

Talent Risk Management Masterclass

11 – 12 June 2018, Singapore | 5 – 6 July 2018, Hong Kong

Go beyond operational HR risk. Build expertise in also mapping financial risk, technological risk & supply risk in VUCA environments.

Course Introduction

The 2-day **Talent Risk Management** Training Course is a mastery program designed **specifically for human resource leaders**. This course helps participants understand and **map over 80 talent risks** facing modern business. Through data analysis and capability modelling, participants master practical tools which help them facilitate leadership conversations back at work. Key highlights of the course: Apply **Talent Risk Mapping Framework**, utilise **VUCA model** to responses risks, Implement **Strategic Capability Investment Model**, Build your own **Risk Scorecard** with talent metrics.

Why Your Organisation Needs This Course Today

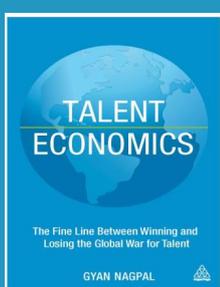
The industrial economy puts a premium on the repetitive delivery of process-driven factory work. This is what delivers quality products, consistently. The knowledge economy is quite different. It puts a premium on cognitive decision making, collaborative problem solving and creative thinking. This is what delivers business value and innovation. In practice, the shift from an industrial to a knowledge economy necessitates a fundamental relook at our people management and risk management practices.

The fact that the “world of work” will change rapidly as the knowledge economy accelerates, is now beyond doubt. The three concurrent shifts in motion include:

1. Digital transformation: In a digital economy, competitors can come from anywhere. The fading of both terrestrial and industry boundaries shows us how this shift can disrupt fundamental customer and cost models in common use today.

2. Disruptive innovation: Both the consumer’s concept of value and the tools we use to deliver them are evolving. With young digital native customers forming a bulk of early adopters and pacesetting buyers: companies such as Spotify, Uber, Stripe, Netflix, Amazon, Udacity or Airbnb are examples of entire markets in motion.

3. Changing talent economics: On one hand we see an erosion of loyalty on both ends of the employment equation. On the other, we see an explosion of contingent capability. A company’s source pool now includes millions of highly skilled people, willing to work part-time, short-term and on specific tasks rather than jobs.



Facilitated by the Bestselling Author of **Talent Economics** – the fine line between winning and losing the global war for talent.

A former #1 on Amazon’s Hot New Bestsellers in HR List and selected as one of the 30 best business books of the year by executive summary major Soundview (Summary.com)

Responding to Talent Risk

Based on contemporary evidence and cutting-edge research, this masterclass helps participants navigate VUCA (Volatile, Uncertain, Complex and Ambiguous) environments with confidence and skill. It serves as a timely and highly practical immersion into future business management, with easy to apply tools, management frameworks and new-age decisions models built for the digital age.

Designed as an intensive two-day deep dive into modern management, this masterclass aims to reboot industrial age management practices in favour of proactive risk management behaviours needed to navigate a VUCA business landscape. Increasing business complexity and industry transformations place dual pressure on managers looking to deliver above-average results. An effective way to respond is through the enhancement of high-performance management skills: in areas like scenario planning and design thinking.

This program uses an effective mix of data analysis, frameworks, case discussions and skills practice.

Key Highlights:

- Based on contemporary research covering both developed and emerging markets.
- Involves concepts, tools, practice and case-based learning in equal parts.
- Participants return with customizable talent management tools built for the digital age.
- Strengthens management and organisational design thinking, allowing participants to customize and deploy innovative ideas back at a work.
- Practical and highly applicable across industry or country.

Feedback

"Talent Economics has fundamentally challenged our whole approach to talent".

HR Director, Leadership Talent & Culture, Microsoft UK



"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.

Cap/taLand



"That was great! So many light bulb moments Extremely useful".

Head of Consumer Banking,
Skye Bank, Africa



"This program will revolutionize Talent Management as a profession".

Head of HR,
Banc ABC, Africa



"Fantastic concept. Practical know-how and a ground-breaking toolkit to become value adding Talent Economists."

Head Talent and Performance,
South African Airways



"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.



"The program teaches you how to make your value proposition very credible, because it's supported by data"

Deputy Director
Banco Sentral Ng Pilipinas



"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.



