

CAREER OUTLOOK FOR 2012 - A sneak preview to what lies ahead

Event information

Date : 13 December 2011, Tuesday
Time : 7.30pm to 9.30pm (registration commences at 7.00pm)
Venue : NTUC Centre, One Marina Boulevard, #07-01

Programme

7.00pm : Registration

7.30pm : Opening by event organizer

- 9.30pm : **Market Outlook on Hiring** by Mr Nicholas Tuckfield

The speaker for this segment will share on the overview of the hiring trends in South Asia and provide insights on the job markets and its relations to the Singapore market.

Industries Growth and Job Creation Trends by Mr Mark Condon

Despite the economic uncertainty and volatile job market, there lie opportunities in certain emerging sunrise industries in Asia. The speaker will share insights on the various growing industries witnessed and anticipated in South Asia and more importantly in Singapore. Focusing on the Singapore context, learn more about the hiring patterns across industries as well as featured sectors with talent shortage.

Uncovering Hiring Methodologies by Mr Matthew Bristow

The changing economic landscape and the shifting talent market have created an urgent need for companies to be more effective in their hiring and selection process to identify the right candidate with the right competencies for the job. For this segment, the speaker will uncover various hiring strategies and selection methodology that companies have been adopting during their recruitment process including the increasing use of assessment centre and competency based interview.

Moderated Panel Discussion with Speakers

Understanding Competency Based Interview and You by Felice Yeong

This segment aims to provide tangible takeaways for participants to enhance their career opportunities for 2012. The speaker will share on the increasingly adopted hiring strategy by companies called Competency Based Interview (CBI) where interviewers looks to adopt an evidence based questioning approach to uncover and support the verbalised qualities of the jobseekers.

9.30pm : End of seminar and networking opportunities

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Speakers Profile



Mr Nicholas Tuckfield | | Managing Director, South Asia, Talent2

Nicholas was born and raised in Sydney and graduated with a Bachelor of Commerce with a Major in Marketing from the University of NSW in 1984.

He joined Unilever, as a Marketing Assistant and worked there for five years including roles such as Trade Operations Manager, Account Manager at Unilever's advertising agency, Lintas (on secondment) before assuming his final position of Senior Brand Manager. He left Rexona in 1989 and moved to Kellogg's as Group Brand Manager and then Marketing Manager before joining KFC as Program Director.

In June 1993 he joined Margot Davis & Company as the second employee. Over 11 years Margot Davis & Company grew to employ approximately 14 staff and Nicholas became a Director and shareholder in the business whilst maintaining responsibility for the consumer marketing, corporate affairs and public relations specialisations within the business. In late 2003 Margot and Nicholas sold Margot Davis & Company to Talent2 where he assumed the position of NSW Sales, Marketing, Advertising and Retail Practice Manager. The majority of this team were ex employees of Margot Davis & Company. In January 2006 he became the General Manager of Talent2 Recruitment & Contracting in NSW where he managed a team of approximately 40 as well as personally managing a small number of assignments

In July 2011, he assumed the position of General Manager, Corporate Development reporting to the now Chairman, Andrew Banks. In this role, Nicholas managed selected search assignments as well as leading strategic projects, operational due diligence reviews and other growth orientated initiatives.

In September, 2011 he was appointed Managing Director, South Asia for the Recruitment & Contracting (R&C) business. In this role, he is responsible for the Singapore and Malaysian R&C businesses of Talent2 as well as the market entry strategy for the R&C into the South Asian region.



Mr Mark Condon || General Manager, Solutions Global RPO, Talent2

Mark is a pioneer in the evolution of HR Business Process Outsourcing (BPO) with 16 years experience in the recruitment sector and ten years of that time dedicated to the design, sale and execution of services in the US, Australia and Asia. Mark's experience covers all aspects of Recruitment Process Outsourcing (RPO) from research and diagnostic consulting, solution design, sales, commercial management, implementation and operations. His background has led him to take on client engagements across key vertical sectors including telecommunications and IT, retail and investment banking, retail, insurance, FMCG and hi-tech manufacturing.

As Talent2's General Manager Solutions, Global RPO Mark's oversees the solutions design for new client contracts, product development, consulting on best practice approaches, and global governance of commercial and delivery. He's well placed in this role as he was a founder of the Talent RPO business and built Talent2's HR BPO capability from a standing start in 2003 into the Asia Pacific market leader it is today.

