

TALENT Management Summit 2007

EARLY BIRD OFFER
Register team of 3 and pay only for 2. Hurry, promotion ends on 9 November 2007

Sourcing, Identifying and Developing High-Potential Employees to Ensure A Ready Leadership Pipeline

➤ **Main Conference: 4 - 5 December 2007** ➤ **Pre-Conference Workshops: 3 December 2007** ➤ **Venue: Raffles The Plaza Hotel, Singapore**

Join our C-level speakers from a wide spectrum of industries with great insights on talent management



Kern Lim
Vice President & Chief Financial Officer
ASIMCO Technologies



Pungki Purnadi
Head of Human Resources
WorleyParsons



Richard Wong
Head of Human Resources – Asia
Flextronics



Andy Li
Director of Talent Acquisition,
Asia
Flextronics



Chris Goh
Asia Pacific Director of Global
Learning & Leadership Development
Agilent Technologies Singapore (Sales)



Jaclyn Lee
Senior Vice President of Group
Human Resources
CERTIS CISCO Security



Claudia Cadena
Group Manager of Talent & Performance
Sime Darby



Darren Jaffrey
Senior Vice President of
International Operations
Vurv Technology



Abdul Jaail Md Taib
General Manager of Human
Resource Planning
Petronas



Francis Chan
Director of Business Development &
Field Operations – Asia Pacific
SuccessFactors



Sujaya Banerjee
Chief Learning Officer
Essar Group



Philip McWhirter
Director of Human Resources
– Asia Pacific
Schindler Management
Asia Pacific



Larry Yap
Executive Director of Shared Services
Centre (Finance, IT and HR)
Sunway Group



Kaspar Chong
Director
Centre for Organisational
Effectiveness



Anne Leong
Director
Centre for Organisational
Effectiveness



Nora Manaf
Executive Vice President/Head of
Human Resources
GSSC KL,
Scope International and IT365



Wayne Tollemache
Executive Vice President
(Regional Managing Director)
APAC First Advantage



Rajeev Bhadauria
CFO
FMC India

WHY ATTEND?

- ✓ Aligning talent management to business vision
- ✓ Building a performance based culture
- ✓ Early talent identification
- ✓ Developing a strong employer brand
- ✓ Advanced sourcing techniques
- ✓ Growing leaders from within
- ✓ Talent pipeline management for business growth
- ✓ Proven techniques to retain your top 20%

Organiser:



Conference Sponsors:



Session Sponsor:



Media Partners:



PRE-CONFERENCE WORKSHOPS ➤ 3 December 2007

Our workshops provide a unique opportunity to spend invaluable time with industry experts, allowing you to map out optimal solutions through interactive discussions and brainstorming sessions. So book today!

Workshop A: 8:30 – 11:30 (inclusive of networking break)

DEVELOPING AND CONDUCTING PERFORMANCE RANKING EXERCISES ON VARIOUS BANDS / SENIORITY LEVELS

In this workshop, Kern will share with you his experience in developing and conducting performance ranking exercises on varying levels to better groom your talent based on their current competencies and potential. Key areas to be discussed include:

- Looking at an Asia Pacific perspective to broadly categorise talents into various bands / seniority levels
- Ranking employees into levels by identifying top talent, highly valued and least effective performers
- Developing the succession planning and identifying developmental needs (values versus execution)
- Knowing how to treat employees with respect and deal with those not meeting expectations
- Understanding how to manage top talent and their expectations
- Building a winning team in various parts of the World - North America, Europe, Asia, China, etc.

About your Workshop Leader:

Kern Lim, Vice President & Chief Financial Officer

ASIMCO TECHNOLOGIES

Prior to ASIMCO, Kern was the CFO of Eastman Kodak Company for the Asia Pacific Region (based out of Shanghai); that included responsibilities for India, Australia & NZ, South Asia, Korea and China. He also worked for General Electric Company as Mergers & Acquisitions Finance Leader based in Atlanta, Georgia, USA.

