

*Very very good program, It has helped me look at Talent Management from a different lens - linked to business strategy.*

*- Head of Human Capital, International Bank*

# THE ADVANCED TALENT ECONOMIST™ PROGRAM

*(for experienced Talent Economists)*



*Implement innovative strategies by bringing workforce analytics, business strategy and talent management together*

*Very informative, insightful, thought provoking, with practical application*

*- CHRO, Property Conglomerate*



# THE ADVANCED TALENT ECONOMICS CERTIFICATION

- A mastery program which goes beyond formative Talent Economics and incorporates new avenues of digital capability available to modern business
- Presents evidence on future talent trends including the impact of intelligent automation, anti-globalization and the rise of the digital economy
- Creates space for a strategic dialogue on emerging talent trends, causal shifts and the resultant impact on organizational policies and practices.
- Helps the organization (as a whole) better invest talent dollars and improve the overall efficiency of talent budgets.
- Helps build a bridge between overall business strategy and different labour force realities on the ground.
- Delivered using an effective mix of data analysis, frameworks, case discussions and skills practice.



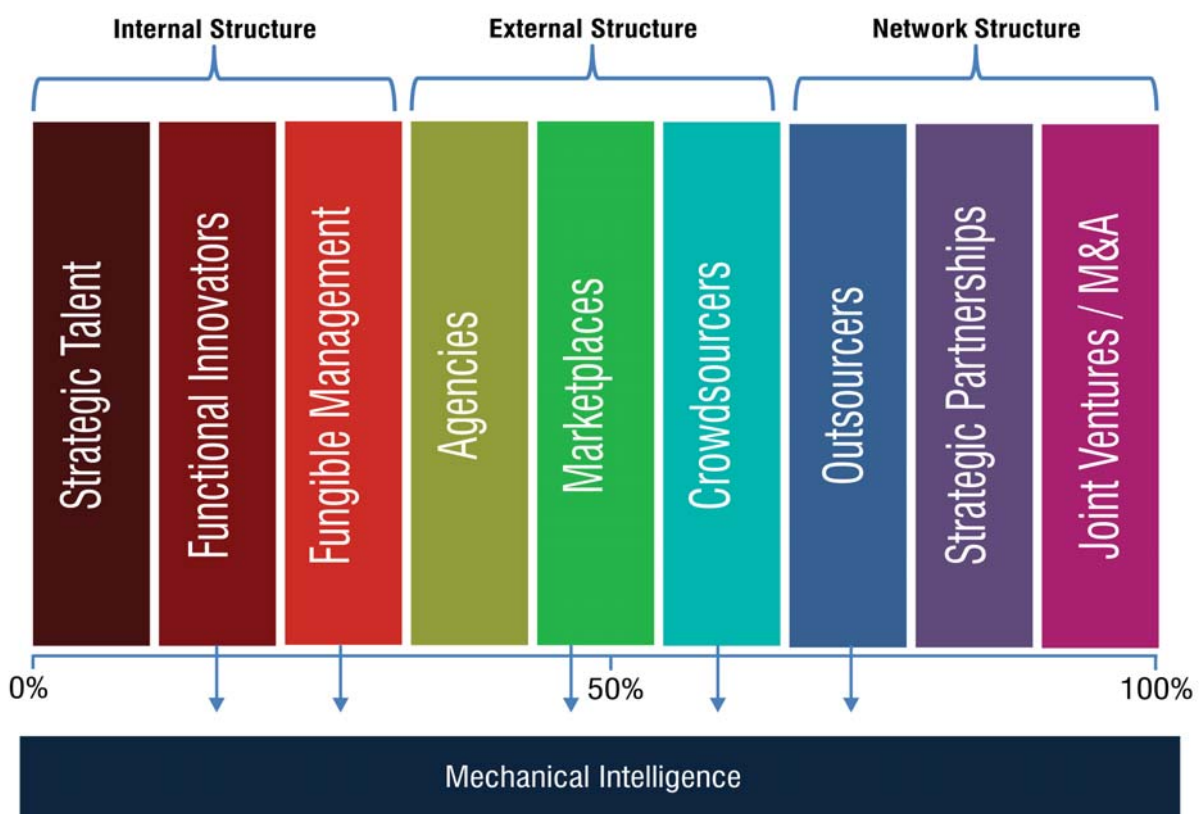
# TALENT STRATEGY FOR A NEW AGE

*Our global community of Talent Economists are evidence-led facilitators of an organization's strategic talent agenda. In practice, the toolkit they use stands on three distinct principles:*

