



# ARTDO INTERNATIONAL CONFERENCE

WORLD CONFERENCE ON LEADERSHIP &  
TALENT DEVELOPMENT



venue

**EASTERN & ORIENTAL HOTEL  
PENANG, MALAYSIA**

date

**12<sup>th</sup> - 14<sup>th</sup> October 2017**



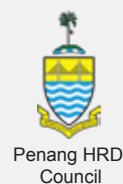
theme

**Transforming Leaders & Talents for a Better World**

Jointly Organised by



Supported by



Malasian International Chamber  
Of Commerce & Industry



Pembangunan Sumber  
Manusia Berhad

## Message from President Emeritus ARTDO International



Happy greetings from Penang, Malaysia. It is my pleasure to extend to all of you a very warm welcome to the 44th ARTDO International Leadership and Talent Development Conference in Penang, Malaysia from October 12 – 14, 2017 at the grand heritage Eastern and Oriental Hotel, Penang.

Talent Development is and always has been a key factor in high performing organizations. Excellence in Talent Development places organizations in a position which enables them to compete in today's VUCA world. The theme for this year's conference is **Transforming Leaders and Talents for a Better World** which will cover topics such as The Power of Simplicity, Coaching for Breakthrough Success, A 3-Level Leadership Model: Wisdom from the Chinese Classics, Success Through Leadership Development, Thriving! Positive Energy at Work for Leaders, and Employee Engagement in a Digital Workplace, just to name a few.

I am confident that it will be a great opportunity to hear and exchange experiences, insights, skills and knowledge and at the same time enjoy and experience the hospitality of the Pearl of the Orient (Penang Island) and the exotic varieties of food and culture.

May you be blessed with good health, peace, happiness and prosperity.

The best is yet to come.

With warmest regards,



Dato Dr. Thomas Chee  
President Emeritus ARTDO International

## ARTDO International 2017 President

It is my pleasure to invite every one to take part and participate in our 44th ARTDO International World Conference in Leadership and Talent Development which will take place in Penang, Malaysia from 12th to 14th October 2017.

The theme of the conference this year is **Transforming Leaders and Talents for a Better World**.

Join us and take advantage of the global nature of our organization and learn from our international speakers and resource management experts. Participate in meaningful discussions and interactions with conference participants and gain insights from the different perspectives represented by various cultures and nationalities.

Apart from the learning process, you will experience the fun and camaraderie of mingling with your fellow delegates. Through networking and establishing connections, you create synergistic relationships which you can harness in enhancing your profession or business for many years to come. As an added bonus, you have the opportunity to enjoy the beauty and friendship of the Penangites which you will find refreshing.

I strongly recommend this conference on Leadership and Talent Development, and in my capacity as the president of ARTDO for this year, I welcome each of you to visit Penang and participate in the 44th ARTDO International conference.



Isa Abdulla Bu Ali  
ARTDO President 2017





## ABOUT THE CONFERENCE



44<sup>th</sup> ARTDO International World Conference on Leadership and Talent Development is scheduled to be held from the 12<sup>th</sup> to 14<sup>th</sup> October 2017 on the beautiful island of Penang. The theme for this year's conference is Transforming Leaders and Talents for a Better World. This world conference brings together Leaders, CEOs, Managers, HR Professionals and Practitioners from both public and private sector organizations from all around the globe.

The event provides the perfect platform to network with participants from various nations, share insights, tools, trends and research findings on how leaders transform organizations. Conference speakers have backgrounds ranging from corporations, government and global bodies, hailing from four continents; Asia, Africa, Europe and North America.

Conversations and sessions will revolve around business partnering, global leadership components, transforming millennial leaders, longevity for leaders, transforming stress into success, role of higher education in human capital development, leadership



dynamics, the power of simplicity, essential mentoring skills, metamorphosing talent for a sustainable tomorrow, and engagement in a digital workplace. Insights derived will become catalysts to enable participants to thrive and succeed in today's VUCA and highly disruptive environment.

If you want to take your organization to the next level, consider participating in these powerful conversations. This event features a Penang Heritage Tour, keynote presentations, concurrent workshops, senior management forum and two dinners; welcome and farewell, for participants and presenters to get into powerful conversations.

## ABOUT ARTDO INTERNATIONAL

ARTDO INTERNATIONAL formerly known as Asian Regional Training and Development Organization was founded in 1974 as a global reach international umbrella body comprising national training organizations, training and education institution, HRD practitioners and Multi-National companies from over 30 countries. Based in Asia with its Secretariat in Manila, Philippines, ARTDO INTERNATIONAL organizes a major international Management and HRD Conference annually and confers a region-wide annual "Asia-Pacific HRD Award" on outstanding contributors to HRD. It also publishes the "HRD Focus" which is a quarterly newsletter dealing with the latest management and occasional papers on best practices.