Expert Course Faculty

Gyan Nagpal

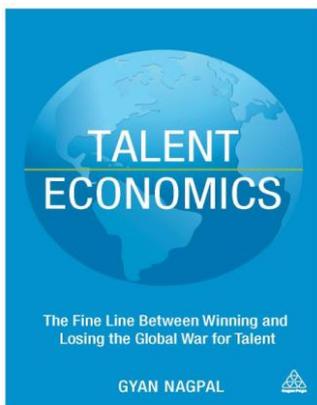


Gyan is an award-winning talent strategist and commentator. He is the author of the bestselling business book ***Talent Economics - The Fine Line between Winning and Losing the Global War for Talent*** (Kogan Page 2013).

Nagpal has deep expertise in tracking and forecasting ongoing changes to the global talent pool. Over the last decade, he has helped some of the largest and most ambitious international organisations build significant business franchises across the Asia Pacific region. Based in Singapore, he is also a Senior Fellow for Human Capital at the Conference Board and a member of the NTL Institute. You can follow his work at www.PLGAonline.com and find his book *Talent Economics* at Amazon.com or at good bookstores across the world.

Companies who have benefited from the Gyan's experiences include:

Manulife, HSBC, CapitaLand, Maybank, Great Eastern Life Assurance, Bank Negara Malaysia, Johor Corporation, Singtel, AIG, Microsoft, Mastercard, GovTech, DHL Express, Cargill, Marsh, DST Communications, Nedbank, Standard Bank, Old Mutual, MTN Group, Omnia Group, Aramco, BAE Systems and Many More...



What is Talent Economics?

Talent Economics: *the fine line between winning and losing the global war for talent* is a bestselling business book. The US edition went to **number one on Amazon.com's "Hot New Books in HR"** list on 29th January 2013. In April 2013 *Talent Economics* was called a **"game changing book in the area of Talent Management"** by HR magazine, and on 18th November 2013, it was selected as one of the **30 best business books for 2013** by Soundview, the executive summary pioneers.

A forward-looking book, which profiles what global talent may look like in 2025, it has received positive reviews from CEOs, HR thinkers and Academics alike for its refreshing outside-in view on talent management, which brings workforce analysis, management practice and strategy together.

By presenting hard evidence which helps readers profile and compare the macro talent landscape in 45 countries, *Talent Economics* uses economic inquiry – the study of how the forces of supply and demand allocate scarce resources - as a discipline to present a picture of how the 3 billion strong global workforce is changing and how this change is challenging current management mindsets. In doing so, *Talent Economics* calls for a new proactive and strategic approach to talent management, led by decision makers themselves.

Learning Objectives

Through deep research on disruptive talent models and automation trends, participants gain insight into an evolving global system of smart capabilities. This two-day workshop fulfils the following learning objectives

- Analyse and map the talent risks currently facing your organisation.
- Show awareness of important trends in workforce analytics, organisational architecture and talent data design.
- Manage the complex array of stakeholder relationships involved in implementing innovative solutions back at work.
- Navigate VUCA (Volatile, Uncertain, Complex and Ambiguous) environments with confidence and skill
- Build the business case for active talent management, based on research evidence and trends in the marketplace today
- Develop a comprehensive talent strategy for your organisation which addresses the most pressing risks.
- Help your managers to make your business more attractive to high potential and talented people.
- Enable your managers and HR professionals to broaden the organisation's talent agenda.
- Devise approaches to develop both future management competencies as well as technical talent in your organisation.

Benefits To You And Your Team

- Align your work with your organisation's strategic priorities.
- Develop greater credibility with senior management and other key stakeholders
- Add enhanced value through better data and evidence.
- Communicate a powerful business case for change initiatives.
- Present evidence on future talent trends including the evolution of intelligent automation, freelance capability, crowdsourced capability models and outsourcing.
- Understand how the application of intelligent mechanisation and AI within traditional business environments can transform the business.
- Master easy to apply diagnosis and strategy tools to apply learnings back at work.

Delivery Style

Through lively discussion, exploring crucial questions together, sharing experiences between participants and developing your own action plan, the course strikes a perfect balance between:

- engaging action and activity,
- state-of-the-art insights and research,
- time for reflection and discussion
- a "how-to-do-it" pragmatic approach.

