



វិទ្យាស្ថានធនាគារនិងហិរញ្ញវត្ថុ
INSTITUTE OF BANKING AND FINANCE

VDB | *Loi*



HOW TO ATTRACT AND RETAIN TALENT IN YOUR ORGANIZATION

Raffles Hotel Le Royal, 19 July 2019



SPEAKERS



Nishant Mahajan

Head of Executive Remuneration Frontier Markets Leader, Mercer Singapore

Nishant is a principal consultant, leading Executive Remuneration Practice for Mercer Singapore. He is also the Market Leader for Mercer in the Frontier Markets of Vietnam, Cambodia, Myanmar and Brunei.

Nishant has over 15 years' remuneration consulting experience and is primarily responsible for helping Singapore based companies, both publicly and privately owned, get the maximum return on their compensation spend. As part of his portfolio of clients, he is currently advising a large media organization undergoing a digital transformation on redesigning incentive programmes to support and drive the change, as well as a telecommunications company looking to incentivize its key personnel to maximize value leading up to an IPO in a few years time.



Harsha Purasinghe

Founder / CEO – MiHCM / Microimage Group

Harsha is the founder of MiHCM Cloud & Microimage Group of companies. He is a successful entrepreneur with two decades of building & leading technology ventures in the areas of Human Capital Management, Media/Broadcast, Digital Business. Under Harsha's leadership Microimage gained wide recognition in winning many regional & global awards. He is a thought leader in HR technology & digital transformation. His company is a pioneer in building a completely digital HCM platform which runs at scale on Microsoft Azure Cloud across many global territories. Today MiHCM Cloud is a globally managed ISV partner of Microsoft Corporation. Harsha regularly speaks at global events in the areas of "Future of Work" & "Digital transformation of HR".



Anne Cunningham

HR Consultant

Anne Cunningham has 30 years experience in Human Resource Management, Development and Training. She has held executive roles in HR at PwC (in various Asian countries) and has experience in Cambodia at VDB Loi. Anne has specialized in merging western style business practices into Asian Markets through the introduction and implementation of HR practices. With over 18 years of residency in Asia, Anne has developed a detailed understanding of the specific nuances of different cultures in business interactions. For the last five years Anne has lived in Australia supporting Asian businesses and providing care for her elderly parents. She now wishes to return to doing business in Asia. Prior to moving to Asia, Anne's gained experience in the Centre for Leadership in Telstra Australia, designing and developing cutting edge leadership development programs for the most senior executives.



Jeanette Kwan

Market Lead Mercer Singapore

Jeanette Kwan is a senior analyst with the Career Products team based in Mercer's Singapore office. She is responsible for the Cambodia market and Aerospace Industry in Singapore. She also supports in various aspects of the business and is part of the team responsible for bringing Mercer | Mettl products to market. She has also been involved in rewards projects including the delivery of compensation benchmarking and customized projects to both public and private sector clients across various industries.



Helmi Yusoff

Rewards Lead Emerging Markets Mercer Singapore

Helmi is a Senior Consultant with Mercer's Career solutions business and is based in Singapore. Prior to joining Mercer, Helmi was a Senior Rewards Consultant with another leading human resource consulting firm. He has managed or supported a range of HR consulting projects in the areas of rewards, sales incentive plan design and competency design. He has experience working with clients across a range of industries such as public sector, engineering, air transport, media, logistics, chemicals and sovereign wealth fund. His client work has taken him across Asia.



Paula Nicolas

Regional HR Manager VDB Loi

Ms. Nicolas manages HR across VDB Loi's jurisdictions in Cambodia, Indonesia, Laos, Myanmar, and Vietnam. She is an international HR professional with 20 years' experience in HR strategy and management, including talent acquisition, onboarding, compensation, reporting, and performance development. She has held regional roles in Asia and Europe at Bank of America Merrill Lynch, Credit Suisse, and Global Sage.

Attendance at this workshop is free for IBF, VDB Loi and Mercer clients. US\$80 plus VAT will be charged at the event to non-clients/members. Seats are limited and confirmation will be given on a first-come, first-served basis.