Workshop B: 12:00 – 15:00 (inclusive of networking lunch)

BUILDING STRONG PIPELINES AND ENHANCING YOUR LEADERSHIP DEVELOPMENT

Developing leaders and building a strong talent pipeline is on the agenda of every organisation even as they struggle with the challenges of talent shortage and talent retention. Through a variety of exercises, leave this session equipped with:

- A leadership development strategy for your organisation in the context of the business
- A structured and systematic approach to developing leaders
- Knowledge on how to build a strong leadership pipeline through an accelerated development program
- Alternative/innovative approaches to career development
- Talent engagement and strategies for employer branding
- A toolkit for managing high potential employees

About your Workshop Leader:

Sujaya Banerjee, Chief Learning Officer

ESSAR GROUP

Sujaya is currently the Chief Learning Officer with the Essar Group overseeing Learning and Organisational Development for all their Group companies- Essar Steel, Essar Oil, Essar Shipping, Essar Construction, Essar Power, Essar Telecom and Aegis the Essar BPO. Sujaya was Director HR & Administration at British Gas Exploration & Production India Limited when she got featured in a list of Hot 40 HR Professionals in Asia created by Human Capital Asia, Singapore. She was also awarded the Business Leadership Award by ITM Business Schools.

Dr. Sujaya Banerjee is a post-graduate in Management Studies from the University of Bombay with a specialisation in HRD and Personnel Management. She recently completed her PhD in Business Policy & Administration (Performance Management in the Oil & Gas Industry) from the University of Mumbai.

Workshop C: 15:30 – 18:30 (inclusive of networking break)

IMPROVING EMPLOYEE ENGAGEMENT: BEYOND THE “IRON RICE BOWL”

The relationship between the employee and the employer is radically changing, most Talent Management professionals agree that successful Talent Management programs must focus on three key sets of initiatives: candidate attraction, employee retention, and employee engagement. But what, exactly, is employee engagement? What can we, as HR professionals, do to improve it? In this workshop we'll focus on:

- Defining engagement
- Discussing case studies of companies which have successfully implemented engagement-focused process improvement
- Practical steps you can take on both an immediate and long-term basis, to improve engagement at your organisation

About your Workshop Leader:

Darren Jaffrey, Senior Vice President of International Operations

VURV TECHNOLOGY

Darren is responsible for all of Vurv's operations throughout Europe, Middle East & Africa. His role includes the management of all direct and indirect sales channels, implementation and customer support. Darren's extensive experience in the software industry began at technology and consulting giant Electronic Data Systems. His role as a consultant included assignments throughout Europe, Japan and the United States.

Media Partners

HRD GATEWAY

HRD Gateway (www.hrdgateway.org) is an international non-profit and non-governmental organisation dedicated to human resource and organisational development excellence. It has national chapters and affiliates in Malaysia, Vietnam, Thailand, Philippines, Cambodia, Brunei, Laos, India, Pakistan, Indonesia, Singapore, Sri Lanka, Mauritius, Myanmar, China, Taiwan and the USA, with a total membership of over 25,000. It is managed by a group of international professionals (<http://www.hrdgateway.org/ourprofile.htm>).



(Perhimpunan Manajemen Sumberdaya Manusia), THE INDONESIAN SOCIETY OF HUMAN RESOURCE abbreviated as ISHRM which bases itself on the development of human resource quality, to achieve the world's standard as forum of human resource professionals in Indonesia. PMSM Indonesia bases itself on the development of human resource quality, to achieve world-class standards. PMSM Indonesia is a forum for human resources professionals in Indonesia.



The International Professional Managers Association (IPMA) is an International Examining, Licensing and Regulatory Professional body formed for the purpose of providing practicing managers with the opportunity to participate and to be part of the process of improving managerial performance and effectiveness in all areas of business and industrial activity.



Our primary objective is to improve the key skills required for effective management. Through our examination and licensing qualifying scheme we strive to create awareness and understanding of new technology and new techniques of management so that our qualified managers have the necessary skills to improve their personal effectiveness for their organisations and also to enable them to have a satisfying and rewarding career in Management.

Malaysian Institute of Human Resource Management was established in 1975 as a sole national institute in conducting training for HR professionals. MIHRM is the leading institute for quality training and education in Human Resource Management in Malaysia. MIHRM has trained approximately 7,000 competent HR professionals and practitioners in both private and public sector since its establishment. To-date, MIHRM has over 2000 individual members and 171 corporate members.

MIHRM is a non-profit, non-governmental voluntary organization. The Institute is managed by Council Members elected biannually amongst the members at a General Meeting.

MIHRM MEMBERSHIP

MIHRM membership is open to individuals as well as organisations who are engaged in HR functions.