Practical Workbook

- A practical workbook is included as part of the course. This will enable you to apply the concepts to your organisational context, both during the course and even when you return to your workplace. This also serves as a helpful starting point for discussions with your team, allowing them benefit from the learning too.

The Talent Risk Mapping and Management Program - Program Structure

Day 1 - Talent Disruption and Mapping Talent Risk

- Context and agenda
- Participant Introductions.
- Digital disruption and the future of jobs
- A global view of macro and micro talent risks
- Macro risks: Shifts in aggregate demand and supply of skills.
- Micro risks: finding, retaining and engaging hyper-talent.
- Intelligent Machines. The practical impact of AI
- Capability diagnosis and architecture: industry cases
- Building flexible and responsive talent systems.

Day 2 – Navigating VUCA Environments and 12 Strategies to Mitigate Risk

- Facilitating evidence-based discussions
- Building customised risk maps and strategies to mitigate talent risk.
- Building a future-ready talent recipe and identifying high-value talent investments
- Talent analytics and scorecards.
- Applying the learning: participant case-studies.
- Case study group work and presentations.
- Summary of learning and program closure.

Who Is The Course For

- Senior Level HR professionals
- Business managers
- Functional experts looking to master talent risk.
- Those responsible for Talent Acquisition / Organisation Development or Talent Management
- Management consultants

Program Schedule (Day1 and 2)

08.30am	Registration and welcome coffee
10.30am	Morning teas break
12.30pm	Lunch
15.00pm	Afternoon tea break
17.00pm	End of Day/Course

Would you like to run this course in-house?

This course can be presented exclusively for your organisation on an in-house basis, tailored to meet your specific needs, at a place and time of your convenience. If you have a team of 8 or more interested in this course, let's discuss how we can work together to meet your training needs. Please contact us and we will be pleased to assist.

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TRAINING COURSE PACKAGE PRICING STRUCTURE

TRAINING COURSE	FEE	EARLY BIRD (by 27 April)	Group Discount
Talent Risk Management Masterclass <input type="checkbox"/> 11 – 12 June 2018, Singapore	SGD 2,395 + Any withholding & country specific taxes to be borne by participant's company.	SGD1,995 + Any withholding & country specific taxes to be borne by participant's company.	10% Special discount available for group of 3 or more
Talent Risk Management Masterclass <input type="checkbox"/> 5 – 6 July 2018, Hong Kong	SGD 2,395 + Any withholding & country specific taxes to be borne by participant's company.	SGD1,995 + Any withholding & country specific taxes to be borne by participant's company.	Contact us for more details

DELEGATE DETAILS: Mr Mrs Ms Dr Other Delegate 1: _____ Telephone: _____ Job Title: _____ Department: _____ Email: _____ Mr Mrs Ms Dr Other Delegate 2: _____ Telephone: _____ Email: _____ Job Title: _____ Department: _____	INVOICE DETAILS: Attention Invoice to: _____ Company: _____ Address: _____ _____ City & Country: _____ Postcode: _____ CONTACT FOR PAYMENT: Name: _____ Job Title: _____ Telephone: _____ Email: _____
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PAYMENT DETAILS - Please indicate your method of payment: 1. DIRECT TRANSFER Account Name: HRD Future Pte Ltd Account Number: 695-207639-001 Swift Code: OCBCSGSG Bank Address: Oversea-Chinese Banking Corporation Limited 65 Chulia Street, OCBC Centre, Singapore 049513 2. CHEQUE: Please make all cheques payable to: HRD Future Pte. Ltd.	TERMS & CONDITIONS OF BOOKING & PAYMENT TERMS Full payment is due within 7 days from date of invoice. Delegates will not be allowed entry to the course if any payments are outstanding. A confirmation letter and invoice will be sent to you on receipt of your booking. If you are unable to attend, a substitute delegate is always welcome. If you cancel your place more than one month before the event a 20% cancellation fee will be applicable. If you cancel your registration within one month of the event, or fail to attend the event then a 80% cancellation fee shall be applicable. Cancellation must be made in writing and will be acknowledged in writing. It may be necessary for reasons beyond the control of the organisers to alter the content, timings or venue. The company will not accept liability for any transport disruption or individual transport delays and in such circumstances the normal cancellation restrictions apply.
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To confirm your participation, call Mr. Marcus @ +65-62621651 or email to marcus@hrd-future.com