




HR SYMPOSIUM

**ADAPTING TO THE FUTURE: THRIVING
IN A CHANGING WORK ENVIRONMENT**

 Tuesday,
14 May 2024

 Mutiara Ballroom,
Radisson Hotel

Discussion Highlights:

- The Pivotal Role of HR in Driving Digital Transformation Initiatives.
- Embracing a Growth Mindset Culture.
- Elevating Employee Wellbeing.

PROGRAMME

- 8:30 am** **Arrival of Participants**
- 9:00 am** **Event Commences**
Recital of Surah Al-Fatihah & Prayer
- Welcoming Remarks**
YM Haji Awang Afero Eswandy bin Mohamad
Deputy Chief Executive Officer, Brunei Institute of Leadership & Islamic Finance (BILIF)
- 9:15 am** **Keynote Presentation: Adapting to the Future: Thriving in a Changing Work Environment**
YM Dayang Hajah Sufinah binti Haji Sahat
Chief Executive Officer, Brunei Institute of Leadership & Islamic Finance (BILIF)
- 9:45 am** **Presentation: The Role of Storytelling in Change Management**
Tham Chien Ping, Society for Human Resource Management (SHRM)
Representative & Master Facilitator, South-East Asia
- 10:15 am** **Tea Break**
- 10:45 am** **Panel Discussion 1: Fostering Continuous Growth: Embracing a Growth Mindset Culture**
- Panelists:**
- YM Haji Awang Afero Eswandy bin Mohamad, Deputy Chief Executive Officer, BILIF
 - Dato' Mohd Khalis Abdul Rahim, Group Chief HCO, Malaysia Airlines
 - YM Dayang Hajah Zainab binti Haji M A Omar, Human Resource Society Founder and President
 - YM Mohammad Najib bin Haji Annuar, Bank Islam Brunei Berhad (BIBD)
 - (Moderator) YM Awang Julius Hong, Manager, BILIF
- 12:00 pm** **Lunch**

PROGRAMME

1:30 pm

Special Presentation: Harnessing Technology for Talent Management in the Digital Era

Dato' Mohd Khalis Abdul Rahim
Group Chief HCO, Malaysia Airlines

2:00 pm

Panel Discussion 2: Elevating Employee Wellbeing: Prioritising People in the Workplace

Panelists:

- YM Dayang Laila Li, Country Head, Human Resources, Standard Chartered Bank Brunei (SCB)
- Bob Grove, Executive Director, WorkWell Leaders, Singapore
- Tham Chien Ping, SHRM Representative & Master Facilitator, South East Asia
- Prashant Chadha, Panel Director and Advisor, Energem Advisory, Malaysia
- (Moderator) YM Dayang Ida Nazrena binti Haji Bujang, Senior Manager, BILIF

3:30 pm

Tea Break

4:00 pm

Panel Discussion 3: Future-Ready Skills: Bridging the Gap through Upskilling and Reskilling

Panelists:

- YM Awang Mohammad Salehin bin Haji Basir, Senior Human Capital, Development Manager, Darussalam Assets Sdn Bhd
- Lim Chee Gay, Group Chief Resources Officer & Executive Vice President Human Resources, TDCX, Malaysia
- Karen Ong, SMR HR Group Sdn Bhd, Malaysia
- (Moderator) YM Dayang Nur Rizqin binti Haji Sabri, Senior Manager, BILIF

5:15 pm

End of HR Symposium 2024

SPEAKER PROFILE

YM Dayang Hajah Sufinah binti Haji Sahat

Chief Executive Officer

Brunei Institute of Leadership & Islamic Finance

Ms. Sufinah serves as the Chief Executive Officer of the Brunei Institute of Leadership and Islamic Finance (BILIF), recognised as the Center of Excellence for the finance industry under the purview of the Brunei Darussalam Central Bank (BDCB).

Assuming the role of Acting Chief Executive Officer in 2018, Ms. Sufinah has steered BILIF towards notable achievements. Under her leadership, the institute has spearheaded initiatives such as the development and implementation of Continuous Professional Development (CPD) for the capital market and takaful/insurance industry. Additionally, she introduced the Leadership in Islamic Finance and Economics (LIFE) programme- a multi-tiered qualification designed to develop and nurture aspiring professionals into Islamic finance experts.