- 1. Deep diagnosis provides some of the best & clearest starting points for talent strategy.** Talent Economists always start with diagnosis from the outside-in. This is because talent circumstances differ by country, by industry and sometimes even by business units within a company. It is for exactly this reason that we often see one-sized solutions miss their mark.
- 2. Talent strategy conversations must be simple, commercial, evidence based and in the language of the business.** They must also bring forth a clear investment hypothesis for the short and long terms.
- 3. Future capability strategy must remain anchored in the boardroom and led by business leaders.** While HR and other functions like Finance are key partners in execution, it is important that the strategy reflects all possible sources of future capability; from employees and contractors, all the way to acquisitions, joint ventures, digital and machine learning.

## FULL SPECTRUM TALENT™

*LEARN ABOUT THE CAPABILITY SOURCES POWERING MODERN BUSINESS*



# THE ADVANCED TALENT ECONOMIST™ PROGRAM



## PROGRAM HIGHLIGHTS:

- *A transformational program for HR and Business leaders looking to reinvigorate talent strategies and tools*
- *Designed as a simple and practical application of economic frameworks to talent management.*
- *Builds a bridge between the changing needs of global business and an increasingly fluid labour force.*
- *A highly practical, hands-on and applicable learning with real strategy tools*
- *Delivered via an effective mix of concept, discussion, analysis and skills practice.*

## FACILITATOR PROFILE:

### GYAN NAGPAL

**AUTHOR, TALENT ECONOMICS & CO-FOUNDER, PLGA CONSULTING.**

Gyan is an award-winning talent strategist and commentator, who has deep expertise in researching ongoing changes to the global talent pool. He is a regular speaker and trainer on topics ranging from 21st century leadership practices, the future of talent management and talent strategy. Over the last fifteen years, he has helped some of the largest and most ambitious international organisations build significant business franchises across the Asia Pacific and EMEA regions.

Gyan is a Co-founder and CEO at PeopleLENS Global Associates (PLGA Consulting), a Singapore headquartered strategy consulting firm, which currently serves clients in 16 countries across four continents.

Companies where Gyan and his team have built deep Talent Economist and Talent Leadership capability include: Santander, Saudi Aramco, Nedbank SA, BAE Systems, Six Senses Resorts, Woolworths, SingHealth, The Central Bank of the Philippines, Aviva, Lilly, Old Mutual, Smith and Nephew, BNP Paribas and The Securities Commission of Malaysia. Gyan is also a professional member of the NTL Institute (Washington DC) and has presented Talent Economics research at NYU, INSEAD, SIM, SPJain and at over 150 conferences from Sydney to San-Francisco.

You can follow his work at [www.talenteconomics.com](http://www.talenteconomics.com) and [www.PLGAonline.com](http://www.PLGAonline.com) and find his bestselling book Talent Economics - The Fine Line Between Winning and Losing the Global War for Talent (Kogan Page, 2013) at Amazon.com



# ADVANCED TALENT ECONOMICS (2 DAYS – FACE TO FACE)

- » Designed for experienced Talent Economics Practitioners to explore emerging talent trends and the impact they have on existing Talent Management practices.
- » Introduces seven new sources of capability beyond internal talent.
- » Presents tools and frameworks for the integration of automation and artificial intelligence at work and several other emerging trends in distributed workforce management

## AGENDA

### DAY 1

#### *Digital Disruption and Future Capabilities*

- *Reconnection with the Talent Economics philosophy and tools*
- *Digital disruption and emergent capabilities*
- *Flexible and responsive talent systems*
- *Building a risk map: a global view of 51 emergent talent risks*
- *Strategies to mitigate disruptive talent risk.*