### The Organization

- Assists in the formation and growth of learning, training and development organizations internationally.
- Co-operates with international organizations and with private and government institutions working in the field of human resource development.
- Encourages and sponsors research and publications designed to meet the learning, training and development needs
- Serves as a resource centre for Asian and Pacific learning, training and development

# ABOUT PENANG



Emerging from its quaint laidback pace of the 1960s and 1970s, Penang underwent massive development in the 1980s and 1990s as its manufacturing industry emerged one of the largest in the region. Today, Penang is a thriving business and tourism hub in Northern Malaysia. Penang has consistently for the past few years been a choice location for foreign investors, a favourite travel destination and a top 10 place to retire in the world!

Penang's incomparable architecture, inspiring cuisine, colourful culture and sincere hospitality offers visitors an authentic and exceptional Asian experience.

The Pearl of the Orient has a favoured strategic position in Southeast Asia, located in the Straits of Malacca between Langkawi and Phuket up north, and Malacca and Singapore down south. This makes Penang a focal point for international direct flights from China, Indonesia, Singapore, Thailand, Hong Kong, Taiwan and Myanmar.

At the heart of Penang's vibrant economy and modernity is its unique multicultural heritage. Microcosms of South, East, and Southeast Asian communities have been living in Penang for generations, making the vibrant intersection of Asia's rich diversity a truly Penang experience.

On 7 July 2008, the historic enclave of George Town was inscribed as a UNESCO World Heritage Site. The inscription comes as a recognition of the city's unique architectural and cultural townscape, unparalleled to anywhere in Asia.

Big things come in small sizes, and Penang is no different. Malaysia's second smallest state packs a punch in the quality and quantity of group activities, venues and social tours that are available all year round for the enjoyment of your business guests. Unique to the state is its fascinating blend of cultures, rich heritage and natural beauty. Be it at a sandy beach, the heart of George Town's UNESCO Heritage Zone or in the dewy jungles of Penang Hill, it's always time to work hard and play hard.

## ARTDO INTERNATIONAL EXECUTIVE BOARD 2016/2017

|                           |  |
|---------------------------|--|
| President:                | <b>Mr. Isa Abdulla Bu Ali</b><br>(Middle East)       |
| Immediate Past President: | <b>Ms. Serely Geraldine Alcaraz</b><br>(Philippines) |
| President Elect:          | <b>Prof. Dr. Chiu Chih-Chun</b><br>(Taiwan, ROC)     |
| Senior Vice President:    | <b>Prof. Dr. Irving Huang</b><br>(Taiwan, ROC)       |
| President Emeritus:       | <b>Dato Dr. Thomas Chee</b><br>(Malaysia / Asia)     |
| Secretary General:        | <b>Mr. Bernardo F. Ople</b> (Philippines)            |

## VICE PRESIDENTS

|   |   |
|---|---|
| <b>Mr. Arthur Florentin</b><br>(Philippines/ASEAN)      | <b>Dr. Atif Abdelmageed Abdelrahman</b><br>(Arab Region/Africa) |
| <b>Mr. Ali M. Dialdin</b><br>(Saudi Arabia/Middle East) | <b>Datin Eleen Cheong</b><br>(Malaysia/Asia Pacific)            |

## DIRECTORS

|  |   |
|--|---|
| <b>Mr. Yan Keng Chong</b><br>(Malaysia/Asia) | <b>Prof. Dr. Eugene Kim Eun Gui</b><br>(Korea / Asia Pac) |
| <b>Mr. Vijaya Kumar</b><br>(Malaysia)        | <b>Ms. Sofrida Massie</b><br>(Indonesia)                  |
| <b>Dr. Lee Chung Cheng</b><br>(Taiwan, ROC)  | <b>Ms. Rita Goh</b><br>(ASEAN)                            |

## REGIONAL DIRECTORS

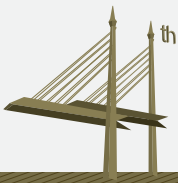
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| <b>Mr. Hussain Ismail</b><br>(Bahrain/Middle East) | <b>Prof. Dr. Vinayshil Gautam</b><br>(India/Asia)   |
| <b>Dr. Tanvi Gautam</b><br>(USA)                   | <b>Prof. Dr. Abdullah Alfahad</b><br>(Arab Region)  |
| <b>Dr. Lyndon H. Jones</b><br>(UK/Europe)          | <b>Dr. Winarso S. Tjokrosudirdjo</b><br>(Indonesia) |

