PROGRAMME AGENDA DAY ONE

MAIN CONFERENCE (DAY 1) - JULY 23, 2025

8:00 AM - 8:50 AM — **REGISTRATION, NETWORKING AND WELCOME REFRESHMENT**

8:50 AM - 9:00 AM — **OPENING REMARKS**

9:00 AM - 9:40 AM — **OPENING KEYNOTE PRESENTATION: Trend Watch 2025: What's Shaping the Future of Talent Development?**

The talent development landscape is evolving rapidly — but which trends truly transform how we build skills, drive performance, and develop people? In this powerful opening keynote, Dr. Wei Wang draws on ATD's latest global research to discuss AI and other top trends shaping talent development in 2025. Gain action insights on how L&D professionals can stay ahead of the curve and prepare their organizations for the future of the work.

What you'll learn:
- The top talent development trends— what's gaining traction and why it matters
- Key data and insights from ATD's global research on AI and talent development
- How to align talent development strategies with emerging trends
- How L&D professionals develop themselves to stay relevant

Speaker:
Dr. Wei Wang, Senior Global Director, Association for Talent Development, USA

9:40 AM - 10:10 AM — **KEYNOTE PRESENTATION: Bridging the Skills Gap: The Nuts & Bolts of Building a Future Ready Training Ecosystem**

Training in-service workers is something that is not only prioritised in Malaysia.. It is something that has become a practice. The Human Resource Development Act requires Malaysian businesses to pay a monthly levy which is used to drive the human capital development of the Malaysian workforce.

A robust national training ecosystem is imperative to ensure national growth, aligning a training quality ecosystem to broader training development goals that aims to future proof the current and future workforce while supporting economic resilience.

Speaker:
Soffian Bin Mohammed Amin, Chief Programmes Officer, HRD Corp, Malaysia

10:10 AM - 10:30 AM — **PRESENTATION: Reskilling at Scale: New Design Principles for a Disrupted World**

In an era defined by digital transformation, workforce disruption and urgent reskilling, traditional learning methods are no longer sufficient. Organisations need scalable approaches to learning that foster not just knowledge retention, but genuine curiosity and self-directed growth among learners. In this session, we'll explore how the right blend of learning science, technology, and a new set of fundamental design principles can unlock learner engagement at scale, enabling your workforce to meet today's challenges and tomorrow's opportunities.

- Why traditional learning can't solve the reskilling challenge
- The new guiding principles behind modern learning design
- AI & learning technology: extracting real value

Speaker:
Ben Keher, Managing Director, GP Strategies, Australia/Malaysia/Singapore

Day 1

Stay tuned—new speakers and sessions are being added regularly!
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MAIN CONFERENCE (DAY 1) - JULY 23, 2025

10:30 AM - 10:50 AM **AM BREAK**

10:50 AM - 11:30 AM **PANEL DISCUSSION: Upskilling for Growth on a Tight Budget**

Investing in workforce development doesn't have to be expensive- it has to be worth it. This session explores cost-effective upskilling strategies that empower employees, boost productivity, and drive business growth—even with limited resources. Learn how to maximize learning impact through smart investments, innovative training methods, and leveraging existing assets.

- Low-Cost, High-Impact Learning Solutions
- Leveraging Technology for Cost-Effective Upskilling
- Creating a Culture of Self-Directed Learning

Moderator:
Jessica Krol, Chief of Staff, Microsoft, Singapore

Panelist:
Ewaldo Reis Amaral, HR Strategy - Sr Manager Organization & People Development, and ESG Tiket.com, Indonesia
Alvanson So, Regional People Lead, Canva, Philippines
Fauzan Fadli, Vice President of Learning and Development (ad interim), PT. Hutama Karya (Persero), Indonesia

11:30 AM - 12:00 PM **PRESENTATION: Future Ready: Talent Management for the New Era**

The future of work is evolving faster than ever, and organizations must adapt to stay ahead of these changes. This session explores cutting-edge talent strategies that empower businesses to attract, develop, and retain top talent in a world of rapid change. This introduces the importance of agile talent management strategies in maintaining a productive and efficient workforce.

- Agility & Adaptability in talent management strategies
- Relevance of Technology & Talent Management
- How to attract agile talent for organizations

Speaker:
ZAINUBIAH Abd Aziz, Head, Talent Development Specialist Academy, Petronas Leadership Center, Malaysia

12:00 PM - 12:30 PM **PRESENTATION: Ten-X Community: A Peer-to-Peer Learning Ecosystem for Scalable Growth**

The world of corporate learning is evolving rapidly. Traditional training methods—often costly, vendor dependent, and slow to adapt—struggle to keep pace with the dynamic and fast-growing business landscape. According to the LinkedIn Workplace Learning Report, 91% of employees believe that skills development should be personalized and accessible, while the World Economic Forum highlights that 50% of employees will need reskilling by 2025.

