



# **BILIF-SHRM HR LEADERS' EXECUTIVE PROGRAMME**

**22 – 25 OCTOBER 2024**

**DEADLINE TO REGISTER**  
20 September 2024



# OVERVIEW

In the ever-evolving landscape of human resources, the significance of staying on top of current trends cannot be overstated.

This programme is a comprehensive exploration of pivotal themes shaping the HR landscape today. Dive deep into the dynamics of organisational culture – a linchpin for effective leadership, fostering not only engagement but also a competitive edge in talent acquisition and retention. Navigate the ever-changing landscape with insights into ambidextrous organisations, providing a compass for balancing stability and innovation in an era defined by constant change.

Beyond theoretical discussions, the programme offers tangible strategies for motivating the millennial workforce and cultivating workforce agility. Industrial visits provide a firsthand understanding of competency frameworks, contributing to the professionalisation of HR practitioners.

This programme represents a strategic investment in your leadership capacity amid the dynamic challenges of the modern era. We invite you to immerse yourselves, connect with peers, and gain insights that will not only enhance your professional acumen but will undoubtedly shape the trajectory of HRs within your organisations.

# OBJECTIVES

- Develop leadership skills for HRs.
- Gain insights into the latest research in organisation culture.
- Develop a comprehensive road map to develop a people strategy.
- Explore current and future business trends that inform future talent-focused strategies.
- Use an organisational framework by the Society of HR Management (SHRM) to shape your people strategy.

# WHO SHOULD ATTEND

- HR Professionals
- HR Directors
- Chief Human Resources Officers (CHRO)
- Business Executives involved in organisation growth and workforce transformation

# PRE-REQUISITE

Demonstrated experience as a Human Resource Professional

# METHODOLOGY

In-person sessions in Singapore including:

- Forum
- Workshops
- Industrial visits



# PROGRAMME STRUCTURE

Tuesday, 22 October 2024

Time	Programme	Venue
9:00 am - 2:00pm	CHRO Roundtable Forum	Royal Plaza on Scotts, Singapore
2:30pm - 5:00pm	Corporate Learning Journey	
7:00pm - 9:00pm	Welcome Dinner at Royal Plaza on Scotts	

Wednesday, 23 October 2024

Time	Programme	Venue
9:00 am - 1:00pm	<ul style="list-style-type: none"><li>• How to Reward and Motivate the Millennial Workforce</li><li>• Ambidextrous Organisation and Agile Workforce</li></ul>	Royal Plaza on Scotts, Singapore
2:30pm - 5:00pm	<ul style="list-style-type: none"><li>• Visit to Institute for Human Resource Professionals (IHRP)</li><li>• Body of Competency and HR Scene in Singapore</li></ul>	Institute for Human Resource Professionals

Thursday & Friday, 24 - 25 October 2024

Time	Programme	Venue
9:00am - 5:00pm	Leading a Future-Focused People Strategy	Singapore Management University
9:00am - 5:00pm		

# PROGRAMME OUTLINE

- **CHRO Roundtable Forum**

Hosted by i4cp and SHRM, this session will be facilitated by Dr Fermin Diez, a local senior HR leader who is a Senior Certified Professional (SHRM-SCP) and IHRP Master Professional (IHRP-MP) and Mr Kevin Oaks, Chief Executive of i4cp. Both Dr Fermin and Mr Kevin will present the latest research in organisation culture and facilitate a discussion among Brunei and additionally, fellow HR leaders in Singapore will also be attending.

- **How to Reward and Motivate the Millennial Workforce**

Dr Fermin Diez and Mr Vivek Iyyani, a recognised author of best-selling books on the subject of Millennials, will engage in discussions on effective strategies for rewarding and motivating the millennial workforce.

- **Ambidextrous Organisation and Agile Workforce**

Led by Mr Derek Tan, a distinguished professional holding credentials as a SHRM-SCP, FCIPD, and IHRP-MP, and Mr CP Tham, similarly accredited with SHRM-SCP, FCIPD, and IHRP-SP. This segment will focus on the intricate topic of fostering an Ambidextrous Organisation, delving into methodologies to maintain workforce agility in the face of evolving organisational needs.