Prior to Talent2, Mark worked for TMP Worldwide in the US as the VP of Business Development - Managed Services. Mark began his RPO journey in the US in 2000 before moving to Australia in 2003 to develop another five years RPO experience by leading Talent2's operations function. He worked in Asia for three years supporting clients across the region in countries of Singapore, Hong Kong, Malaysia, Japan, Thailand, Taiwan, India and China. His background in executive recruitment stretches back to 1996.

When at the Melbourne Business School (MBS) Mark earned his MBA and received the Dean's commendation for Execution of Strategy. Mark completed his final MBA subject at Nanyang Business School, Singapore, 2010, receiving a perfect mark for his thesis on Chinese Classics and Applications to Business Practices & Thinking. Other qualifications include a Bachelor of Arts (Literature and Psychology major), 2001, and Bachelor of Business (HR major), 2003.



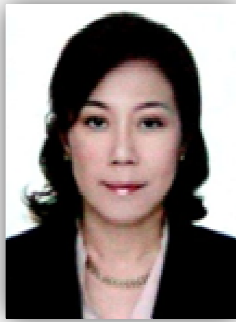
Mr Matthew Bristow | | GM, Consulting & Assessment, Talent2

Matthew is commercially oriented and an experienced leader in the HR consulting and assessment field. His extensive experience covers most industries in the areas of Talent Management, Executive and Leadership Assessment, Psychometric Assessment and Human Resource Consulting. Matthew's experience through Asia and Australia has him in demand to facilitate workshops on Talent Management and Retention strategies with clients in China, Macau the Philippines, Hong Kong and Thailand.

As the Group Manager of Talent2's HR Consulting and Assessment practice since 2005, Matthew established the assessment practice for Talent2 in Australia and quickly managed to leverage these services into Asia. This led to Matthew's move to Hong Kong in early 2011 where he could continue his focus on the Asian market.

Before he joined Talent2 in 2005, Matthew was an Executive Director with a contemporary HR consulting business and had worked for other large consulting organisations in various management and senior consulting roles as well. Some of the companies he worked for as a consultant are: Australia Post, Telstra, ANZ Bank, NAB, CBA, Westpac, CitiBank, Bendigo Bank, Ansett, Masterfoods, Nestle (Indo-China), National Foods, Crown (Melbourne & Macau), HSBC (Hong Kong), Orica, and Ford Motor Company. Matthew is also regularly asked to represent clients as an expert witness in the Australian Industrial Relations Commission and Federal Court because they value his advice when it comes to best practice people solutions.

Matthew's experience is backed by the qualifications of Bachelor of Science, Graduate Diploma (Applied Psychology) and Master of Applied Psychology. He has also achieved accreditation in assessment products like MSCEIT, Talent Q, SHL and SPQ*Gold.



Ms Felice Yeong || Senior Consultant, ODC

Felice's career experiences were with companies such as AAF International Pte Ltd, Emhart (S) Pte Ltd and Mentor Graphics. Before joining the Singapore Institute of Management, Felice was the Regional HR Manager for Mentor Graphics. As a Regional HR Manager, she acted as an internal consultant to senior management in the areas of organisation design and development Change management, employee selection and HR strategy.

In this role, she coached many managers in areas of leadership, change and workforce matters and implemented many organizational development initiatives throughout the Pacific Rim region, transforming the organization's HR management from a traditional job based system into a competency based system and strengthened the HR capability of the organization. Significant progress was also achieved in staff engagement, staff and leadership development. She also contributed to the formulation of merit based policy & guidelines to foster greater diversity in the organization.

As a professional trainer, Felice designed and delivered a range of management training programs for her clients and has conducted numerous workshops in competency based and human resource management practices with organizations such as Singapore Telecommunications Limited, ABN- AMRO Bank, United Overseas Bank, Barclays Capital Bank, Nokia Siemens, DHL, SAP Global Support (Singapore & Shanghai), Hyatt Hotel International, Marina Mandarin Hotel, The Oriental Hotel, Singapore, Schering Plough Ltd, PSA Corporation Ltd, Barclays Capital, Govt. of Singapore Investment Corp of Singapore, Economic Development Board, Ikano Pte Ltd (Ikea), National Parks Board etc., Brunei EDB, Teekay Corporation, SIA, Pan Pacific Singapore, Prudential etc.

Felice is the Master trainer for the Merit based Recruitment and Selection skills training for the Tripartite Alliance for Fair Employment Practices.

- For UTAP enquiries, visit <http://www.e2i.com.sg/services/individuals/apply-for-utap-training-grant>
- For event enquiries, please email Michael at pmecareers@e2i.com.sg

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