## BOARD OF SENIOR ADVISORS

|   |  |
|---|--|
| <b>Mr. Samson Lee Sung Hsien</b> (Taiwan, ROC)  | <b>Mr. Sapta Putra Yadi</b><br>(Indonesia)     |
| <b>Dr. Peter L. H. Chee</b><br>(Malaysia/ASEAN) | <b>Dato Dr. Toh Kin Woon</b><br>(Malaysia)     |
| <b>Mr. Muliana Sukardi</b><br>(Indonesia)       | <b>Prof. Dr. Chi-Yuan Lin</b><br>(Taiwan, ROC) |
| <b>Mr. Les Pickett</b> (Australia)              |  |

## BOARD OF ADVISORS

|  |  |
|--|--|
| <b>Mr. John Geoghegan</b><br>(Europe)                                    | <b>Prof. Dr. Azlan bin Amran</b><br>(Malaysia)     |
| <b>Prof. Dr. William J., Rothwell</b> (USA)                              | <b>Mr. Sonny Kim Seung Su</b><br>(Korea/Asia Pac)  |
| <b>Dr. Abdullah M. Al- Traiji</b><br>(Kuwait/Arab Region)                | <b>Mr. Saiid Maaliki</b><br>(Lebanon)              |
| <b>Ms. Josephine D. Javier</b> (Philippines)                             | <b>Dr. Donald Ford</b><br>(USA)                    |
| <b>Dr. Jamal Alduaj</b><br>(Kuwait/Middle East)                          | <b>Ms. Nancy Sirinun Kittiwatang</b><br>(Thailand) |
| <b>Prof. Dr. Hamad A. Alyahya</b> (Middle East)                          |  |
| <b>Honorary Legal Advisor: Mr. Subramaniam s/o Palayah</b><br>(Malaysia) |  |



Day  
**1**

12<sup>th</sup> Oct 2017 (Thursday)

| TIME              | TITLE   |
|-------------------|---|
| 9:00AM            | REGISTRATION COMMENCES  |
| 10:00AM - 12:00PM | 44 <sup>th</sup> ARTDO International Executive Board Meeting<br><i>(For ARTDO Executive Board Members Only)</i> |
| 12:00PM - 14:00PM | Free & Easy<br><i>(13:00PM - 14:00PM : CTP Alumni Gathering)</i>  |
| 14:00PM - 16:45PM | PENANG HERITAGE TOUR  |
| 19:30PM           | 44 <sup>th</sup> ARTDO International Welcome Dinner<br>Venue: E&O Grand Ballroom – Heritage Wing                |







Day  
**2**

13<sup>th</sup> Oct 2017 (Friday)

| TIME              | TITLE   |
|-------------------|---|
| 8:00AM – 9:00AM   | <p><b>OPENING CEREMONY</b></p> <p><b>WELCOME SPEECH</b> by Mr. Isa Abdulla Bu Ali, President, ARTDO International (Bahrain)</p> <p><i>SPEECH and OFFICIAL OPENING CEREMONY</i> by Guest of Honour</p> <p><b>Presentation of 2017 ARTDO International Management &amp; HRD Awards</b></p> <p><i>Organisation Category: Graduate School of Business @Universiti Sains Malaysia (Malaysia)</i></p> <p><i>Individual Category: Dr. Lee Chung-Cheng, Former Director General of Talent Development Institute for Local Government (Taiwan ROC)</i></p> <p><i>ARTDO Presidential Award : Dr. Lyndon H. Jones, Founder Chairman, The Association of Business Executives (ABE) (UK)</i></p> |
| 9:00AM – 9:45AM   | <p>CONFERENCE KEYNOTE</p> <p><b>Transforming Leaders and Talents for a Better World</b><br/>by [Dr. Peter Chee, President and CEO, ITD World and Past President, ARTDO International (Malaysia)]</p> <p>Chairperson: Ms. Serely Alcaraz, Country Head, ITD Consulting Group (Philippines)</p>   |
| 9:45AM – 10:30AM  | <p>PLENARY 1 : <b>Overcoming the Middle Income Trap: The case of Human Capital Development in Penang</b> by [Prof. Dr. P. Ramasamy, Deputy Chief Minister II of Penang; Chairman, Penang Human Resource Council; Former Professor, Universiti Kebangsaan Malaysia (Malaysia)]</p> <p>Chairperson: Dato' Dr. Toh Kin Woon, Co-Chairman 44th ARTDO International (Malaysia)</p>   |
| 10:30AM – 11:00AM | <b>MORNING BREAK</b>  |
| 11:00AM – 11:45AM | <p>PLENARY 2 : <b>The Role of Higher Human Capital Development</b> by [Prof. Datuk Dr. Asma Bt Ismail, Vice Chancellor, University Sains Malaysia.(Malaysia)]</p> <p>Chairperson: Prof. Dr. Azlan bin Amran, Dean, Graduate School of Business, Universiti Sains Malaysia (Malaysia)</p>  |
| 11:45AM – 12:30PM | <p>PLENARY 3 : <b>Transforming Young Leaders &amp; Talents Towards a Better World</b> by [Mr. Ahmad Alhendawi, Secretary General, World Organization of the Scout Movement and Past Youth Envoy to Secretary General of United Nations (Jordan)]</p> <p>Chairperson: Dr. Atif Abdelmageed, Regional Director, World Scout Bureau – Arab Region; Vice President ARTDO International (Sudan)</p>  |



