

AGE FRIENDLY ASIA WORKFORCE



3-4 November
2011
NTUC Building
One Marina Boulevard
Singapore

www.afwasia.com

Draft Programme

GOH Day One: BG(NS) Tan Chuan-Jin, Minister of State for Manpower and National Development

GOH Day Two: Dr Amy Khor, Minister of State for Health

Speakers include:

Dato' Dr Jannie Chan, *Executive Vice Chairman, The Hour Glass, Singapore, President, Singapore*

Retailers Association

Mr. Sim S. Lim, *Managing Director and Singapore Country Manager, DBS Bank, Singapore*

Ms Charmaine Sim, *Director, Human Resources, IBM, Singapore*

Mr Tan Seng Chai, *Chief Human Resource Officer, CapitaLand Group, Singapore*

Mrs Angelina Song, *Vice President, Human Resources, Siemens, Singapore*

Mr Tan Kwang Cheak, *Senior Director, Operations, Brand Extensions, Business Planning & Human Resources, McDonald's Restaurants Pte Ltd, Singapore*

Mr Laurent Levan, *Chief Executive Officer, FairPrice International (2010) Pte Ltd, Singapore*

Mr Seng Han Thong, *Assistant Secretary-General, National Trades Union Congress, Singapore*

Ms Cham Hui Fong, *Assistant Secretary-General, National Trades Union Congress, Singapore*

Mr Koh Juan Kiat, *Executive Director, Singapore National Employers Federation, Singapore*

Dr Carol Tan-Goh Yean Eng, *Geriatrician, Raffles Medical Group, Singapore*

Mr David Ang, *Executive Director, Singapore Human Resources Institute, Singapore*

Mr Andrew Fung, *General Manager, Tripartite Alliance for Fair Employment Practices, Singapore*

Mr Kim Walker, *Founder & CEO, Silver Group Asia, Singapore*

Dr Philbert Chin, *President, RSVP, Singapore*

Mr Leong Sze Hian, *Past President, Society of Financial Service Professionals, Singapore*

Dr VP Nair, *Consultant Interventional, Cardiologist, Mount Elizabeth Medical, Singapore*

Mr Victor Tay Kah Soon, *Chief Operating Officer, Singapore Business Federation, Singapore*

Mr Liaw Wee Tong, *Executive Director, Red Element Health International Pte Ltd, Singapore*

Professor Leo Tan, *Chairman, Organising Committee, The Rotary Club of Jurong Town, Director (Special Projects), Faculty of Science, National University Singapore*

Dr Yeoh Swee Inn, *Consultant, Endocrinologist, Gleneagles, Singapore*

Dr Wong Nan Soon, *Consultant, Department of Medical Oncology and Director of Patient and Public Education Unit, National Cancer Centre Singapore*

Dr Teoh Seng Hin, *Consultant, Singapore*

Mr Daniel Martin, *Producer-Presenter, 938LIVE - Mediacorp, Singapore*

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About the conference

Age Friendly Workforce Asia (AFWA) is Asia's first human capital platform that focuses on healthy ageing and lifelong employability in the workplace. The inaugural conference is driven by Singapore's ageing demographics and aims to grow into Asia's premier age friendly workplace platform for senior level decision makers to exchange ideas on business sustainability and lifelong employability.

The story behind the conference and the charity initiative it will support

AFWA is also a charity conference to raise funds for the "Happiness Fund", created by the Rotary Club Jurong Town (RCJT) specifically to support intergenerational projects to build awareness and support amongst youths about the needs of senior citizens in the community.

Speakers & Delegate Profile

Targeted profiles at AFWA include CEOs, MDs, GMs, HR Directors from private and public sectors in Singapore and Asia. Industries represented at the forum will include Aerospace, Banking & Finance, Consultancy, Education & Training, Hospitality & Travel, Info-Communications, Government, Manufacturing, Pharmaceuticals, Transportation & Logistics, and more...