Under her guidance, BILIF's signature programmes have achieved recognition and accreditation by The London Institute of Banking and Finance (LIBF). The LIFE Common Core programme, benchmarked at Level 4 of the UK Regulated Qualification Framework, and the Fiqh Mua'malat Practitioners Programme (FMPP), benchmarked at Level 7, showcase the institute's commitment to excellence. Collaborating with LIBF, BILIF has also expanded its offerings to include tertiary qualifications.

Through these and many other achievements, BILIF has received multiple awards and accolades, including the GIFA Excellence Award (Islamic Finance Training and Education) in 2019, 2021 and 2022 at the Global Islamic Finance Awards (GIFA) and the award for the Best Islamic Finance Education & Training Brunei 2021 by the Global Banking & Finance Review among others.

Simultaneously serving as the Assistant Managing Director of the Corporate Development Department at BDCB since 2018, Ms. Sufinah has a wealth of experience. She joined BDCB since the year of its establishment in May 2011 as the Executive Director and Head of Corporate Services Unit and was previously the Assistant Managing Director of Darussalam Holdings Sdn Bhd. Her expertise ranges from financial management, project management, facilities management human resource management as well as transformational change management.

Ms. Sufinah holds a Bachelor's Degree in Accounting and Financial Management from the University of Sheffield, is a Fellow Member of the Association of Chartered Certified Accountants (ACCA), and has earned her Master of Business Administration from York St John University.

SPEAKER PROFILE

Dato' Mohd Khalis Abdul Rahim

Group Chief Human Capital Officer
Malaysia Airlines

Dato' Khalis is the Group Chief Human Capital Officer of Malaysia Aviation Group overseeing the human capital management of the Group.

He holds a Masters in Human Resource Management from the University of Canberra, Australia and a Bachelor of Science with Honours in Applied Psychology from Coventry University, UK. He is also a Certified Advance Human Resource Professional (CAHRP) from the Malaysian Institute of Human Resource Management and a Certified Business and Executive Coach from the University of Malaya Centre for Continuing Education (UMCCed).

He has extensive exposure in human capital management, having served in several multinational companies over 32 years in the field of human resource management across different industries. Dato' Khalis has been involved in various disciplines of the profession from organisational development and change management to performance management, industrial relations, HR reengineering as well as talent development.

Dato' Khalis received the Chief Human Resource Officer of the Year and HR Leadership Award at the 21st Global HR Excellence Awards in February 2013. He was further honored as one of the 100 Most Influential Global HR Professionals at the World HRD Congress in 2017. Continuing his success, he was awarded the Gold Award for HR Leader of the Year at the 2020 HR Excellence Awards in Malaysia, and in 2023, he was acknowledged as one of the 100 Most Influential Leaders in Southeast Asia by ETHRWorld.

He currently serves as the Chairman of the Board of Malaysia Airlines Berhad Academy, holds the position of Adjunct Professor at Multimedia University – a Premier Digital Tech University in Malaysia – and has been appointed as an Industry Panelist to the Faculty of Hotel Management & Tourism at University Technology MARA -Malaysia's Leading Public University.

SPEAKER PROFILE

YM Awang Haji Afero Eswandy bin Mohamad

Deputy Chief Executive Officer
Brunei Institute of Leadership & Islamic Finance

Afero's journey is one of purposeful leadership, illuminated by academic excellence and a passion for growth. He holds a Master's in Public Management from the National University of Singapore and the distinction of being a Lee Kuan Yew Fellow at Harvard University underscores his commitment to continuous learning.

His path, driven by an innate enthusiasm for sharing experiences and cultivating knowledge, led him to his role as Deputy CEO at the Brunei Institute of Leadership & Islamic Finance (BILIF). Leading up to this role, Afero navigated the Financial Industry, serving as Head of Branches and Head of Product & Marketing. Notably, he orchestrated customer-centric transformations and led the rebranding journey of Perbadanan TAIB, culminating in the launch of their inaugural debit cards.