PROFESSIONAL TRAINING PROGRAMMES

MIHRM provides the following HR-Services:

- HR Management Professional Courses [Cert & Diploma]
- HR Management Programmes [Public & In-House]
- HR Support & Consultation Services
- HR Professional Certification

For enquiry, please contact MIHRM Corporate Office at tel: 03-79556536/ fax: 79554076 or email at: mihrm@streamyx.com
Address: K2 Upper Ground Floor Bangunan Khass, Lorong 8/1E (off Jalan Barat), 46050 P. Jaya

malaysiaHRonline

malaysiaHRonline (www.malaysiahronline.com), formed on February 5, 2000, is a platform for HR Practitioners and Trainers in Malaysia/Asia Pacific Rim to interact, discuss, exchange views and news on Human Resource Management. [malaysiaHRonline](http://www.malaysiahronline.com) has attracted over 1,500 members, many of whom are top notch and experienced HR Management practitioners and Trainers, and they include people from India, Sri Lanka, Philippines, Singapore, UK, Brunei, the USA, etc. The owner/moderator is Major (Rtd), Teoh, an independent Consultant and a Trainer who has had a varied 25-year career in education, the armed forces, industrial relations and HR management.

CONFERENCE DAY ONE ➤ Tuesday 4 December 2007

08:30	Coffee and Registration				
09:00	Chairman's Opening Remarks Sujaya Banerjee <i>Chief Learning Officer</i> ESSAR GROUP	11:00	Networking Coffee Break & Interactive Exhibition	14:45	DIFFERENTIATING THE BEST FROM THE REST: IDENTIFYING AND DEVELOPING FUTURE LEADERS <ul style="list-style-type: none"> Assess potential and readiness for advancement Accelerate the development of high potential leaders through strategic methods Measure the success of your leadership development and succession planning efforts Darren Jaffrey <i>Senior Vice President of International Operations</i> VURV TECHNOLOGY <i>Darren is responsible for all of Vurv's operations throughout Europe, Middle East & Africa. His role includes the management of all direct and indirect sales channels, implementation and customer support. Jaffrey's extensive experience in the software industry began at technology and consulting giant Electronic Data Systems.</i>
09:15	Objective Setting <i>Through a roundtable setting, get to know your speakers and fellow delegates, and discuss with them your key objectives in attending the conference. Delegates will introduce themselves with their table members (5 mins). On the card provided on each table, agree your team's top 3 learning objectives at this forum (10 mins). Nominate a spokesperson to introduce table members and objectives (5 mins) and ensure that the cards are passed back to the conference organiser for inclusion in the interactive sessions.</i>	11:30	GROWING LEADERS FROM WITHIN <ul style="list-style-type: none"> Agilent's Leadership Development Curriculum Next Generation Leadership Program High Impact Learning Process Chris Goh <i>Asia Pacific Director of Global Learning & Leadership Development</i> AGILENT TECHNOLOGIES SINGAPORE (SALES) <i>Chris has more than 12 years of hands-on experience in designing and delivering organisational development programs. His areas of specialisation and interests are in leadership development, performance management, succession planning, change management, and competency modeling.</i>	15:30	Networking Coffee Break
09:30	BUILDING A TALENT MANAGEMENT INFRASTRUCTURE THAT FOCUSES ON DEVELOPING GREAT PEOPLE FOR THE BUSINESS - THE SIME DARBY EXPERIENCE <ul style="list-style-type: none"> Aligning talent management strategies and initiatives to business strategies and direction Enlisting the use of technology and transfer of knowledge to make the process better, faster, and cheaper Evaluating critical success factors and pitfalls to avoid when putting in place talent management infrastructure Claudia Cadena <i>Group Manager of Talent & Performance</i> SIME DARBY <i>Claudia is responsible for leading the Group's HR Team around the implementation of best practices in relation to talent management. She is also responsible for managing the High Potentials and the Scholars plus the technical team that is currently deploying and implementing SAP-HR and shared services throughout the Group.