE); and Ambassador, TN50

**Moderator:**

- **Mr Anthony Raja Devadoss**  
Managing Director & Business Head - Asia Pacific, Persolkelly Consulting Sdn Bhd

**SESSION FIVE**  
**Leadership for Success: Shaping High-Performing People and Teams**  
(16:45 - 17:15)

The leadership role will become more and more demanding as organisational boundaries become more permeable, the workforce more blended and flexible to work remotely, and collaboration amongst people and teams much more crucial. How can we groom great leaders across the organisation and align them towards the organisation's vision and mission?

Some of the issues for consideration:

- Finding the ideal balance between 'people-centricity' and 'organisation-centricity'
- What differentiates 'great leaders' from 'mediocre leaders'?
- How to get 'leadership' right?
- Any differences in approach to groom leaders in different organisations? (e.g. PLC, MNC, SME, NGO, Government)
- Succession planning

**Speaker:**

- **Mr James McCulloch**  
Director of Leadership, Inspire Group

**CLOSING PROGRAMME**  
(17:15 - 18:00)

- 17:15 **INTRODUCTORY REMARKS**  
**Dato' Kulasegaran Sabaratnam**  
President, High School Bukit Mertajam (HSBM) Alumni
- 17:20 **SPECIAL CLOSING ADDRESS**  
**YB Datuk Seri Panglima Abdul Rahman Dahlan\***  
Minister in the Prime Minister's Department
- 17:35 Refreshments
- 18:00 End of Forum

**Notes:**

- (\*) represent invited role-players
- ASLI is a PSMB/HRDF training provider

- The Organisers reserve the right to alter the content and timing of the programme in the best interest of the summit and is not responsible for cancellations due to unforeseen circumstances
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