Prior to that, he spent 18 years as a civil servant in the esteemed Brunei Administrative Service (BAS) scheme. During his tenure, he held multiple leadership positions across various government agencies, including Head of APTK (Job Centre); Chief Information Officer for the Ministry of Home Affairs; Acting Temburong District Officer, as well as assignments in the Prime Minister's Office, the Public Service Department and the Ministry of Culture, Youth and Sports. Afero's narrative inspires us to embrace transformation, fostering leadership that transcends boundaries.

SPEAKER PROFILE

Tham Chien Ping

Society for Human Resource Management (SHRM)
Representative & Master Facilitator, South-East Asia

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.

SPEAKER PROFILE

Prashant Chadha

Managing Partner
Energem Advisory

Prashant is a seasoned professional with over twenty years of experience in People and Business Transformation, spanning consulting and operational roles. He has worked across various industries, including Government Linked Companies, Conglomerates, MNCs, and SMEs, guiding them through complex transformation initiatives. Prashant excels in providing Board and Executive advisory services, helping organisations develop strategies for both steady and innovative growth. He has a strong focus on fostering employer brand identity and has advised numerous leadership teams on aligning their people strategies with business objectives.

As an Executive Coach, Prashant specialises in connecting leadership agendas, including Leadership, Business, Learning, Relationships, and Personal development. He has successfully led consulting firms in Malaysia, Brunei, and the Philippines, and served as the Chief Commercial Officer for ASEAN. Prashant's expertise extends to speaking engagements where he addresses various topics such as People Strategy, Future of Work, Transformation, Leadership, Employee Experience, and Inclusive Leadership. He is also actively involved in leadership development programs as a Faculty member and serves as an Adjunct Professor at UNITAR, aiding in the transition of future leaders from academia to professional careers.

SPEAKER PROFILE

YM Mohammad Salehin bin Haji Basir

Senior Human Capital Development Manager
Darussalam Assets

Salehin currently heads the Human Capital Development department at Darussalam Assets (DA) encompassing a wide spectrum of HR functions, including HR Systems & Policies, Performance Management, Talent & Development, Organisational Development, HR Analytics and Remuneration & Benefits. He has led several projects including implementations of DA's Human Resource Management System (HRMS), DAppraisal system, DARjah Learning Management System (DARjah LMS) and DA Centralised Recruitment System (CRS) for DA and its portfolio companies.

At Darussalam Assets, Salehin has spearheaded group-wide HR activities in relation to joint-venture and corporatisation projects, setting up new companies and ad-hoc HR matters within the DA portfolio across various industries including telecommunications, airline, oil & gas, maritime, asset & property management, food & beverage, leisure & tourism, health, logistics and power.

Salehin currently serves on the Board of Directors in several Government-Linked Companies including but not limited to, Nex.Us Sdn Bhd, DST Communications Sdn Bhd, Kristal Media Sdn Bhd, Integrated Communications (Incomm) Sdn Bhd and DST International Sdn Bhd.

Prior to joining Darussalam Assets in 2013, Salehin started his career with Brunei Investment Agency (BIA) as an HR Officer, and later joined the Brunei Administrative Service in the Government as an Administrative Officer.

Salehin has an MSc Degree in Human Resource Management from the University of Birmingham and is a Chartered Fellow of the Chartered Institute of Personnel and Development (CIPD).

SPEAKER PROFILE

YM Dayang Hajah Zainab M A Omar

Founder & President
HR Society Brunei

Joined Brunei Shell Joint Ventures Companies in 1983 and has a rich international experience of working in Oman, Qatar, UK, Netherlands, Norway and ASEAN region with multi-cultural teams.

A homegrown talent with an impressive career in BSP, BLNG, Petroleum Development Oman (1997 – 2001), Qatar Gas (2009 – 2012) and in the Ministry of Energy (2015 - 2017). During her tenure in Qatar Gas, she was awarded with the “CEO Award of Excellence” in 2012 for her outstanding contributions in the area of performance management, leadership development, Competence management, Coaching and Mentoring. She also received the “Best Coach & Mentor” Award.

