

THE SINGAPORE HR AWARDS 2006!

Bringing Leading People and Practices to the Fore



Winners in 17 award categories, reflecting the entire spectrum of the HR profession, were recognised at The Singapore HR Awards 2006 presentation gala held at The Conrad Centennial Singapore hotel on 31 May 2006.

The guest-of-honour for the glitzy event, Mr Hawazi Daipi, Senior Parliamentary Secretary, Ministry of Manpower, was joined by over 400 industry captains, HR chiefs and professionals in Singapore and from abroad. Impressed but not surprised by the turnout, Mr Hawazi told the audience, "The large number of us gathered here today, ranging from the HR fraternity to CEOs and senior management, is a testament to the stature of the Award, and a recognition of the pivotal role that HR plays in every organisation."

He added, "And we should not be surprised, as HR is a profession which makes or breaks an organisation's all-important people strategy."

Aside from underscoring the prestige of The Singapore HR Awards, Mr Hawazi highlighted the importance of the Awards in bringing HR to the fore. He said, "Let me congratulate SHRI for re-launching The Singapore HR Awards at its 40th anniversary last year. It provides a platform for the HR fraternity and professionals to come together and celebrate their achievements as a community of professionals, showcasing successful HR ideas, practices and programmes and building a sense of shared identity and purpose as well."

Echoing Mr Hawazi's sentiments, Mdm Ho Geok Choo, President of SHRI said, "The Singapore HR Awards is a celebration to mark the successes and accomplishments of our people managers in their quest to get the best out of employees, management and organisations. When companies come forth to showcase and share their initiatives through such a platform, it elevates industry standards and human capital management processes, and most certainly advances businesses as management learn from each other."

The Singapore HR Awards 2006 – which was sponsored by the Australian Trade Commission, Kelly Services and Perseus Asia – received some 150 entries and nominations from both local organisations and Singapore-based MNCs. Reflecting the expanded role and increasing influence of HR, this year's Awards boasted a few more categories.

Explaining the addition of new categories such as Strategic HR, HR Communications and Internationalisation/Globalisation of Business, Mdm Ho said, "HR is entering a new era where it is fast emerging as one of the key pillars of business strategy. It has moved beyond salaries, hiring and training to gradually assuming a more strategic scope at the level of business planning to deliver business results."

This year, 63 winning submissions/nominations were identified through a two-tier selection and judging process. In all, 19 organisations and three individuals garnered accolades, including Mr Goh Liang Kwang, Deputy Commissioner of the Singapore Police Force and Mr Paul Lawrence, General Manager and CEO of HSBC Singapore, who bagged the Leading CEO Award – the top award recognising HR champions.

Aside from Mr Goh's win, the Singapore Police Force also bagged seven awards, including the Leading Corporate HR Award. Other big winners at this year's Awards include Murata Electronics Singapore (Pte) Ltd with eight awards, NTUC FairPrice Co-operative Ltd with six awards, Olam International Ltd with seven awards and Ms Annie Yap, Managing Director of The GMP Group. Ms Yap, who bagged the Leading HR Entrepreneur Award last year, collected the Leading HR Management Consultancy & Training Provider Award for her company, and was the lucky winner for the gala's Grand Lucky Draw's top prize – the latest edition of Perseus SurveySolutions EFM, the feature-rich software for enterprise feedback management.

Over the next few pages, you'll find out what Ms Yap and the other winners have to say about their wins at The Singapore HR Awards 2006. To get an in-depth understanding of their award-winning HR practices, be sure to attend the Leading HR Summit in August. For further information, please visit www.shri.org.sg

Nominations for The Singapore HR Awards 2007 open 1 October 2006, and the search is on for Singapore's HR innovators and champions. If you know of an HR professional or practice that has changed an organisation or the industry for the better over the last year, don't let those achievements go unrecognised. Enter now! For details, call 6438 0012 or email TheSingaporeHRAwards@shri.org.sg

CISCO Security Pte Ltd

- Leading HR Practices in Learning & Human Capital Development Award - Special Mention

Comments by Ms Jaclyn Lee, Vice President, HR, Corporate HR, CISCO Security Pte Ltd

On winning the special mention:

We were very surprised indeed. There were many good companies that were vying for the awards.

Why she thinks CISCO won:

We have done a great deal of work in human capital development for the past two years for the company. Many innovative ideas in employee development, talent management, as well as change management were introduced. CISCO

has definitely many leading-edge practices in HR, and I believe that we have added a lot of value to our business lines by being pro-active in understanding their needs and designing HR solutions that can make a impact to the business.

Other comments:

I would like to thank SHRI for spearheading this award to recognise the HR profession in Singapore. I believe that there were many great companies that evening that have won awards and CISCO would like to extend a congratulatory note to all of them.



Ms Jaclyn Lee (2nd from right), with members of her Human Capital Development Team (from left), Ms Jessie Ng, Ms Jamie Ong, Ms Janet Quek and Mr Bernard Ho.