



Recruiting & Retaining the Best Human Capital

Wednesday, 11th January 2006, 9.00am – 5.00pm, Amara Singapore

Human capital is the lifeblood of the new economy. In today's tightening labour market, the focus is on attracting and retaining talent rather than repeating the costly and time-consuming process of replacement and retraining. A survey conducted in China, Hong Kong, Japan and Singapore by Human Resource Agency Hudson reveals that Singapore holds the highest staff turnover rate amongst the four countries, with over 90 percent of the companies losing staff over the last 12 months. It is therefore critical for employers to be able to identify and retain the top contributors on board.

This one-day intensive conference will arm human resource practitioners with invaluable strategies to recruit, retain and manage human capital necessary for business growth.

CASE STUDY

Best Practices in Engaging Talent
Joydeep Bose, Vice President, Human Resources
Olam International Limited

- Employee engagement and key factors which impact employee engagement
- Best practices to elicit discretionary effort from employees
- Experiences of Olam International, a global company in engaging talent

To Hire or Not to Hire - Body Language during an Interview
Manjit K Christopher, Personality Enhancement Consultant

- The entrance – Watch the interviewee's posture
- Body language to look out for during the handshake
- Sitting positions
- The 'red alert' positions
- The signs of aggressive body language
- Lying signs

What's in a Name – Exploring the Value of Employer Branding on Recruitment
Lynette Lim, Director, Human Resource
Sentosa Leisure Group

- Creating value: WIIFU (What's in it for us?)
- Creating experience: What's it like on the inside?
- Enhancing the image: What do people see?
- Positioning reality: Is your image for real?
- Building the brand: What opportunities have you missed?

CASE STUDY

Effective Human Resource Strategies to Recruit and Retain Talents
Jaclyn Lee, Vice President, Human Resources
CISCO Security Pte Ltd

- HR as a business partner and a strategist
- Branding and recruitment strategies
- CISCO's framework for retaining employees
- Retention of key talents
- Summary

Who Should Attend

- HR Directors
- HR Managers
- HR Specialists
- HR Consultants
- HR Executives
- Operation Managers
- Managing Directors
- General Managers

Conference Topics

Identifying and Attracting the Best Talent
Aileen Tan, Vice President, Centres of Excellence
Abacus International Pte Ltd

- Person-job fit, person-group fit, person-organisation fit
- Identifying the cream of the crop
- Strategies to attract talent
- Examples of some best practices to attract talent

Using Objective Assessment to Make Better People Decisions
Aimee Williamson, Vice President, Products
SHL Asia-Pacific

- What is objective assessment?
- The good, the bad and the ugly – How to implement objective assessment effectively in your organisation
- The results – The return on investment of objective assessment

Participating Companies