</i>	12:00	BUILDING A PERFORMANCE-BASED CULTURE ACROSS GEOGRAPHY AND DEVELOPING GLOBAL AND DIVERSE TEAMS <ul style="list-style-type: none"> Exploring performance measurements and business insights Evaluating values of the leadership and the company Understanding the concept of stretch goals Would forced ranking result in non-performers? How can we treat people with respect Comprehending that accountability works both ways Being aware of the 'cross culture traps' for leaders in various parts of the world Kern Lim <i>Vice President & Chief Financial Officer</i> ASIMCO TECHNOLOGIES <i>Prior to ASIMCO, Kern was the CFO of Eastman Kodak Company for the Asia Pacific Region (based out of Shanghai); that included responsibilities for India, Australia & NZ, South Asia, Korea and China. He also worked for General Electric Company as Mergers & Acquisitions Finance Leader based in Atlanta, Georgia, USA.</i>	16:00	BEST PRACTICES IN EMPLOYER BRANDING: BEING RECOGNIZED AS AN EMPLOYER OF CHOICE <ul style="list-style-type: none"> Examining branding in the HR context Matching your branding to existing organisational culture Using branding to attract the right candidates Developing recruitment strategies to promote your company brand Communicating your employer brand within the organisation and externally Developing a strong employer value proposition Jaclyn Lee <i>Senior Vice President of Group Human Resources</i> CERTIS CISCO SECURITY <i>Jaclyn has implemented innovative recruitment strategies, spearheaded key management development initiatives and talent management frameworks, and worked with management to lead CISCO through a period of change when the organisation went through corporatisation in 2005. She also helped CISCO to achieve the "People Developer Award" as well as the "Award for Excellence in Human Capital Development" within a short period of 2 years.</i>
10:15	SUCCESSFUL TALENT ACQUISITION STRATEGIES AND THEIR IMPACT ON OVERALL COMPANY OBJECTIVES <ul style="list-style-type: none"> Discovering "why" and "how" you can expand your talent acquisition strategies to utilise talent as a marketing method to grow the organisation Learning "what" and "how" your internal hiring process needs to change in order to accomplish different company objectives Understanding the benefits of evaluating your competition before making hiring decisions Richard Wong <i>Head of Human Resources – Asia</i> FLEXTRONICS <i>Richard has been a practitioner of change management, leadership development, and human capital management in Asia Pacific and North America for the past 25 years. In June 2007, he won the prestigious Best HR Leader award at the HRM Awards 2007 ceremony in Hong Kong.</i> Andy Li <i>Director of Talent Acquisition, Asia</i> FLEXTRONICS	12:45	Networking Lunch	16:45	GETTING THE BEST OUT OF YOUR ORGANISATION'S TALENT MANAGEMENT STRATEGY THROUGH STRATEGIC PLANNING Drawing on examples from MNCs in the region, Kaspar will show how to successfully get senior management buy-in support and ownership of talent management strategies. Learn how others have got it to be driven from the top. Kaspar Chong <i>Director</i> CENTRE FOR ORGANISATIONAL EFFECTIVENESS <i>With more than 10 years in consulting, Kaspar is a professional with expertise in enabling organisations to realise their aspirations by managing their competencies to meet ever demanding external business environment, proficient in dealing with challenging environments, delivering on performance management and strategy.</i>
		14:00	EVALUATING YOUR HIRING PROCESS AND RETENTION PRACTICES TO ENSURE A WINNING TEAM <ul style="list-style-type: none"> Building the candidates' desire to work at your organisation and a step by step process on how to do this Providing the first impression of an organisation's character and showing that you are a company who is considerate, respectful, intelligent, and values the candidates time and opinions Understanding the integral hiring processes and the best way to execute through effective candidate communication, how and where to source for candidates, instituting user friendly processes, and timely follow up Nora Manaf <i>Executive Vice President/Head of Human Resources</i> SCOPE INTERNATIONAL AND IT365 <i>Scope International is a wholly-owned subsidiary of Standard Chartered Plc, UK. Nora took on this role upon completing her previous assignment as Executive Vice President, head of Strategic Initiatives in PermataBank, Indonesia. Within Standard Chartered Group in the last 7 years, Nora has headed up country HR, Rewards, Organisation Development, HR audits and M&A integration work in countries including Hong Kong, UK, Malaysia, Indonesia and the Philippines.</i>	17:30	Chairman's Summary and Close of Conference Day One