- **Visit IHRP**

During the scheduled visit to the Institute for Human Resource Professionals (IHRP), attendees will have the opportunity to learn IHRP's comprehensive Body of Competency. This insightful presentation will not only shed light on the current HR landscape in Singapore but will also provide a nuanced understanding of how IHRP actively advocates for the development and professionalisation of HR practitioners. Through this informative session, participants will gain valuable insights into the industry's best practices, standards, and the strategic initiatives undertaken by IHRP to elevate the competence and professionalism within the HR community.

# PROGRAMME OUTLINE

- **Future Workforce Architecture – Leading a Future-Focused People Strategy**

Talent is an organisation's biggest asset and developing a consistent and comprehensive approach to maximising the potential of this asset has never been more critical. Through this module, you will create a thoroughly defined road map to build your strategy design team, generate buy-in, and hold critical discussions about the future of talent in your organisation. The course modules into the four components of a well-rounded HR strategy: Accelerate Performance, Champion Culture, Maximise Talent, and Optimise Intelligence. You will be guided through current talent trends and foster discussion on how trend responsiveness will support your organisation, and leave with a list of the most pressing topics for your organisation to address along with techniques to have these discussions and reach business critical decisions.

# PROGRAMME LEADER

## DR FERMIN DIEZ

Dr Fermin Diez has ample experience in human resources, which includes consulting, corporate and academic roles in 40 countries across all continents.

As a consultant he has advised major multinationals, large local companies and public sector organisations at the Board and C-Suite levels in topics related to Total Rewards, Executive Compensation, Sales Compensation, Human Capital Strategy and HR Analytics. He has also managed the P&L in several geographical locations and businesses. As an HR leader, he has been Regional Head of HR for two large MNCs in Asia Pacific and in Latin America.

He is the former Senior Partner for Mercer in the Asia Pacific Region, and until recently was the Deputy CEO and Group Head of Sector Capability and Transformation for Singapore's National Council for Social Service. He is also an Adjunct Professor at the National University of Singapore, at Singapore Management University, and at Nanyang Technological University. He has written three books: 'Human Capital and Global Business Strategy', 'The Remuneration Handbook: International Edition' and 'Fundamentals of HR Analytics'. Fermin has also previously taught Business Policy and Strategic Planning. He has been teaching World at Work courses for over 20 years in the US, Puerto Rico, Australia, the UK, South Africa, Malaysia, India, Singapore, Indonesia, and Hong Kong.

He has served on the Board of the Jurong Health Systems, where he also was a member of the HR Committee. He was also a member of the HR Committee at the National University Health System Group. He has also served in the Singapore Management University Business School Advisory Board, Taylor's Education Group Advisory Board, the Children's Cancer Foundation Board and the Board of Directors of World at Work, where he is currently on the Global Advisory Council. Fermin is also a current member of the Board of the Singapore Human Resources Institute, and a former member of the Board of Directors of the Institute of HR Professionals, where he Chaired the Assessments and Insights Committee and where he is currently the Dean of HR Education. He is also a Fellow of the Singapore Institute of Directors.

# PROGRAMME LEADER

## MR KEVIN OAKS

Kevin is CEO and co-founder of the Institute for Corporate Productivity (i4cp), the world's leading human capital research firm focusing on people practices that drive high performance. i4cp conducts more research in the field of HR than any other organisations on the planet, highlighting next practices that organisations and HR executives should consider adopting.

Kevin is also the author of Culture Renovation®, an Amazon bestseller which debuted as the #1 new release in a dozen Amazon book categories. Drawing on data from one of the largest studies ever conducted on corporate culture, Culture Renovation™ details how high-performance organisations such as Microsoft, T-Mobile, 3M, AbbVie, Mastercard and many more have successfully changed organisational culture.

Kevin is currently on the board of Performativ, and on the advisory boards of Guild Education and Sanctuary. Kevin was previously on the board of directors of KnowledgeAdvisors, a provider of human capital analytics software, which was purchased by Corporate Executive Board in March of 2014. Kevin was also the Chairman of Jambok, a social learning start-up company which was founded at Sun Microsystems and was purchased by SuccessFactors in March 2011. Additionally, Kevin served on the boards of Workforce Insight and Koru prior to their sales.

Kevin is on the board of Best Buddies Washington and helped establish the first office for Best Buddies in the state in 2019. Best Buddies is a nonprofit organisation dedicated to establishing a global volunteer movement that creates opportunities for one-to-one friendships, integrated employment, leadership development, and inclusive living for people with intellectual and developmental disabilities (IDD).

