



**Programme on Strategic Workforce Planning
12 - 13 November 2024 at 9:00 am – 5:00 pm
M Resort & Hotel, Kuala Lumpur**

WHO SHOULD ATTEND

MIBA Members' Human Resource Practitioners

PROGRAMME OBJECTIVES

After the programme, participants would be able to :

1. Gain knowledge on strategic workforce planning;
2. Apply workforce planning within their organisation;
3. Complete a workforce planning during the programme;
4. Manage various stakeholders in implementing workforce planning; and
5. Learn role model or scenario based training on managing stakeholders.

AGENDA

Day 1

9:00 am – 9:45 am	Current Landscape and Trends <ul style="list-style-type: none">• What is Strategic Workforce Planning (SWP)?• What's happening right now?• What good Strategic Workforce Planning looks like?
9:45 am – 10:45 am	Perspectives from Business Unit <ul style="list-style-type: none">• The challenges they face in obtaining the right skillset• What the Business unit expects from HR practitioners by <i>Mr Lok Eng Hong, Head, Investment Management Mid Market Client Solutions & Regional Head, Dealing, Maybank Investment Bank Bhd</i>
10:45 am – 11:05 am	Morning Break
11:05 am – 12:05 pm	5C Framework for Workforce <ul style="list-style-type: none">• Models, Approaches and Methods of workforce planning
12:05 pm – 1:00 pm	Aligning Organisational Strategy with Workforce Planning <ul style="list-style-type: none">• Integrating workforce planning with business planning and budgeting processes
1:00 pm – 2:15 pm	Lunch
2:15 pm - 3:15 pm	Capacity: Workforce Size <ul style="list-style-type: none">• Analysing and forecasting future workforce requirements based on business strategy• Current workforce, future needs, and gaps
3:15 pm – 3:35 pm	Afternoon Break

3:35 pm – 4:50 pm	<p>Activity: Developing Demand Model</p> <ul style="list-style-type: none"> • Application of participant's data
4:50 pm - 5:05 pm	<p>Productivity Improvement Initiatives</p> <ul style="list-style-type: none"> • Identifying initiatives for workforce productivity improvement, workforce optimization and cost management
5:05 pm – 5:20 pm	<p>5 Key Building Blocks to an Effective Workforce Planning Capability</p> <ul style="list-style-type: none"> • Skills required to implement SWP • Establishing clear roles and responsibilities for SWP
Day 2	
9:00 am - 10:00 am	<p>Composition & Configuration: Workforce Type and Shape</p> <ul style="list-style-type: none"> • Optimizing workforce distribution based on nature of work
10:00 am – 11:00 am	<p>Activity: Composition & Configuration</p> <ul style="list-style-type: none"> • Identifying optimized number of employees distributed across job levels that appropriate to nature of work • Determining the most efficient type of employment
11:00 am – 11:20 am	<p>Morning Break</p>
11:20 am – 12:05 pm	<p>Capability & Cost</p> <ul style="list-style-type: none"> • Identifying the difference between current workforce capabilities and future needs (Skill gaps) • Estimating cost impact from workforce optimization
12:05 pm – 12:20 pm	<p>Closing The Gap</p> <ul style="list-style-type: none"> • Defining workforce strategies, developing action plans to address talent gaps and achieve workforce objectives
12:20 pm - 12:50 pm	<p>Activity: Closing The Gap</p> <ul style="list-style-type: none"> • Developing staffing strategies that fit to organization situation to help close workforce gap
12:50 pm - 2:05 pm	<p>Lunch</p>
2:05 pm – 3:20 pm	<p>Activity: Managing Stakeholders</p> <ul style="list-style-type: none"> • How to approach/ moderate sessions with Heads of Department and Board of Directors in explaining workforce planning? • What are the questions to ask internal stakeholders?
3:20 pm – 3:40 pm	<p>Afternoon break</p>
3:40 pm – 4:10 pm	<p>Evaluation of Workforce Plans</p> <ul style="list-style-type: none"> • How to measure effectiveness of workforce planning? • Establishing KPIs to track progress • Regularly reviewing and adjusting the plan
4:10 pm – 5:00 pm	<p>Implementing Workforce Plan Putting the plan into action</p>
	End



LEVEL

Intermediate

REGISTRATION FEES

MIBA Member: RM6,200 for each participant

HRDC CLAIMABLE

We have applied for the programme to be HRD Corp claimable under SBL scheme and are awaiting approval on same.

NO. OF PARTICIPANTS

Up to 50 participants

SPEAKERS

Mr Yun-Han Lee, Director & Organization Change Management Center of Excellence (COE) SEA Lead, Southeast Asia, Deloitte Consulting

Yun-Han is a Director with Deloitte Consulting S A's Human Capital practice focusing on organisation transformation, enabling change and adoption, and strategic workforce planning. He is the Organisation Transformation Leader for Malaysia and Vietnam, and the Organization Change Management Offering Leader for Southeast Asia, based out of KL. He has 18 years of experience in human capital consulting, helping businesses and governments in Southeast Asia achieve better human outcomes. He is a regular speaker with clients and the media on Deloitte's Human Capital trends and the Future of Work.

Ms Pongpruch Sahasakul, Senior Manager, Southeast Asia, Deloitte Consulting

Pongpruch is a Senior Manager, Human Capital with 12 years of experience in organisation Transformation, specialized in Strategic Workforce Planning and organisation Design. She also has experiences in M&A, Job Evaluation & Reward, Competency Model, Career & Succession, and Performance Management System. She has worked with clients across multiple industries, including Energy & chemicals, Telecommunications, Power, Banking, Consumer Products, and Retail

Mr Lok Eng Hong, Chairman, MIBA's Stockbroking Committee and Head, Investment Management Mid Market Client Solutions & Regional Head, Dealing, Maybank Investment Bank Berhad

Lok Eng Hong is the Chairman of the Stockbroking Committee of Malaysian Investment Banking Association (MIBA). He leads industry discussions on stockbroking and capital market with industry regulators and stakeholders. Lok Eng Hong is Head, Investment Management Mid Market Client Solutions and Regional Head, Dealing at Maybank Investment Bank Berhad. Mid Market team offers high touch equities dealing services to large corporate clients, listed companies, high net worth investors and business partners. As Regional Head, Dealing, he oversees all licensed dealer's representatives at Maybank Investment Bank.

Lok serves a board member for Maybank Securities Limited, Vietnam (MSVN) since August 2020. MSVN is headquarters in Ho Chi Minh City, it is the first foreign owned licensed stockbroker in Vietnam which started operations in 2007.

Lok graduated from the Pennsylvania State University, USA in 1994 with a B.Sc in Finance (with Distinction). He has 29 years of working experience in stockbroking and capital market. He has attended senior executive programs at INSEAD, Tsinghua University, Asian School of Business, and Iclif. Lok is a regular speaker at Securities Industry Development Corporation ("SIDC") programs, Maybank's programs for new graduates and staff on equity markets.