Speaker:
Ewaldo Reis Amaral, HR Strategy - Sr Manager Organization & People Development, and ESG, Tiket.com, Indonesia

12:30 PM - 1:30 PM **LUNCH**

Day 1

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MAIN CONFERENCE (DAY 1) - JULY 23, 2025

1:30 PM - 2:15 PM

ROUND TABLE ACTIVITY: L&D Landscape in the Rise of New Work Models

As remote, hybrid, and on-demand work models reshape the workplace, Learning & Development (L&D) must adapt to meet the evolving needs of a digitally connected workforce. Traditional training approaches are being replaced with flexible, personalized, and technology-driven learning experiences that prioritize accessibility, engagement, and real-time skill development. By leveraging AI, microlearning, and collaborative digital platforms, L&D can foster continuous learning cultures that keep employees agile, future-ready, and aligned with organizational goals.

- Flexible & Hybrid Learning Setup
- AI & Digital Learning Tools
- Continuous Upskilling & Reskilling Methods

Moderator:
Saurav Atri, Head of Leadership Development, Group DFI Retail Group, Hongkong

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2:15 PM - 2:35 PM

PRESENTATION: The Art of Data Storytelling

In this practical Data Storytelling session you will learn how to:
- Craft a clear message that resonates with your audience.
- Design clear, simple data visualizations.
- Present your message with confidence and drive action.

Speaker:
Dominic Bohan, Co-Founder, StoryIQ, Singapore

2:35 PM - 3:05 PM

PRESENTATION: L&D Rewired: From Culture to Code—Harnessing DNA as Our Competitive Edge

Presentation Objectives:
1. Define Organizational DNA
   - Unpack the core values, traits, and behaviors that set our organization apart and contribute to our unique identity.
2. Differentiate Between Culture and Code
   - Clarify how culture represents shared beliefs and behaviors, while "code" refers to deliberately embedding these into systems, practices, and strategies—especially in learning and development.
3. Showcase the Case Study
   - Share how we identified and codified our organizational DNA and used it as the foundation to elevate our Learning & Development practices.
4. Demonstrate Strategic Impact
   - Illustrate how aligning L&D with our DNA became a source of competitive advantage—moving from bstract values to a tangible, future-ready workforce strategy.
5. Inspire Application
   - Encourage attendees to explore their own organizational DNA and turn it into a structured, strategic lever for talent development and growth.

Speaker:
Adrian Robles, AVP and Head of Talent Management Development & Engagement, Philippine Airlines, Philippines

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3:05 PM - 3:25 PM

PM BREAK

Day 1

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MAIN CONFERENCE (DAY 1) - JULY 23, 2025

3:25 PM - 4:05 PM

PANEL DISCUSSION: Fostering Diversity in Talent Development

Fostering diversity in talent development means designing inclusive learning programs that recognize and leverage the unique strengths, experiences, and perspectives of a diverse workforce. By incorporating equitable access to growth opportunities, culturally responsive training, and mentorship programs, organizations can create an environment where all employees thrive. This approach not only drives innovation and engagement but also strengthens team performance and long-term business success.

- Inclusive Growth Opportunities for All
- Bias-Free Development Programs

Moderator:
Coen Tan, Global Speaker, Speech Coach, Ministry of Influence, Singapore

Panelists:
Veronika Bubenok, HR Director, Baker Hughes, Malaysia
Sabrina Diana Koshy, Future Skills & Learning Manager, bp, Malaysia,
Jaya Chanda, Regional Learning Program Manager, Nestle, Malaysia

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4:05 PM - 4:35 PM

PRESENTATION: Data-driven Performance Management in Creating Talent Development Plans

Data-driven performance management enables organizations to identify skill gaps, track progress, and personalize talent development plans with precision. By leveraging real-time analytics, AI-powered insights, and employee feedback, companies can create targeted learning strategies that enhance both individual and organizational growth. This approach ensures that talent development is proactive, measurable, and aligned with business objectives, fostering a high-performance workforce.

- Using Performance Management Result in Developing Plans for Talents
- Development Plans Through Data Analytics
- Proactive Approach in Talent Development

Speaker:
Dr. Muruggapan, CHRO, MCMC, Malaysia

4:35 PM - 5:05 PM

PRESENTATION: Learning Reimagined: How Microsoft is Building its Workforce's Critical Skills in the Era of AI

In today's rapidly evolving business landscape, staying ahead requires a strategic and continuous approach to workforce development. Join us for a behind-the-scenes look at Microsoft's transformative approach to learning and development—where growth mindset meets AI innovation. Discover how Microsoft empowers its employees, partners, and customers in Asia to thrive in the Era of AI with scalable, personalized, and purpose-driven learning.