Kevin was previously the Founder and the President of SumTotal Systems (NASDAQ: SUMT) which he helped create in 2003 by merging Click2learn (NASDAQ: CLKS) with Docent (NASDAQ: DCNT). The merger won Frost & Sullivan's Competitive Strategy Award in 2004.

Prior to the formation of SumTotal, Kevin was the Chairman & CEO of Click2learn, which was founded by Paul Allen, co-founder of Microsoft. Kevin helped take Click2learn public and engineered over a dozen acquisitions post-IPO. Prior to joining Click2learn, Kevin was president and founder of Oakes Interactive in Needham, MA. Oakes Interactive was purchased by Click2learn (then called Asymetrix) in 1997, prior to going public a year later.



# PROGRAMME LEADER

## MR DEREK TAN

Derek was the ex-Vice President, HR at Resorts World at Sentosa Pte Ltd. He has more than 25 years of professional HR experience in both the private and public sectors. His extensive work experience in the public sector included the Singapore Tourism Board, Central Provident Fund Board, Civil Service College, Ministry of the Environment and Water Resources, Ministry of Education, and the Public Service Division. He possesses extensive knowledge and experience in the design, development and deployment of total rewards, performance management, career development, competency, and capability development systems. He has also provided consultancy & training services to the governments of Zanzibar and Bhutan. Derek also holds various professional HR accreditations, namely IHRP-MP, SHRM-SCP and FCIPD. He is also a SHRM Associate Trainer supporting the facilitation of programs for mid to senior HR professionals.

Derek has a Bachelor of Engineering (Honours) from NTU and a Graduate Diploma in Personnel Management from SIM. He is also a Certified Master Coach with Behavioural Coaching Institute and a Global Remuneration Professional with World-at-Work Society of Certified Professionals.

# PROGRAMME LEADER

## MR THAM CHIEN PING

Mr Tham Chien Ping (CP) is a practising HR leader and consultant. He has more than 15 years of experience in HR Business Partnering, Learning, Talent and Organisation Development mainly in the South-East Asia region. He worked in various HR roles in the Singapore Civil Service, Multi-National Corporations (IT, Medical, Insurance Brokerage & Professional Services), Banking & Finance Institutions and has since moved to various high-growth technology-driven Start-Ups including home-grown technology unicorns. He also represents the Society of HR Management (SHRM), the biggest professional HR association in the world based in the US, as their Master Facilitator and Representative in South-East Asia.

From time-to-time, CP provides his expertise in HR to small and medium enterprises as well as regional offices of MNCs as a consultant in both operational (e.g. employment legislations and employee grievances) to strategic (e.g. organisation and talent development) matters. Besides facilitating learning workshops occasionally in the areas of HR, Leadership and Professional Development, he is also an adjunct faculty member with Nanyang Technological University, Singapore University of Social Sciences and Curtin University (Singapore). As an accredited professional coach, he provides career and developmental coaching to leaders, managers and high-potential talents.

CP holds an MBA from Strathclyde University, an MSc in I/O Psychology from Baruch College, CUNY and graduated from the National University of Singapore with a Civil Engineering Degree. He also has various post-graduate qualifications and professional certifications in Career Counselling, Education, Organisation Development, Change and Project Management.

# INFORMATION

## **YOUR FEES INCLUDE:**

- Programme-related transport in Singapore.
- Lunch meals.

## **YOUR FEES EXCLUDE:**

- Return flight tickets (BWN-SIN).
- Airport transfers.
- Accommodation.
- Insurance.
- Personal Expenses.
- All COVID-19 related expenses.