CONFERENCE DAY TWO ➤ Wednesday 5 December 2007

08:00 Coffee and Re-registration

08:30 Chairman's Re-cap
Sujaya Banerjee
Chief Learning Officer
ESSAR GROUP

08:45 BUILDING A HUMAN CAPITAL PIPELINE AND STRATEGIC ASSESSMENT PROGRAM

- Knowing how to get onboard and grow employees quickly to accommodate accelerated company growth
- Replicating your culture on a global scale
- Grooming your talent for engagement using strategic rewards initiatives

Philip McWhirter

Director of Human Resources – Asia Pacific

SCHINDLER MANAGEMENT ASIA PACIFIC

Philip heads a team of human resource professionals across the region from his base in Shanghai. He is responsible for providing a wide range of services and support to the Asia Pacific region. His direct area of responsibility includes leadership development, organisational development and succession planning.

09:30 ENSURING LEADERSHIP CONTINUITY FROM YOUR SUCCESSION PLANNING PROGRAMMES

- How can your company influence successful leadership?
- Driving smooth and easy succession planning by examining a company's culture and business strategy
- Building capacities for the future and recognising key competencies in your company
- How do you effectively replace your expatriate talents when they move?

Abdul Jalil Md Taib

General Manager of Human Resource Planning

PETRONAS

Jalil has a total of 27 years of experience in PETRONAS. He spent his earlier years in marketing and trading before moving on to human resource management. His current job focuses on human resource planning, remuneration planning, job management, organisational development and expatriate management.

10:15 GETTING YOUR TALENT "READY TO WORK"

- An integrated talent acquisition strategy that works in Asia
- A brief overview of Asian talent acquisition challenges
- Effective use of technology competencies in your company

Wayne Tollemache

Executive Vice President (Regional Managing Director)

APAC FIRST ADVANTAGE

Wayne is responsible for all operations of First Advantage's Employer Services segment in the Asia Pacific region. Currently, Wayne is spearheading First Advantage's expansion of offerings in the Asia Pacific region from background screening — a market dominated by the Company — to the full continuum of First Advantage's hiring-related service offerings.

11:00 Coffee Break & Networking

11:30

COACHING EFFECTIVE FEEDBACK IN THE TALENT MANAGEMENT PROCESS

- Understanding why delivering great feedback is the key to an effective talent management process
- Learning a simple but powerful tool that will help you teach managers to deliver great feedback to their employees
- Examining how investing in your coaching skills will boost the performance of your talent management process

Sujaya Banerjee

Chief Learning Officer

ESSAR GROUP

Sujaya oversees Learning and Organisational Development for all Essar Group companies—Essar Steel, Essar Oil, Essar Shipping, Essar Construction, Essar Power, Essar Telecom and Aegis the Essar BPO. She was the Director of HR & Administration at British Gas E&P India when she featured in a list of Hot 40 HR Professionals in Asia. She was also awarded the Business Leadership Award by ITM Business Schools.

12:15

PAYING SPECIAL ATTENTION TO RETENTION OF YOUR TALENT

- Designing effective retention strategies by focusing on an individual's performance and potential
- Linking retention strategies to compensation, career development, organisational culture and management quality
- Implementing your retention plan
- Evaluating new ideas in retention strategies

Rajeev Bhadauria

CFO

FMC INDIA

13:00

Networking Lunch

14:15

MANAGING TALENTED PEOPLE THROUGH THE "SPECIAL" PROGRAM

In this case study, Pungki will share with you how the company identifies talent among its human capital pool. He will also discuss in detail their development process through the SPECIAL program (Shared, Political, Emergent, Complex, Individual, Active & Live). Every talent is managed with a personal touch and their people are trained to expect the unexpected in order to excel in today's environment.

Pungki Purnadi

Head of Human Resources

WORLEYPARSONS INDONESIA

Pungki is a HR practitioner with Petroleum Engineer background. He has 17 years experience in handling HR matters in some multinational companies such as Total, Lafarge, Medco and Petronas with some international job assignments.

15:00

DEVELOPING THE RIGHT ALIGNMENT STRATEGY THROUGH PERFORMANCE MANAGEMENT

Effective performance management is a huge contributing factor to aligning performance of workforce with strategy and in increasing the engagement of employees.