PROGRAM

| TIME | TITLE | AGENDA | SPEAKER |
|-------------------|---|--|---|
| 7.45am – 8.15am | Registration | Breakfast | |
| 8.15am – 8.30am | Welcome remarks | Banking & Finance Association | Kagnarith Chea GM IBF |
| 8.30am – 9.00am | Cambodia's war for talent | <ul style="list-style-type: none"> • Current challenges • Global talent acquisition strategies | Anne Cunningham HR Consultant |
| 9.00am – 10.15am | Thriving workforce 1: building stronger career frameworks that truly engage | <ul style="list-style-type: none"> • Employee views on long term career • Career pathing strategies • Case study | Helmi Yusoff Rewards Lead Emerging Markets Mercer Singapore |
| 10.15am – 10.45am | Coffee break | Networking time | |
| 10.45am – 12.00pm | Panel discussion: employer branding | <ul style="list-style-type: none"> • Discussion • Q&A | Moderated by: Anne Cunningham HR Consultant Panel members: TBC |
| 12.00pm – 1.15pm | Lunch | Networking time | |
| 1.15pm – 2.30pm | Thriving workforce 2: transforming your employee value proposition (EVP) | <ul style="list-style-type: none"> • Rewards differentiation: performance, external factors and internal equity • Case study | Nishant Mahajan Head of Executive Remuneration Frontier Markets Leader Mercer Singapore |
| 2.30pm – 3.00pm | HR becoming your business partners | <ul style="list-style-type: none"> • Access to strong data for better solutions • Presenting to key decision makers • Communicating with impact | Anne Cunningham HR Consultant |
| 3.00pm – 3.45pm | Data that supports better decisions | <ul style="list-style-type: none"> • Total rewards surveys • Redesigning jobs & skills • Employee satisfaction surveys | Jeanette Kwan Market Lead Mercer Singapore |
| 3.45pm – 4.15pm | Tea break | Networking time | |
| 4.15pm – 5.00pm | HR leveraging technology | <ul style="list-style-type: none"> • HR digital transformation: simplification & standardization • HR playing a key role in digitalization • Return on investment | Harsha Purasinghe Founder and Chief Executive Officer MiHCM/Microimage Group |
| 5.00pm - 5.30pm | Closing remarks | Banking & Finance Association | Kagnarith Chea GM IBF |

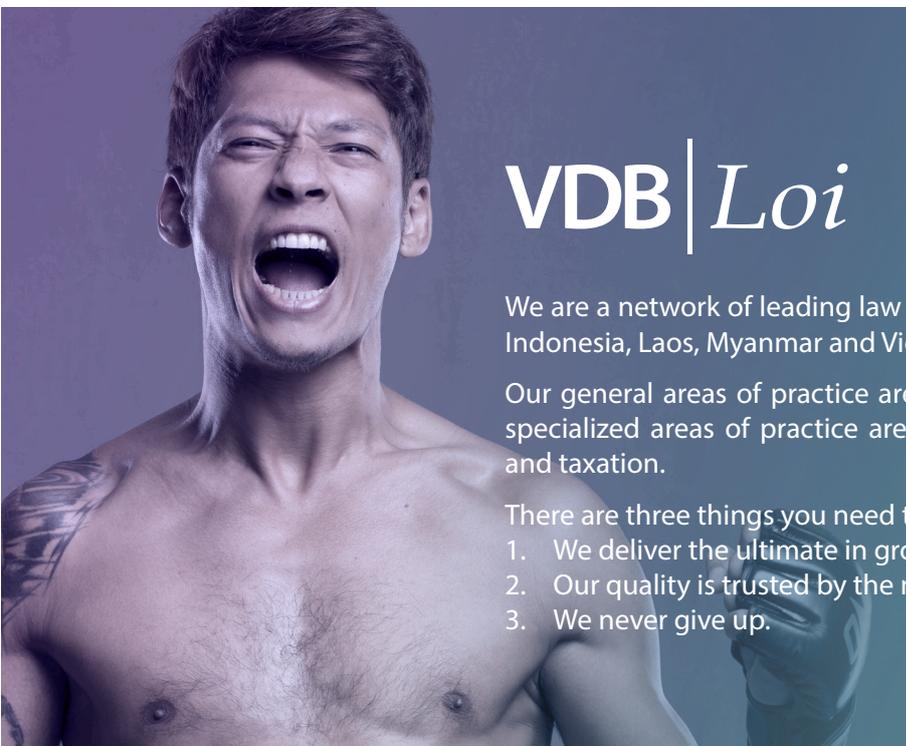


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The Institute of Banking & Finance Cambodia (formerly known as CIB) has been set up by The Association of Banks in Cambodia (ABC), with assistance from the Mekong Private Sector Development Facility (MPDF), the Asian Development Bank, and the ASEAN Bankers' Association in January 2004. The Institute provides international standard but locally affordable training for ABC's members who comprise of Cambodia's commercial banks, specialized banks, and microfinance institutions.



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We are a network of leading law and tax advisory firms with offices in Cambodia, Indonesia, Laos, Myanmar and Vietnam.

Our general areas of practice are corporate, finance and disputes. Our principal specialized areas of practice are energy and infrastructure, real estate, telecom and taxation.

There are three things you need to know about our approach:

1. We deliver the ultimate in ground connectivity.
2. Our quality is trusted by the most discerning.
3. We never give up.



At Mercer, we make a difference in the lives of more than 115 million people every day by advancing their health, wealth and careers. We're in the business of creating more secure and rewarding futures for our clients and their employees — whether we're designing affordable health plans, assuring income for retirement, or aligning workers with workforce needs. Using analysis and insights as catalysts for change, we anticipate and understand the individual impact of business decisions, now and in the future. We see people's current and future needs through a lens of innovation, and our holistic view, specialized expertise, and deep analytical rigor underpin each and every idea and solution we offer. For more than 80 years, we've turned our insights into actions, enabling people around the globe to live, work, and retire well. At Mercer, we say *we Make Tomorrow, Today.*