Speaker:
Jessica Krol, Chief of Staff, Microsoft, Singapore

5:05 PM - 5:35 PM

PRESENTATION: Personalized Learning in Different Work Setup

In today's diverse work environments, personalized learning ensures that remote, hybrid, and on-site employees receive training that fits their unique needs, schedules, and work contexts. By leveraging AI, adaptive learning platforms, and data-driven insights, organizations can create customized development paths that enhance engagement and retention. This shift from standardized to tailored learning not only improves skill growth but also fosters a more inclusive and effective learning culture across all work setups.

- Adaptive Learning Paths for Different Work Setup
- Benefits of Personalized Learning
- Leadership Support for Digital Learning

5:35 PM - 5:40 PM

CLOSING REMARKS FOR DAY 1

Day 1

PROGRAMME AGENDA DAY TWO

MAIN CONFERENCE (DAY 2) - JULY 24, 2025

8:30 AM - 9:00 AM — **REGISTRATION PROPER**

9:00 AM - 9:30 AM — **PRESENTATION: Elevate Your L&D Career: Building Professional Capabilities & The Right Skill set**

Elevating your Learning and Development Career involves acquiring the right skills and building professional credibility. This can be achieved through mastering instructional designs and leveraging learning technologies. Focusing on how to continuously improve and challenging yourself as valuable partners in organizational growth will definitely help you advance your career.

Speaker:
Olga Gavrilova, Senior Learning and Development Manager, APAC– EPAM Systems, Singapore

9:30 AM - 10:10 AM — **PANEL DISCUSSION: Building a Future-Ready Talent Development Plan**

Investing in talents will be one of any organization's smartest investments. The return it makes to the business can be more than what any leaders could expect. This session dives into a strategic way of developing plans for the talents. Failure to plan is planning to fail- if the organization has no plans for their employees' growth, the workforce will not find themselves growing in the organization which may result in resignation.

- Setting skills for the Future talents
- Curating Strategic Talent Development Plans
- Investing for the Future Workforce

Moderator:
Elena Dolmat, Executive Coach, ED Coach, Malaysia

Panelists:
Timmie Liew, Head of Talent Acquisition & Development, UCSI Group, Malaysia
Marvin Biliwang, Learning and Development Director, Asia & ANZ, Zoetis, Thailand
Shahrul Nizam Md Nur, Head of Talent Management, Tenaga Nasional Berhad, Malaysia

10:10 AM - 10:40 AM — **PRESENTATION: Solitude Readiness, A Missing Dimension in Leadership Development from a Quiet Corner Office**

What if the most overlooked leadership skill is not speaking with impact, but thinking in silence? In many leadership development frameworks—especially within hierarchical, protocol-driven cultures like those in Asia—solitude is rarely acknowledged, let alone cultivated. Yet the most consequential decisions are often made behind closed doors, in quiet rooms, by leaders carrying the weight alone. This session explores solitude readiness as a missing but essential dimension in executive development, drawing insights from psychology, organizational behavior, and real-world leadership challenges across state enterprises. Because sometimes, the most strategic capability is not how leaders perform under pressure—but how they navigate the silence before the decision.

Speaker:
Fauzan Fadli, Vice President of Learning and Development (ad interim), PT. Hutama Karya (Persero), Malaysia

10:40 AM - 11:00 AM — **AM BREAK**

Day 2

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MAIN CONFERENCE (DAY 2) - JULY 24, 2025

11:00 AM - 11:30 AM

PRESENTATION: Huawei Practice-Based Learning Methodology Sharing

Align training with strategic business objectives—designing battle-ready, performance-driven learning experiences that bridge skill gaps and accelerate digital capability-building. By integrating immersive training with real-world application, we cultivate agile, high-impact talent equipped to deliver measurable results.

Speaker:
Jimmy Tan, Gold Medal Instructor, Huawei, Malaysia

11:30 AM - 12:15 PM

ROUND TABLE ACTIVITY: People management and leadership training

Strong leadership and effective people management are essential for building high-performing teams and fostering a positive workplace culture. This session explores key strategies for developing leadership skills, improving team dynamics, and creating a people-centric management approach that drives engagement and business success.

- Developing Leadership Mindsets and Skills
- Effective Communication and Conflict Resolution
- Coaching and Employee Development

Moderator:
Nina Arribe, HR Director, Pioneer Square Brands, Philippines and USA

12:15 PM - 1:15 PM

LUNCH

1:15 PM - 1:45 PM

PRESENTATION: Identifying Challenges in Leadership Development Program Implementation

Being a leader comes with different challenges that make the implementation of a leadership development program difficult as well. This session explores common obstacles organizations face when rolling out leadership training and provides actionable solutions to enhance program effectiveness, engagement, and sustainability. This session will help new and tenure leaders to be more involved in the implementation that will secure success of these programs.

