

Reinventing Performance Management Programme Schedule

30 October 2018 | SICC Members' Room

8.30am - 9.00am: Registration & Networking Breakfast

9.00am - 9.05am: Welcome Remarks by Mr. Victor Mills, SICC Chief Executive

9.05am to 9.25am: Presentation by Ms. Hye Jin Kwon, HR Lead - Singapore & SEA New Markets, Microsoft

With a mission as ambitious as ours - empowering every person and organizations on the planet to achieve more - it is important that we share an understanding of how each of us individually, and all of us collectively, can play a part in advancing our bold ambitions and reaching our goals.

The most important driver of our success is culture - who we are, who we aspire to be, and how we work together. Culture is a journey. Changing how we work helps change the company. One of the critical ways we facilitate change is in our approach to Performance & Development. The Performance & Development approach at Microsoft focuses on impact within an environment of continuous learning and growth. Microsoft Singapore & SEA New Markets HR Director, Ms. Hye Jin Kwon will share this journey of transforming Microsoft's culture using the new performance & development approach as a critical lever.

9.25am to 9.45am: Presentation by Ms. Seah Gek Choo, Talent Partner, Deloitte

Since 2015, Deloitte has been transforming its performance management system across its network of member firms. This transformation and re-design have come about to meet the needs of its people who want more personalized and regular conversations over the course of the year, rather than just a once-a-year review. This new system aims to fuel performance, see performance and recognise performance through regular, future-focused and strength-based conversations.

2018 is the year that Deloitte Southeast Asia and its Singapore practice will go through this transformation. Using Deloitte's experience as a case study, Deloitte Singapore's Talent Partner Ms. Seah Gek Choo will share the 'whys' and 'hows' of reinventing performance management.

9.45am to 10.30am: Q&A