15:45

- Ensuring recognition and rewards are clearly and consistently tied to job performance and overall business results
- Setting clear and consistent performance goals
- Assessing new next-generation technologies in human resource management and performance management

Francis Chan

Director of Business Development & Field Operations
– Asia Pacific

SUCCESSFACTORS

Francis Chan is focused on accelerating market development, customer adoption and success of SuccessFactors' On-Demand Performance & Talent Management solutions. He was involved in helping companies design and deploy performance, goal, and compensation management processes and systems.

16:15

Speed Networking & Coffee Break

Some of your most valuable contacts are made through networking at Human Resources IQ conferences. But how many times have you missed meeting that business-critical peer during lunch and coffee breaks? This session will ensure you have a fruitful, yet efficient networking experience behind closed doors.

16:15

BUILDING AN EFFECTIVE PARTNERSHIP BETWEEN HR AND MANAGEMENT FOR A SUCCESSFUL SUCCESSION PLANNING AND TALENT MANAGEMENT PROGRAMME

- Gaining benefits from clarifying the difference between responsibilities of management and human resources
- Identifying critical factors for successful succession planning and talent management programs

Larry Yap

Executive Director of Shared Services Centre
(Finance, IT and HR)

SUNWAY GROUP

Larry has more than 20 years of experience with the Group covering the areas of Corporate Planning, Finance, IT and Human Resources. His vast experience enabled him to lead a strategic HR function for the Sunway Group and recently earned 6th place for the Asia Pacific Region Top Companies for Leaders 2007 global survey, conducted by Hewitt Associates in collaboration with Fortune magazine and RBL Group.

17:00

FUTURE CHALLENGES FOR HR PROFESSIONALS, AND THE ROLES NEEDED TO MEET THESE CHALLENGES

Weak talent retention will impede business growth. As such HR professionals must wear many hats to support the business. Hear how these roles are evolving and how you can implement these in your business.

Anne Leong

Director

CENTRE FOR ORGANISATIONAL EFFECTIVENESS

Anne has worked in the field of HRM and Training & Organisational Development for the last 20 years in the USA, Europe and in Singapore. She has more than 12 years of experience as an HR consultant in Singapore and the greater Asian region.

17:45

Close of Conference and see you next year!

TOP 5 REASONS TO ATTEND TALENT MANAGEMENT SUMMIT 2007:

- Over **17 case studies** on how to overcome critical challenges in talent management that will **make or break your company's performance in the next 3 years**
- Featuring **Fortune 100, 500 and renowned local enterprises** with unique strategies for sourcing the top 20%. Find what you need to know from their success stories
- From **identifying and grooming talents, conducting global talent assessment and succession planning to ensuring effective leadership continuity**, this event will ensure you take back invaluable strategies to start 2008 on the right note
- Get a thorough understanding of **proven tools and techniques** from internal branding to performance management
- **Network with C-Level HR Practitioners** from **Energy, Banking, Manufacturing, FMCG and Technology** sectors

STIMULATE AND ENHANCE BUSINESS DEVELOPMENT THROUGH SPONSORSHIP AND EXHIBITIONS

As the market's flagship event in the region, **Talent Management Summit 2007** will gather senior level delegates such as Chief Officers, Vice Presidents, Directors and Heads of:

- Human Resources
- Talent Management
- Learning & Development
- Organisational Excellence
- Recruitment
- Training and Development
- Leadership Development
- Compensation and Benefits
- Manpower Planning
- Strategic Planning

Over these two days, you will have unlimited access to delegates who are evaluating their HR processes, recruitment and talent management strategies plus payroll solutions. More importantly, they are the key decision makers you often miss in overcrowded trade shows. Don't miss this unique opportunity to make your product or solution front of mind. Call **+65 6722 9388** or email: sponsorship@iqpc.com.sg



CONFERENCE SPONSORS



It's all about the people! At **Vurv Technology** we believe the fusion of individual creative energy, talent and passion with the organisation's purpose, mission and values creates an unstoppable force for success. With technology for recruitment, onboarding, performance and compensation management, Vurv is revolutionising the way top organisations invest in their people to accomplish the awesome. Feel the creative energy, talent and passion at www.vurv.com.