Whilst she was the BSP HR Director (Sep 2017 – July 2023), she contributed to the organisation’s competitive performance and aggressive growth aspirations through people excellence. She synergises the people agenda in BSJV companies (BSP, BLNG, BSM) with primary focus on Talent Management, Bruneianisation, Capability Development, Change Management, Performance Management, Employee Engagement & Employee and Industrial Relations. She is well known Coach and Mentor in the local landscape in Brunei and very active in supporting the ASEAN region in various coaching and mentoring platforms.

She is actively involved (past and present) in the coaching and mentoring of Women in the Workplace (of course men included), and very passionate about coaching and mentoring the youth who are going to be the leaders of tomorrow via the various groups like Young Professionals Network (YPN), Global Shapers Brunei Chapter, Brunei Mentoring Entrepreneur Network, ASEAN Mentoring Entrepreneur Network, Brunei Young Leaders Conferences (annual), INITIATE HR Summit, University Technology Brunei, etc.

She has been trained as a professional Coach and Mentor by SHELL and obtained external certification in Executive Leadership Coaching from FORTON Group in 2021.

Her coaching and mentoring started in the early 90s and has been growing since then with coachees and mentees around the globe and continue to passionately contribute in this space. In her past organization, she has actively been coaching and mentoring more than 300 staff and continues to do so. She also conduct coaching and mentoring for senior leaders in the organization in the areas of leadership and coaching for performances.

She is the founder and current President of the Human Resources Society in Brunei which also provides coaching and mentoring to HR professionals in Brunei in addition to executing workshops and panel discussions for HR upskilling.

SPEAKER PROFILE

YM Dayang Ida Nazrena binti Haji Bujang

Senior Manager

Brunei Institute of Leadership & Islamic Finance

Ida is the Senior Manager, Learning & Development Department in Brunei Institute of Leadership & Islamic Finance (BILIF). She joined BILIF, previously known as Centre For Islamic Banking, Finance And Management (CIBFM) in 2011 and has since then been involved in the development and formulation of learning programmes and events. She completed the Certified Financial Planner certification by the Financial Planning Association of Malaysia, as well as the Islamic Financial Planning Certificate in 2005. She is also an Accredited Training Professional (ATP), awarded by SMR HR Group in 2012.

Ida has over 16 years' experience in the local financial industry, which included banking and Islamic investment services for retail clients. Ida was a regular guest speaker for Tabung Amanah Pekerja and RTB's morning show, Rampai Pagi, talking about financial planning.

She is passionate about people's development and is particularly interested in behavioural studies, emotional intelligence and Islamic leadership.

Ida holds a Master of Science in Management & Technology, awarded by Universiti Teknologi Brunei.

SPEAKER PROFILE

YM Dayang Nur Rizqin binti Sabri

Senior Manager

Brunei Institute of Leadership & Islamic Finance

Rizqin currently holds the position of Senior Manager at BILIF, where she plays a pivotal role in monitoring and overseeing the Centre's comprehensive financial performance. Her responsibilities include the preparation of monthly management accounts, encompassing profit and loss analysis, balance sheet assessments, cash flow evaluations, and variance analysis. Additionally, she provides insightful commentaries on the financial reports.

In preparation for significant events such as the Annual General Meetings of Shareholders, Rizqin meticulously compiles essential documents related to accounts and finance.

She has completed the Advanced Training Professional programme, awarded by SMR-HR Group. Rizqin holds a Master's Degree with distinction in Finance and Accounting from the esteemed University of Leicester.

SPEAKER PROFILE

YM Awang Julius Hong

Manager

Brunei Institute of Leadership & Islamic Finance

Julius is the Manager of Strategic Communication under the CEO's Office at BILIF. Julius started his career as a journalist at a local newspaper, an assistant writer in a living and lifestyle magazine and a marketing executive at an F&B group before joining BILIF in 2018.

At BILIF, Julius has been tasked to lead some of BILIF's major projects and CSR initiatives such as the company's rebranding project and launch in 2021 and the development of its CSR initiatives namely the BILIF Enrichment programme and Graduate Apprenticeship Development Scheme. He has also completed the Advanced Training Professional awarded by SMR-HR Group Malaysia.

