

Preparing talents for sustainable future



Join us for a morning of discussion with Vietnam's top HR leaders where we will focus on how to prepare talents for the future, a critical topic for all leaders wanting to maximize their organisation's performance while a war for talent already underway. Our guest speaker, Ramon Chelva, will share his practical experiences of managing talents in world-class organisations. This will be followed by a facilitated discussion on areas such as:

- *How to overcome challenges in managing talent*
- *Why do we need to prepare talent for the future*
- *What shapes an effective talent management framework that drives business value*
- *How to keep talent engaged*

Date: Tuesday 18th August, 2015

Time: 8.30 am - 10.30 am

Venue: PricewaterhouseCoopers (Vietnam) - 16 Floor, Keangnam Hanoi Landmark 72, Pham Hung Street, Nam Tu Liem District, Hanoi, VN

Please kindly reply to this email to confirm your attendance by 5:00pm, Friday 7th August.

Speaker Profile – Ramon Chelva

Executive Director, People & Change, PwC Malaysia and Vietnam



- **23 years of hands-on experience in Human Resource Strategies and Operations management**
- **10 years of Asia Pacific experience having done work in more than 15 countries**
- **Industry experience in local and global banking, oil and gas, FMCG**

Experience

Built and engineered a high profile HR organisation for Malaysia's leading BPO organisation.
Public speaking on various HR Transformation change and Employee Engagement topics.
Achieved World class Voice of the Employee (Employee Engagement) survey results for a global bank in Asia Pacific
Successfully managed and executed all HR initiatives and change management in a USD2.5 billion bank merger.

Prior Experience and Education

Chief Human Resource Officer, Hong Leong Financial Group
Vice President Corporate Human Resources Symphony Group
Vice President and Director, Organisational Development, Citibank Asia Pacific.
Asst Vice President and Head, Organisational Development, Citibank Malaysia
Country Training Manager, DHL Malaysia
Bachelor of Business Administration, majoring in Human resources and Psychology, Pittsburg, USA

Selected Project Descriptions

Conceptualization of the leadership development framework for a global banking organization for their Asia Pacific operations: Led the design of competency frameworks to conceptualize and roll out senior management talent road maps, middle management development programs and staff development programs for Citibank Asia Pacific.

Achieved World-class Employee Engagement Results for a Global Bank: Successfully developed a customised programme called (BEE) Branded Employee Experience, a strategic employee engagement solution that resulted in Citibank Asia Pacific comprising 15 countries achieving No 1 position globally with an overall engagement score averaging 81%.

Building a Centre-Led HR Organisation for one of Malaysia's Leading Oil & Gas Organizations: successfully managed and executed the building of a HR Centre-led Organisation focusing on a progressive HR Organisational Structure, focusing on clear roles and accountabilities, spans of control and empowerment levels . Developed world-class HR policies and procedures aligned to the overall structure.

HR transformation for a leading regional professional services company to support ASEAN regional expansion: Led the transformation exercise to redefine the HR operating model and orient the leadership team in the organisation to ensure robust people management at a regional level.