SuccessFactors
People Performance

SuccessFactors is the leading provider of on-demand performance and talent management solutions that enable organisations to optimise the performance of their people to drive business results. We deliver our application suite on demand to organisations of all sizes across all industries and geographies. Our application suite includes the following modules and capabilities: Performance Management; Goal Management; Compensation Management; Succession Management; Learning and Development; Recruiting Management; Analytics and Reporting; Employee Profile; and 360-Degree Review. We strive to delight our customers by delivering innovative solutions, content, process expertise and best practices knowledge gained from serving over 1,300 customers with two million end users across 60 industries and 150 countries and in 18 languages. www.successfactors.com

SESSION SPONSOR



First Advantage is Asia Pacific's leading background screening company with a comprehensive Talent Acquisition offering that includes an array of pre and post employment screening services, Hiring Management and Skill Assessment Solutions, to give employers an accurate assessment of a job applicant, his/her track record and background. The Background Screening services include verification of candidate data such as education, past employment, performance, criminal & litigation, identity, media and other specialised checks. Our clients include many of the world's leading multinational corporations in the financial sector (banking, insurance and fund management, etc.), high tech & technology sectors, consultancy & advisory sectors, manufacturing & distribution sector and governments. First Advantage has over 1300 personnel across Asia Pacific with offices in Singapore, China, India, Japan, South Korea, Australia, Hong Kong and Philippines that provide comprehensive APAC wide service capabilities. In addition First Advantage Corporation (NASDAQ:FADV) is able to provide services across the globe through our offices in US & Americas and Europe.

TALENT Management Summit 2007

Main Conference: 4 - 5 December 2007
Pre-Conference Workshops: 3 December 2007
Venue: Raffles The Plaza Hotel, Singapore

Please do not remove the label even if the address details are incorrect – it contains a priority booking code.
To register, please complete the following form:

1 DELEGATE DETAILS

Please photocopy this form for multiple registrations
I will be attending **Talent Management Summit 2007**
(Please print when completing information)

First Name (Mr/ Mrs/ Ms/ Dr)

Surname

Job Title

Department

Name of Head of Department

Registration Contact

Company

Address

City

Post Code

Country

Telephone

Fax

E- Mail

Signature

Date

I agree to IQPC's payment terms

Please note:

- Indicate if you have already registered by Phone Fax Email Web
- If you have not received an acknowledgement before the conference, please call us to confirm your booking.
- Photocopy this form to register multiple delegates.

My registration code is: **CA 12694 EQ6**

Please complete in BLOCK CAPITALS as information is used to produce delegate badges. Please photocopy for multiple bookings.

2 DOCUMENTATION

- I am registering as a delegate, please send me an extra set of Conference Documentation with Audio CD with a S\$100 discount: S\$549.
- I cannot attend the event, please send me the Conference Documentation and Audio CD at S\$649.
- I cannot attend the event, please send me the Conference Documentation only at S\$549.

(N.B. Advance orders will determine whether or not this conference will be recorded – Please enclose payment with your order.)

100% credit refund should you be unsatisfied with our product. Please return product in re-saleable condition within 15 days from date of received. Credit voucher will be issued only upon receipt of returned product/s.

4 CONTACT US

5 EASY WAYS TO REGISTER

FAX your completed registration form and payment details to:
+(65) 6720 3804.

MAIL your completed registration form and payment details to:
IQPC Worldwide Pte Ltd
61 Robinson Road, #14-01 Robinson Centre
Singapore 068893

PHONE **+(65) 6720 3804** to make your provisional reservation then send us the completed registration form along with your payment details.

EMAIL us at enquiry@iqpc.com.sg to make your provisional reservation then send us the completed registration form along with your payment details.

BOOK ONLINE at <http://www.iqpc.com/sg/TMS2007>

5 VENUE

TALENT MANAGEMENT SUMMIT 2007

Hotel Information:
Raffles The Plaza Hotel, Singapore
2 Stamford Road
Singapore 178882
Tel: +65 6338 8585 Fax: +65 6338 2862
[web.www.swissotel.com](http://www.swissotel.com)
Email singapore-stamford@swissotel.com

Hotel accommodation and travel costs are not included in the registration fee. A reduced corporate room rate has been arranged at Raffles The Plaza Hotel, Singapore for attendees at this conference. To take advantage of this special rate, please process the hotel room reservation form provided upon confirmation of your attendance.

3 CONFERENCE PRICES

- I'm registering as a team of 3 **before 9 November 2007** for the price of 2.
- I'm registering as a delegate **before 9 November 2007** for **S\$500 off** any conference package (bronze, silver or gold).
- I'm registering as a past delegate **before 9 November 2007** for **S\$700 off** any conference package (bronze, silver or gold).