Dear participants,

"With a fast ageing population we feel that promoting intergenerational understanding is a crucial component for building awareness and support for the needs of our senior citizens in the community. The projects selected will also help engage our youth to understand and ease the loneliness and isolation, which many senior citizens experience." – The Rotary Club of Jurong Town, Singapore

To mark the major milestone of 40 years of service to the community, the Rotary Club of Jurong Town (RCJT) is organising the Age Friendly Workforce Asia (AFWA) as a conference to raise funds to support intergenerational projects for needy seniors in Singapore. Titled the 'Happiness Fund', the fund will provide opportunities for youths to interact with and help needy seniors. RCJT's inspiration behind the fund is to use intergenerational understanding to build awareness and support amongst youths about the needs of our lonely or isolated senior citizens in the community.

With this conference, RCJT aims also to create a highly relevant human capital platform to encourage employers in Singapore and the region to focus on creating healthier workforces and lifelong employability opportunities for their organisation. AFWA is a public and private sector collaboration that will provide a platform for employers to access the best strategies and resources in order for them to reap the economic benefits of employing and retaining matured workers.

Significance of AFWA 2011

- Raise awareness of the impact of ageing on our society, businesses, families and individuals.
- Raise awareness and express support for the upcoming legislation on Re-employment of older workers, which will come into effect in Singapore in 2012. Since many Rotarians come from the business and professional sector it is appropriate that Rotary be seen at the forefront supporting this legislation.
- Demonstrate Foundation of Rotary Clubs Singapore's support of Fair Employment Practices through the pledge signing ceremony with the Tripartite Alliance for Fair Employment Practices (TAFEP).

I look forward to welcoming you at AFWA 2011.

Yours faithfully,



Professor Leo Tan
Chairman, Organising Committee
The Rotary Club of Jurong Town, Singapore
Tel: +65 6516 5960 Email: leotan@nus.edu.sg

**AGE FRIENDLY WORKFORCE ASIA
Forum Day One, 3 November 2011**

Emcee: Mr Kim Walker, Founder & CEO, Silver Group Asia, Singapore

9:00 Welcome address

Professor Leo Tan, Chairman, Organising Committee, The Rotary Club of Jurong Town, Director (Special Projects), Faculty of Science, National University Singapore

9:10 Opening address by Guest of Honour Day One

BG(NS) Tan Chuan-Jin, Minister of State for Manpower and National Development

9:20 Demonstrate Foundation of Rotary Clubs Singapore's support of Fair Employment through the pledge signing ceremony with the TAFEP

9:45 Opening plenary panel discussion

2012 Singapore Workforce Policies & Demographic Trends: Staying ahead of the 2012 Re-employment Act

- Feedback on 2012 Re-employment Act – Are we ready?
- Biggest challenges in hiring and retaining mature workers
- What are the expectations of mature workers versus gen-y?
- How do we engage mature workers?
- Are the expectations of mature workers realistic?

Moderator: Dr Carol Tan-Goh Yean Eng, Geriatrician, Raffles Medical Group, Singapore

BG(NS) Tan Chuan-Jin, Minister of State for Manpower and National Development

Ms Cham Hui Fong, Assistant Secretary-General, NTUC, Singapore

Ms Charmaine Sim, Director, Human Resources, IBM, Singapore

Mr Leong Sze Hian, Past President, Society of Financial Service Professionals, Singapore

Mr Koh Juan Kiat, Executive Director, Singapore National Employers Federation, Singapore

10:45 Morning break

GLOBAL INNOVATIONS IN AGE FRIENDLY WORKPLACES

11:30 Presentation

An ageing workplace in Asia: risks and rewards for employers that take the lead

- Ageing physiology and impact on workplace environments
- Impact of age friendly on workplace productivity
- International case-studies on age friendly workplaces

Mr Kim Walker, Founder & CEO, Silver Group Asia, Singapore

12:00 Presentation

Ageing workforce dynamics: business development from a HR perspective

- Strategic approach towards retaining and employing mature workers
- Management approach towards healthy ageing and work-life balance
- Designing and creating age-friendly workplace environments
- Strategies in retaining your ageing senior executives
- Innovative or popular policies in engaging mature employees

Ms Charmaine Sim, Director, Human Resources, IBM, Singapore

12:30 Presentation



The business strategy and success behind hiring of mature employees

- What does re-employment really mean?
- Business benefits that have come about from hiring mature employees
- Our approach towards engaging mature employees and making them feel at ease with younger employees

Mr Tan Kwang Cheak, *Senior Director, Operations, Brand Extensions, Business Planning & Human Resources, McDonald's Restaurants Pte Ltd, Singapore*

13:00 Lunch

2012 SINGAPORE WORKFORCE POLICIES AND DEMOGRAPHIC TRENDS

14:00 Presentation

2011 Singapore workforce demographic trends report
Mr Andrew Fung, *General Manager, TAFEP, Singapore*

14:30 Panel Discussion

Harnessing the potential of a mature workforce through fair employment practices

- What is fair employment and how have we applied it?
- What were the barriers to implementation and how did we overcome them?
- Where do we see the role of mature employees in our organisation?
- How do we engage current and potential employees?