Julius was also a member of Toastmaster International, where he delivered workshops for students to improve their communication skills under their Youth Leadership programme and achieved the Competent Communicator and Advanced Leader Bronze under the organisation.

Julius graduated with a Degree in Professional Communication and Media from Universiti Brunei Darussalam.

SPEAKER PROFILE

Karen Ong Guat Kiow

SMR HR Group Sdn Bhd
Malaysia

Passionate about people development, Karen is an exceptional learning facilitator. She delights her participants through her highly personable and interactive style of delivery. She leverages on her 20 years of experience in facilitating workshops and an innate ability to relate to people from different cultures and levels to deliver an authentic learning experience – high content and high engagement.

Karen's specialised area is the Training of Trainers programme suite such as the Advanced Training Professional and High Impact Train-the-Trainer workshops which she leads in Malaysia, Indonesia, India, Japan, Brunei and the Middle East.

She has facilitated many Train-The-Trainer and management development workshops across the aviation, broadcasting, hospitality, health care, oil & gas, education, manufacturing, retail, and security sectors. Her passion for people development has taken her to facilitate workshops in 13 countries to date.

Karen has also spoken at a number of international HR conferences in India, Indonesia, Brunei, USA and Malaysia. Her sessions are peppered with real-life experiences and anecdotes which create rapport with the audience.

HR SYMPOSIUM

Adapting to the Future:
Thriving in a Changing
Work Environment

14 May 2024
Radisson Hotel
Brunei Darussalam



Registration Form: Please complete this form and email it to askSEED@bilif.com.bn by **3 May 2024**

Stakeholders	Non-Stakeholders	Early Bird (Deadline: 25 April 2024) / Group Fee (Min. of 3 pax)
<input type="checkbox"/> \$ 550.00/pax	<input type="checkbox"/> \$ 650.00/pax	<input type="checkbox"/> \$ 450.00/pax

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

Full Name:	<input type="text"/>	IC Number:	<input type="text"/>
Position:	<input type="text"/>	Department:	<input type="text"/>
E-mail:	<input type="text"/>	Phone:	<input type="text"/>

Full Name:	<input type="text"/>	IC Number:	<input type="text"/>
Position:	<input type="text"/>	Department:	<input type="text"/>
E-mail:	<input type="text"/>	Phone:	<input type="text"/>

Full Name:	<input type="text"/>	IC Number:	<input type="text"/>
Position:	<input type="text"/>	Department:	<input type="text"/>
E-mail:	<input type="text"/>	Phone:	<input type="text"/>

APPROVING OFFICER

Name:	<input type="text"/>	Position:	<input type="text"/>
Email:	<input type="text"/>		

Signature and Company's Stamp

*By signing, you hereby agree to the Terms & Conditions

PAYMENT METHOD

BANK TRANSFER
Brunei Institute of Leadership and Islamic Finance
Account Number: 00-014-01-777777-4
Swift address: BIBDBNDD
Address: BIBD Headquarters, Lot 159 Jalan Pemancha,
Bandar Seri Begawan, Brunei Darussalam

INVOICE

Billing Name:	<input type="text"/>
Billing Address:	<input type="text"/>
Email the invoice to:	<input type="text"/>

TERMS & CONDITIONS:

1. Payment must be made prior to the commencement of the event.
2. Please quote BILIF invoice number when making payments via bank transfer and email to the receipt to askSEED@bilif.com.bn.
3. BILIF operates a strict CANCELLATION POLICY once registration forms are received.
 - a. Replacements may be made at no cost up to a day before the event commences.
 - b. All cancellations must be submitted to BILIF in writing either by letter or email.
 - c. Cancellations received 30 days or more before the event will incur a cancellation fee of 10% of the programme fee.
 - d. Cancellations received 8 - 14 days to the event will incur a cancellation fee of 50% of the programme fee.
 - e. Cancellations of registration received 7 days or less from the date of event or if the delegate fails to attend the event, he/she will be considered as 'no show' and is subjected to 100% of the programme fee.