Conference Package	Conference Price (S\$)
<input type="checkbox"/> Gold Package (Conference + 3 Workshops)	5,646
<input type="checkbox"/> Silver Package (Conference + 2 Workshops)	4,697
<input type="checkbox"/> Bronze Package (Conference + 1 Workshop)	3,748
<input type="checkbox"/> Conference Only	2,799
<input type="checkbox"/> Workshop Only	1,049

Please indicate your choice:

- Workshop A Workshop B Workshop C

* Payment in full is required prior to 9 November 2007 to qualify for the Early Bird Discount.
* Discounts DO NOT apply to workshop(s) only bookings. * Discounts cannot be combined.
* Discounts not valid if payment is received after early bird date. * Prices include lunches, refreshments & conference materials.
* Singapore companies, please add prevailing GST.

Please register by 27 November 2007. A S \$300 late administration fee will be added to the standard rate after that date.

Please Debit My

- MASTERCARD VISA AMEX

Card No.

Expiry Date

Cardholder's Name

Signature

OR I will be sending a **Direct Transfer** to IQPC Worldwide Pte Ltd:

All bank charges to be borne by payer. Please ensure that IQPC receives the full invoiced amount.

Account Name: **IQPC Worldwide Pte Ltd**

Bank Number: **7232** Account No: **147-048128-001** Swift Code: **HSBCSGSG**

The Hong Kong and Shanghai Banking Corporation, 21 Collyer Quay, #08-01 HSBC Building, Singapore 049320

OR I will be sending a **Cheque/Bank Draft** payable to IQPC Worldwide Pte Ltd

Please fax confirmation of the bank transfer to **+(65) 6720 3804**, quoting delegate's name and booking code **CA 12694** as your reference on both fax and bank transfer.

PAYMENT POLICY: Payment is due in full at the time of registration. Full payment is mandatory for event attendance.

CANCELLATION & SUBSTITUTIONS: You may substitute delegates at any time. IQPC does not provide refunds for cancellations. For cancellations received within more than seven (7) days prior to the conference you will receive a 100% credit to be used at another IQPC conference for up to one year from the date of issuance. For cancellations received seven (7) days or less prior to an event (including day 7), no credits will be issued. In the event that IQPC cancels an event, delegate payments at the date of cancellation will be credited to a future IQPC event. This credit will be available for up to one year from the date of issuance. In the event that IQPC postpones an event, delegate payments at the postponement date will be credited towards the rescheduled date. If the delegate is unable to attend the rescheduled event, the delegate will receive a 100% credit representing payments made towards a future IQPC event. This credit will be available for up to one year from the date of issuance. No refunds will be available for cancellations or postponements.

IQPC is not responsible for any loss or damage as a result of a substitution, alteration or cancellation/postponement of an event. IQPC shall assume no liability whatsoever in the event this conference is cancelled, rescheduled or postponed due to a fortuitous event, Act of God, unforeseen occurrence or any other event that renders performance of this conference impracticable or impossible. For purposes of this clause, a fortuitous event shall include, but not be limited to: war, fire, labor strike, extreme weather or other emergency.

PROGRAM CHANGE POLICY: Please note that speakers and topics were confirmed at the time of publishing; however, circumstances beyond the control of the organizers may necessitate substitutions, alterations or cancellations of the speakers and/or topics. As such, IQPC reserves the right to alter or modify the advertised speakers and/or topics if necessary. Any substitutions or alterations will be updated on our web page as soon as possible.

YOUR DETAILS: Please email our Database Manager at enquiry@iqpc.com.sg and inform them of any incorrect details which will be amended accordingly.

DATA PROTECTION: Personal data is gathered in accordance with the Data Protection Act 1984. Your data may be passed to other companies who wish to communicate with you offers related to your business activities. If you do not wish to receive these offers, please tick the box below.

- Please do not pass my information to any third party.

IQPC WORLDWIDE PTE. LTD.

Company Registration No: 199702288Z

Copyright © 2007 IQPC Worldwide Pte. Ltd. All rights reserved. This brochure may not be copied, photocopied, reproduced, translated, or converted to any electronic or machine-readable form in whole or in part without prior written approval of IQPC Worldwide Pte. Ltd.