Moderator: Mr Andrew Fung, *General Manager, TAFEP, Singapore*

Mrs Angelinena Song, *Vice President, Human Resources, Siemens, Singapore*

Mr Tan Kwang Cheak, *Senior Director, Operations, Brand Extensions, Business Planning & Human Resources, McDonald's Restaurants Pte Ltd, Singapore*

15:10 Presentation

Strengths and potential of Singapore's active seniors volunteer workforce

- Social and intangible benefits of a seniors volunteer workforce for our economy
- Opportunities for our seniors workforce to facilitate eldercare friendly organisations to enable the active workforce to stay productive while caring for their ageing family members

Dr Philbert Chin, *President, RSVP, Singapore*

15:40 Afternoon Break

LEADERSHIP IN MANAGING & IMPLEMENTING AGE FRIENDLY AND ALL-INCLUSIVE WORKPLACE POLICIES

16:10 Presentation

The heart and science behind developing and managing people

- From engineer to HR: A systematic approach towards human resource management
- Developing an all inclusive positive and high energy working environment
- Age friendly and fair employment practices

Mr Tan Seng Chai, *Chief Human Resource Officer, CapitaLand Group, Singapore*

16:40 Panel discussion

Adapting business strategies to changing demographic challenges in Asia



- Changing demographics and impact on human resource leadership
- New challenges in human resources leadership
- Workplace culture and environment
- Policy innovations that we have explored and what we are looking at in future?

Moderator: Mr Victor Tay Kah Soon, *Chief Operating Officer, Singapore Business Federation, Singapore*

Mr Laurent Levan, *Chief Executive Officer, FairPrice International (2010) Pte Ltd, Singapore*

17:20 **Closing remarks**

**AGE FRIENDLY WORKFORCE ASIA
Forum Day Two, 4 November 2011**

8:50 Welcome address by Organising Committee Chairman

**9:00 Opening address by Guest of Honour (Day 2)
Dr Amy Khor, Minister of State for Health**

BUSINESS SUSTAINABILITY DRIVEN BY A HEALTHY WORKFORCE

- 9:10 CEO Panel Discussion chaired by session sponsor
Strategies to maximise longevity of talent in our workforce**
- Facilitating healthy ageing through the workplace
 - Flexible work / workforce mobility (enabling employees to care for ageing family members)
 - Walking the talk: delivering work life balance and family friendly environments
 - Developing and retaining talent
 - Staff engagement through social media
- Moderator: Mr Daniel Martin, Producer-Presenter, 938LIVE - Mediacorp, Singapore**
Dr Amy Khor, Minister of State for Health
Dato Dr' Jannie Chan, Executive Vice Chairman, The Hour Glass, Singapore, President, Singapore Retailers Association
Mr. Sim S. Lim, Managing Director and Singapore Country Manager, DBS Bank, Singapore
Mr David Ang, Executive Director, SHRI, Singapore
- 10:10 NTUC Keynote Address
Economic advantages of employing and retaining mature workers
Mr Seng Han Thong, Assistant Secretary-General, NTUC, Singapore**
- 10:40 Panel Discussion
Strategic approach towards creating an inclusive workforce and an age friendly workplace**
- What is an age-friendly workplace?
 - What it means to be an age friendly employer?
 - Impact of ageing on work-life integration
 - Cultivating a culture that is all-inclusive and age-friendly
- Mr Seng Han Thong, Assistant Secretary-General, NTUC, Singapore**
- 11:20 Morning break**
- 11:50 Presentation
Addressing the financial needs of Asia's changing demographics: A maturing workforce**
- Understanding the needs of businesses in Asia and their changing employee demographics
 - What are the needs of employees as they age in future?
 - Helping Singaporeans to plan for their healthcare financing needs
 - Forward 2020: Innovation in product development for Asia
 - Portable universal healthcare insurance for employers and employees
 - Top 8 financial needs for Asian companies