# HR LEADERS' EXECUTIVE PROGRAMME



22 – 25 October 2024

To apply for the programme, please email your completed form to askSEED@bilif.com.bn by 20 September 2024

CATEGORIES	STAKEHOLDERS	NON-STAKEHOLDERS
FEE	<input type="checkbox"/> \$ 5,500.00	<input type="checkbox"/> \$ 6,500.00

By completing and signing this form, you hereby agree to the terms and conditions below:

Full Name:  IC Number:   
Position:  Department:   
E-mail:  Phone:

Full Name:  IC Number:   
Position:  Department:   
E-mail:  Phone:

Full Name:  IC Number:   
Position:  Department:   
E-mail:  Phone:

### APPROVING OFFICER

Name:  Email:   
Position:  Department:

Please email the invoice to:

\_\_\_\_\_  
Signature and Company's Stamp

### Terms and conditions:

#### Cancellation Policy:

- All cancellation must be submitted to BILIF in writing either by letter or email.
- Any cancellation received 30 days or more prior to the training date will incur a cancellation fee of 10% of the programme fee.
- Cancellation received 8 - 14 days to the training date will incur a cancellation fee of 50% of the programme fee.
- Cancellation of registrations received 7 days or less from the date of training or if the delegate fails to attend the training, he/she will be considered as 'no show' and is subjected to 100% of the programme fee.
- BILIF welcomes and accepts replacement of participants up until a day before the training commences.

#### Other terms:

- Participants must complete all scheduled sessions and activities for them to receive the certificate of attendance/ completion.
- Payment must be made upon receipt of invoice issued by BILIF.
- BILIF reserves the right to amend, change or cancel the programme at any given time. We will immediately notify participants and organisations if any such changes are to be made.

# ABOUT BRUNEI INSTITUTE OF LEADERSHIP AND ISLAMIC FINANCE

Brunei Institute of Leadership & Islamic Finance (BILIF) was established in 2010 as the Centre of Excellence for the finance industry in Brunei Darussalam, providing high-quality learning solutions, including signature and collaborative events for human capacity development in the areas of Islamic finance and leadership.

Under the purview of Brunei Darussalam Central Bank (BDCB), BILIF plays a fundamental role in Pillar 5 of Brunei Darussalam Financial Sector Blueprint 2016-2025 in raising financial industry standards, especially in the areas of Islamic finance.

All of our programmes are accredited by Brunei Darussalam National Accreditation Council as Value Added Qualifications. Since its inception, BILIF has conducted 809 programmes and 83 events for more than 16,900 participants, including a suite of Virtual Instructor-Led Training (VILT) programmes and online events (as of December 2023).

BILIF has forged strategic partnerships with local and international organisations over the past 10 years which have allowed us to bring professional programmes, expertise and opportunities to shape future leaders, experts and innovators, particularly in the areas of Islamic finance and leadership. Amongst these strategic partners include The London Institute of Banking & Finance (LIBF), United Kingdom. the Accounting and Auditing Organization for Islamic Financial Institutions (AAOIFI) and Bahrain Institute of Banking and Finance (BIBF), Bahrain. Islamic Development Bank Institute (IsDBI), Kingdom of Saudi Arabia, Singapore

Management University (SMU), Singapore and INCEIF University, Malaysia. Locally, BILIF has also partnered with two of the top higher education institutions in Brunei Darussalam. Universiti Brunei Darussalam (UBD) and Universiti Sultan Sharif Ali (UNISSA) in our joint efforts to impart invaluable knowledge and skills for students and professionals in not only finance but also other private and government sectors.

Appointed by BDCB, BILIF is the official licensing examination centre for Financial Planning Practitioners' Programme (FPPP) and the Qualifying Examination for Insurance/Takaful Agents (QEFITA). BILIF is also the official examination centre for all examinations under Chartered Institute for Securities & Investment (CISI), UK. Chartered Bankers Institute (CBI), UK. International Compliance Association (ICA) and AAOIFI. BILIF has also recently been accepted as a Pearson Vue Authorised Test Centre which can house more than hundreds of examinations such as Certificate in Climate Risk, Certified Internal Auditor® (CIA®) and Certified Associate in Project Management (CAPM), amongst others.

BILIF has received multiple accolades including the "Best Emerging Islamic Finance Training Institution – Brunei 2021" from the International Finance Awards 2022. "Best Islamic Finance Education & Training Brunei 2021" from the Global Banking & Finance Awards® and "Global Good Governance (3G) Human Resource Development Award 2022" received at the 7th Annual 3G Awards Ceremony. BILIF was also awarded its third "GIFA Excellence Award (Islamic Finance Training & Education) 2022, which has been previously received in 2019 and 2021.

# 83

Events

# 809

Programmes  
and Examinations

# 16,900+

Participants

# INTERNATIONAL AWARD WINNING INSTITUTE





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+673 8271140 to learn more about our offerings*