### DAY 2

#### *Application and Strategy*

- *Two goals: Cultivating Capability and Curating Contribution*
- *Finding and keeping talent in hyperconnected and social markets*
- *Applying the learning: Distributed Talent Strategy case study*
- *Building your 2025 talent playbook: identifying high value talent plays back at work*
- *Summary of learning and program closure*

### APPLICATION PHASE

#### *Application phase with on-demand coaching (4 weeks - back at work / virtual)*

*Participants access online tools and research to map opportunities and risks within their existing talent system, and receive on-demand coaching during the entire application phase.*

# TESTIMONIALS

*"Talent Economics has fundamentally challenged our whole approach to talent".*  
**HR Director, Leadership Talent & Culture, Microsoft UK**  
**Microsoft**

*"Talent economics has completely opened our eyes to how we work together with the business in planning & executing talent strategy"*  
**European Talent Director**  
**AB Inbev**

*"Very relevant to me. Resonates with numerous things we are doing internally. An excellent framework and toolbox"*  
**Deputy CEO, CapitalLand Asia.**  
**CapitaLand**

*"That was great! So many light bulb moments Extremely useful".*  
**Head of Consumer Banking, Skye Bank, Africa**  
**Skye Bank**

*"This program will revolutionize Talent Management as a profession".*  
**Head of HR, Banc ABC, Africa**  
**BancABC** **atlas mara**

*"Fantastic concept. Practical know-how and a ground-breaking toolkit to become value adding Talent Economists. "*  
**Head Talent and Performance, South African Airways**  
**SOUTH AFRICAN AIRWAYS**

*"Will make you rethink your organization's talent strategy and challenge your approach to talent management"*  
**Head of Employee Experiences**  
**HCL Technologies, India**  
**HCL**

*"Very Informative, insightful, thought-provoking with practical application"*  
**CHRO, Growthpoint Properties SA.**  
**GROWTH-POINT PROPERTIES**

*"Highly Relevant and Impactful"*  
**Deputy Director, Central Bank of Malaysia**  
**BANK NEGARA MALAYSIA**

*"It provides a totally new talent paradigm. For example: talent mobility and job mobility being part of the same equation"*  
**APAC Head of Talent**  
**Chartis, Singapore.**  
**CHARTIS**

*"The program teaches you how to make your value proposition very credible, because it's supported by data"*  
**Director, Central Bank of the Philippines**  
**REPUBLIC OF THE PHILIPPINES**

*" 10 on 10. Not to be missed. It challenges traditional practices and processes, thereby taking talent management to the next level"*  
**Director, Regional TM, Celestica, Malaysia.**  
**Celestica.**

**OVER 572 SENIOR BUSINESS LEADERS, HR HEADS, ACADEMICS, MANAGEMENT CONSULTANTS AND GOVERNMENT POLICYMAKERS FROM 39 COUNTRIES HAVE UNDERGONE THE TALENT ECONOMIST CERTIFICATION PROCESS.**

*You must attend the Certified Talent Economist Program if you want to be a true Business HR Partner*  
**HR Head, Large Oil and Gas Company**

*Superb Program. Helps Transition from being an HR Leader to a Business Leader. The Tools and Frameworks provided were excellent and very relevant*

**Head HR, Corporate Functions, Large Multinational Conglomerate**

*The program was brilliant. Top of the range. I feel empowered.*

**OD & Change Manager, Finance and Banking**

*It was an exciting learning journey. Talent Economics has empowered me to engage business leaders on an equal footing – conversing on talent imperatives whilst talking business language.*

**Manager-Talent Management, National Broadcasting Company**

*Practical know-how & groundbreaking toolkit to become a value-adding Talent Economist.*

**Head of Talent & Performance, International Airline**

*Eye opening and a game changer. I will never be the same again.*

**HR Business Partner, Global Investment Group with \$1.9T AUM**

*Reframed perfectly how talent management can be a powerful lever of business strategy.*

**Group Manager: Talent and Performance, National Airports Authority**

19th - 20th October 2017  
Cape Town, South Africa

**CONTACT US**

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**AUTHORISATION** (Registration not valid without authorisation)

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 SIGN : \_\_\_\_\_  
 DATE : \_\_\_\_\_