Mr Leong Sze Hian, *Past President, Society of Financial Service Professionals, Singapore*

12:20 Lunch

ACHIEVING WORK-LIFE BALANCE THROUGH HEALTH IN THE WORKPLACE

13:20 Welcome address by session chair (Reserved for HPB – CEO)

13:30 Presentation

Championing health & wellness programmes in the workplace

- Key initiatives in improving the quality of employee health
- Results of implementation and feedback from employees
- Enabling productivity and health through management initiatives

Reserved for HPB

14:00 Panel Discussion

Creating a long term win-win situation by addressing employee health

- Health and wellness programmes in the workplace
- Funding health and wellness programmes
- Employee responses to workplace health and wellness and impact on productivity and staff retention

Moderator: Dr Carol Tan-Goh Yean Eng, *Geriatrician, Raffles Medical Group, Singapore*
Mr Liaw Wee Tong, *Executive Director, Red Element Health International Pte Ltd, Singapore*

14:40 Afternoon break

TOP 5 HEALTH CHALLENGES FACING SENIOR EXECUTIVES IN THE CORPORATE WORKPLACE

15:10 Expert Doctor Showcase: Your heart and you

Dr VP Nair, *Consultant Interventional, Cardiologist, Mount Elizabeth Medical, Singapore*

15:40 Expert Doctor Showcase: Chronic diseases and testosterone health

Dr Teoh Seng Hin

16:10 Expert Doctor Showcase: Diabetes: Does it mean disability and early death?

Dr Yeoh Swee Inn, *Endocrinologist, Gleneagles, Singapore*

16:40 Expert Doctor's Showcase: Cancer Screening and saving lives

Dr Wong Nan Soon, *Consultant, Department of Medical Oncology and Director of Patient and Public Education Unit, National Cancer Centre Singapore*

17:10 Expert Doctor's Showcase: Health challenges of older employees that lower productivity, raise healthcare costs – is it inevitable?

Dr Carol Tan-Goh Yean Eng, *Geriatrician, Raffles Medical Group, Singapore*

17:40 Closing remarks by Organising Committee Chairman

DELEGATE REGISTRATION FORM

Submit your registration

1. Fax: +65 6491 6578
2. Mail this registration form together with your cheque to:
Xperiential Events Pte Ltd, Level 42, Suntec Tower Three, 8 Temasek Boulevard, Singapore 038988
3. Call: +65 6829 2160 / +65 6853 2231
4. Email: kelvinchung@xperientialevents.com

Yes, I would like to register.				Before 30 Sept S\$	Standard Rate S\$	Qty	Total S\$
Two-day pass				1152 <i>Save 48</i>	1200		
Supporting Organisations/ Partners/ Speakers/Sponsors <i>Two-day pass Special Rate</i>				1036 <i>Save 164</i>	1080 <i>Save 120</i>		
Group Rate - Purchase 3 Tickets, receive 4 th Ticket Free							
Grand Total							

DELEGATE DETAILS (Please fill in one form per delegate)

REFUND POLICY

A replacement is welcome if you are unable to attend. In the event you are unable to attend, you will receive an electronic copy of the workshop documents.

Ticket inclusions

Course notes, tea and coffee breaks, and lunch.

CONTACT US

Kelvin Chung, at +65 6853 2231
or email
kelvinchung@xperientialevents.com

Name: _____ Position: _____

Organisation: _____

Address: _____

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CC No.: _____

Expiry: _____ Code: _____ Signature _____

() I am paying by bank transfer (bank charges to be paid by your company)

() I would like to make an additional donation to the 'Happiness Fund'. Please contact me.

Cheque or Bank Transfer Payment:

All payments should be made payable in Singapore dollars and are net of bank charges. All bank charges are to be borne by registrants. Payments by S\$ bank draft or cheque should be made in favour of 'RCJT Conference'. Payment by telegraphic transfer in S\$ must be made to 'RCJT Conference'.

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AFWA2011RCJT