- Overcoming Resistance to Leadership Development Programs
- Bridging the Gap Between Managers and Executives
- Measuring Impact and Sustaining Growth for Leadership Development Programs

Speaker:
Suthapong Emphanich, Regional HR Business Partner, Jebsen & Jessen Ingredients (T) Ltd., Thailand

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1:45 PM - 2:15 PM

PRESENTATION: Inclusive Leadership: Why Belonging is Powerful

Inclusivity in the workplace has proven beneficial for businesses thanks to its positive impact on productivity, innovation, and diversity. When inclusive leaders lead organizations, these benefits grow exponentially, boosting engagement, employer branding, and culture building.

Speaker:
Alvanson So, Regional People Lead, Canva, Philippines

Day 2

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MAIN CONFERENCE (DAY 2) - JULY 24, 2025

2:15 PM - 2:55 PM

PANEL DISCUSSION: Career Advancement for Potential Leaders

Empowering high-potential employees with the right skills and opportunities is key to building a strong leadership pipeline. This initiative is a good platform to provide support to potential leaders and inspire them to achieve more in their current role. This session explores effective career advancement strategies for emerging leaders, focusing on skill development, mentorship, and growth opportunities that prepare them for leadership roles.

- Developing Leadership Skills for Career Growth
- The Role of Mentorship and Coaching in unlocking potential leadership
- Creating Clear Career Pathways for Potential Leaders

Moderator:
Prakash Santhanam, Group Head of Learning & Talent, Bernas, Malaysia

Panelists:
Fong Tuan Chen, Chief People Officer, Valiram Group, Malaysia
Coen Tan, Global Speaker, Ministry of Influence, Singapore
Lawrence Co, AVP-Head of Learning and Development, SM Supermalls/Philippine Society for Talent Development, Philippines

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2:55 PM - 3:15 PM

PM BREAK

3:15 PM - 3:45 PM

PRESENTATION: Developing Leadership Capabilities at Zebra Technologies

Strong leadership is the backbone of a thriving organization. In this presentation, the speaker will share a real-world case study on how they have designed and delivered high impact leadership development solutions to develop their leaders' capabilities across the organization.
Attend this presentation to gain insights into best practices in designing and delivering high impact leadership development programs to develop leaders at levels.

Speaker:
Christopher Goh, Senior Talent Advisor, Zebra Technologies, Singapore

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3:45 PM - 4:25 PM

PANEL DISCUSSION: Strategic Advocacy: Elevating Learning's Role in Business Success

For learning and development (L&D) to drive real business impact, it must be positioned as a strategic priority. This session explores how HR and L&D leaders can be an advocate for learning as a key driver of business success, align training initiatives with organizational goals, and secure leadership buy-in for long-term growth. This highlights the importance of prioritizing the growth of the employees which will then be a tool to have a successful company or organization.

- Aligning Learning with Business Strategy
- HR & L&D Leaders Support in Business Success
- Collaboration of L&D and Business Leaders in Achieving Organizational Goals

Moderator:
Razman Radzi, Group Chief Human Capital Officer, FGV Holdings Berhad, Malaysia

Panelists:
Suthapong Emphanich, Regional HR Business Partner, Jebsen & Jessen Ingredients (T) Ltd., Thailand
Marvin Biliwang, Learning and Development Director, Asia & ANZ, Zoetis, Thailand
Karim El-Banna, Change Management Lead, L'Oreal, Malaysia

Day 2

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MAIN CONFERENCE (DAY 2) - JULY 24, 2025

4:25 PM - 4:45 PM	**PRESENTATION: Building Skills for a Future-Ready Workforce** Building Skills for a Future-Ready Workforce focuses on equipping individuals with the knowledge, competencies, and adaptability needed to thrive in an evolving job market. This includes developing technical skills, such as digital literacy and data analysis, and some soft skills training like emotional intelligence. As automation and AI continue to shape industries, fostering lifelong learning, upskilling, and reskilling initiatives are essential to ensure workers remain competitive, adaptable, and capable of meeting the demands of tomorrow's workforce. • Bridging the Skills Gap in Today's • AI, Digital Transformation, and Human Adaptability • Workforce Resilience and Future-Proofing Careers **Speaker:** **Lawrence Co**, AVP-Head of Learning and Development, SM Supermalls/Philippine Society for Talent Development, Philippines
4:45 PM - 5:00 PM	**CLOSE OF CONFERENCE**

VENUE DETAILS

Pavilion Hotel Kuala Lumpur

Hotel Address: 170 Jalan Bukit Bintang Kuala Lumpur 55100 Malaysia
Certificate Programs @ Disa Room, Level 7
Main Conference @ Pavilion Ballroom, Level 7

Please email to enquiry@hrbp-asia.com for special hotel room rate and booking form. Visit the website for more information on the venue.