**SALVO GLOBAL PTE LTD**

151 Chin Swee Road  
Manhattan House  
#03-25  
Singapore 169 876

**BANK TRANSFER**

Salvo Global Pte. Ltd.  
HSBC Singapore / Singapore  
Account number:  
260-575832-178 USD  
Swift Code: HSBCSGSG

**INVESTMENT FEE**

\*INVESTMENT FEES ARE EXCLUSIVE OF TAX  
BANK CHARGES AND LOCAL  
WITHHOLDING TAX ARE TO BE BORNE BY  
REGISTRANT

Regular Rate  
**USD 2,995**  
PER DELEGATE

For Group of 3 or more,  
**USD 2,695**  
PER DELEGATE

**CREDIT CARD**

Please debit my:  Visa  MasterCard  
 Diners  Amex

Card Holder's Name: \_\_\_\_\_

Card Number: \_\_\_\_\_

Security Code : \_\_\_\_\_

SIGN : \_\_\_\_\_

Expiry Date : \_\_\_\_\_ (MM/YY)

**Terms and Conditions**

Payment Terms: Full payment (in the currency that is reflected in invoice) is required within five (5) working days on receipt of invoice or before the event date, whichever is earlier. Salvo reserves the right to refuse admission if payment is not received as stated. Should client request payment to be made in another currency (other than the one reflected on the invoice), an additional 10% exchange rate administrative fee will be added to the invoiced amount.

Transfer: Transfer to future event or to another person is allowed upon written notification from an authorized personnel of client company. For transfer to future event(s), client shall receive a credit voucher of 90% for the amount that the client has been invoiced for (including GST, if any), which is valid for one year to be used for any future Salvo event. Transfer to future event confirmed less than two (2) weeks prior to the event will be subjected to an additional 5% administrative fee (credit voucher will bear only 85% for the amount client has been invoiced for including GST, if any). Should the value of the future event exceed the amount reflected on the credit voucher, client is responsible for the additional amount. No refunds will be made for any unutilized credit voucher amount(s). Each Credit Voucher can only be used once.

Cancellation: Registration carries a 50% cancellation liability immediately after a signed sales registration contract has been received by Salvo. Salvo has to be notified of the cancellation in writing and respond with a written acknowledgement for the cancellation to be valid. Cancellation confirmed less than six (6) weeks prior to the event is non-refundable and the full fee is payable. By signing this contract, the client agrees that in case of dispute or cancellation of this contract that Salvo will not be able to mitigate its losses for any less than 50% of the total contract value. If, for any reason, Salvo decides to cancel or postpone this event, Salvo is not responsible for covering airfare, hotel, or other travel costs incurred by clients. The fee will not be refunded, but can be credited to a future event.

No Show: No show does not constitute transfer or cancellation and the full fee is payable.

Changes: Salvo reserves the right to change event dates, location or omit event features, or merge the event with another event, as it deems necessary without penalty and in such situations no refunds, part refunds or alternative offers shall be made. In the event that Salvo cancels the event permanently for any reason whatsoever, (including, but not limited to any force majeure occurrence) the client shall receive a credit that the client has paid to such permanently cancelled event, valid for up to one year to be used at another Salvo event. No refunds, part refunds or alternative offers shall be made.

Tax: Registration fees exclude tax. For client outside Singapore, the sum payable is as the listed fees, exclusive of tax. To this sum shall be added either Singapore's Goods and Services Tax (GST) for Singapore-based client or any other local tax or withholding tax from client's country of origin, if any.

Governing law: This Agreement shall be governed and construed in accordance with the law of Singapore and the parties submit to the exclusive jurisdiction of the Singaporean Courts in Singapore. However Salvo only is entitled to waive this right and submit to the jurisdiction of the courts in which the client is located.

Indemnity: Should for any reason outside the control of Salvo, the venue or speaker(s) change, or the event be cancelled due to an act of terrorism, extreme weather conditions or industrial action, Salvo shall endeavour to reschedule but the client hereby indemnifies and holds Salvo harmless from and against any and all costs, damages and expenses, including attorneys fees, which are incurred by the client.