



**FOR IMMEDIATE RELEASE**

## **CEOs and HR heads gather at Singapore Human Capital Summit to discuss human capital challenges facing the global economy**

**SINGAPORE, 20 September 2017** – Delegates from around the Asia Pacific region gathered at the two-day Singapore Human Capital Summit to discuss how businesses can make the most of their human capital to navigate through the rapidly changing global environment.

Jointly organised by Singapore Ministry of Manpower (MOM) and the Human Capital Leadership Institute (HCLI), the Singapore Human Capital Summit 2017 is Asia's premier human capital and leadership conference. Into its eighth edition, with the theme "People Strategies for Asia: Leading in a Fractured World", the conference will be held from 20 to 21 September at the Resorts World Convention Centre. Minister in the Prime Minister's Office and Second Minister for Manpower and Home Affairs, Mrs Josephine Teo graced the occasion, addressing the delegates in both a speech and a panel discussion.

Min Teo said: "In a world where disruption is pervasive, if every hiring manager recruits through "plug and play" methods, they will only poach from their competitors by bidding upwards. We must help businesses open up a new source of talent comprising experienced mid-career local PMETs, who still have much to offer prospective employers. Businesses should consider how to tap on their experience and expertise to generate growth, while equipping them with the skills for the job."

Themeweaver for SHCS 2017 and Chief Executive Officer of HCLI, Ms Wong Su-Yen, added, "As our expected lifespans increase, we need to consider and plan for the reality of having multiple careers in our lifetimes. Forward thinking organisations are supporting this by enabling their employees to continually learn and upskill their capabilities, to prepare for future career possibilities while in their current roles."

The Singapore Human Capital Summit 2017 features over 35 local and international speakers from across industries and academia, with the keynote addresses delivered by Mr Harish Manwani, Global Executive Advisor at Blackstone and Mr Daniel Pink, Best-Selling Author of *To Sell Is Human: The Surprising Truth About Moving Others*, *Drive* and *A Whole New Mind*. Other renowned speakers present at the summit include Mr Ling Hai, Co-president, Asia Pacific, Mastercard; Ms Goh Swee Chen, Chairman, Shell Companies in Singapore; Mr Iain Twine, Vice Chairman, Reputation, Edelman Asia Pacific, Middle East & Africa; Mr Varun Bhatia, Chief People & Culture Officer, Air Asia; Mr Jorge Osorio, Head of HR, Citi Singapore; and Ms Aileen Tan, Group Human Resources Officer, Singtel.



## **Asian Human Capital Award 2017**

The Asian Human Capital Award 2017, held in conjunction with the Singapore Human Capital Summit 2017, honoured Maxis Bhd (Malaysia) and CXA Group (Singapore) at the presentation ceremony on 20 September. The two organisations were recognised for their efforts in ensuring that all employees are entitled to opportunities promoting professional development and growth.

Assessed over seven months from February 2017, the winners were selected through a rigorous process including interviews with shortlisted organisations. Entries were assessed based on the following qualities: alignment of people practice to business strategy, innovation in developing and contextualising people practices to address needs, high quality in execution and the significant impact on business outcomes.

### **Maxis Broadband Bhd: Asian Human Capital Award Winner, 'MNC' Category**

Maxis developed solutions that fit their objectives, principles and beliefs on how people and organisations should be managed. They framed these promises from the perspective of the employee – not so much on what will be done to (or for) them, but rather on what they should see and feel and experience. This became known as the Maxis People Promise:

I KNOW: Employees will always have all the information, systems, processes, and tools to allow them to do their best.

I GROW: Employees will have opportunities to grow and develop in their career.

I ENGAGE: Employees will have a great working environment where people work well together and have fun.

The concept of the “Maxis handshake” was also introduced – a core idea that employees themselves must take the responsibility to grow their own career and not be a passive bystander expecting the company to grow and develop them.

### **CXA Group: Asian Human Capital Award Winner, 'SME' Category**

CXA needed talented employees with deep domain expertise in insurance, healthcare and benefits, as well as the right mindset to weather the ups and downs of a fast-growing start-up.

To attract the right talent and to build expertise and competencies, CXA developed the CXA Academy with over 30 different courses. The Academy is an investment in our most valuable asset – our people. Our business leaders curate and design the in-house training curriculum, on topics like Health Management and Flex Benefits in Asia as well as courses on functional and leadership skills.

By speaking frequently at insurtech, healthtech, HR, data and innovation conferences, CXA's leaders educate the market and serve as role models: both as entrepreneurs and as champions of our mission to build a healthier and happier workplace. This attracts more of the very people the firm needs.



## **Hong Kong Broadband Network: Special Commendation Prize Recipient**

Hong Kong Broadband Network does not have “employees” or “staff”; everyone is referred as “talent”. Believing that talents are essential to the company’s overall success, HKBN is devoted to driving different “talent-first” initiatives to engage and empower. The co-ownership plan is one of the key engagement practices to motivate talents to strive for business excellence.

Through this unique plan, talents not only work for the company as “staff”, but they are also invited to invest their money to become a co-owner of HKBN. With this in mind, HKBN co-owners perform with a true sense of ownership over their work, compelling them to always execute in the best interest of the company.

Today, HKBN is a company proudly run by around 340 co-owners, representing the majority of all supervisory and managerial executives. Together co-owners share a common vision to take the company to new heights.

To learn more about the Singapore Human Capital Summit 2017, please visit <http://singaporehcs Summit.com/>.

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## **About the Human Capital Leadership Institute**

The Human Capital Leadership Institute is a centre of excellence that facilitates the acceleration of leadership development and strategic human capital management capabilities in Asia. Through its efforts, HCLI aims to develop global leaders with a strong understanding of leading in Asia, as well as to build Asian leaders with the ability to lead on the global stage. The institute achieves this by driving Asia-specific research and insights, creating industry-relevant executive development programmes and fostering rich networks between thought leaders in business, government and academia.

HCLI is a subsidiary of Temasek Management Services, which is wholly owned by Temasek Holdings (Private) Limited, and is supported by the Singapore Ministry of Manpower and the Singapore Economic Development Board.

For further information, please visit [www.hcli.org](http://www.hcli.org)

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