| TIME              | TITLE  |
|-------------------|--|
| 12:30PM – 14:00PM | <b>LUNCH &amp; NETWORKING BREAK</b>  |
| 14:00PM – 15:30PM | <p><b>SENIOR / TOP MANAGEMENT FORUM</b></p> <p>Topic: <b>Transforming Leaders and Talents for a Better World – PEACE, HARMONY &amp; PROSPERITY</b></p> <p><i>[Dato Mohd Khalis Abdul Rahim, Chief Human Capital Officer, Group Human Capital Management of TM Group (Malaysia)]</i></p> <p><i>[Dr. Jan Chung-yuang, Minister, Examination Yuan. (Taiwan ROC)]</i></p> <p><i>[Mr. Joseph Tek Choon Yee, Chief Executive Officer and Managing Director, IJM Plantations Berhad, (Malaysia)]</i></p> <p><i>[Ms. Jemima Nartey, Founder/ Chief Executive Officer, Happy Kids Schools, Ghana and 1<sup>ST</sup> Vice-Chairperson, World Scout Committee 2017 – 2020 (Africa)]</i></p> <p>Chairperson: Mr. Yan Keng Chong – Director, ARTDO International (Malaysia)</p> |
| 15:30PM – 16:00PM | <b>AFTERNOON BREAK</b>   |
| 16:00PM – 16:45PM | <p><b>PLENARY 4 : Transforming Leaders and Talents for a Better World: The Asian Perspective on Enterprise Development</b> by <i>[Prof. Dr. Vinayshil Gautam, Hony. Adviser Indian Port Association; Founder Director, IIM-K; 1st Head, Management Dept, IIT-D Leader Consulting Team, IIM-Shillong; 1st Hony Dean KPMG Academy; Chairman, DK International Foundation (India)]</i></p> <p>Chairperson: Mr. Bernardo Ople, Secretary General, ARTDO International (Philippines)</p>  |
| 16:45PM – 17:30PM | <p><b>PLENARY 5 : Leadership Dynamics and Human Development for a Successful Future</b> by <i>[Dr. Atif Abdelmageed, Regional Director, World Scout Bureau – Arab Region; Vice President ARTDO International (Sudan)]</i></p> <p>Chairperson: Ms. Rita Goh, Director – Learning and Development (International Development), ITD World. (Malaysia)</p>   |
| 19:30PM           | <b>Free Night for Participants to Network</b>  |





Day  
**3**

14<sup>th</sup> Oct 2017 (Saturday)

| TIME              | TITLE   |
|-------------------|---|
| 8:00AM – 9:00AM   | <b>MORNING BREAK</b>  |
| 9:00AM – 9:45AM   | <p>CONCURRENT SESSION (A)</p> <p><b>A1: Your World Made Better</b> by Ms. Josefina Rodriguez - Dela Cruz, Head of Corporate Talent Acquisition, San Miguel Corporation (Philippines)<br/>Chairperson: Ms. Kathleen Ong, Senior Director, ITD World (Malaysia)</p> <p><b>A2: The Power of Simplicity</b> by Mr. KC Lee Senior Associate Consultant (Malaysia)<br/>Chairperson: Ms. Serely Alcaraz, Country Head, ITD Consulting Group (Philippines)</p> <p><b>A3: Success Through Leadership Development (Arabic)</b> by Dr. Atif Abdelmageed, Regional Director, World Scout Bureau – Arab Region; Vice President ARTDO International (Sudan)<br/>Chairperson: Mr. Isa Abdulla Bu Ali, President ARTDO International 2017 (Bahrain)</p>   |
| 9:45AM – 10:30AM  | <p>CONCURRENT SESSION (B)</p> <p><b>B1: Developing Good Health &amp; Longevity for Leaders: The Himalayan Way</b> by Dr. Sonam Pelmo, Doctor of Traditional Medicine (Bhutan)<br/>Chairperson: Datin Eleen Cheong, President, Malaysian Institute of Training and Development (Malaysia)</p> <p><b>B2: Power Mentoring Techniques</b> by Lt. Col. (R) Edwin G. Johnson, Senior Consultant, ITD World (Malaysia)<br/>Chairperson: Prof. Dr. Irving Huang, Associate Professor and Head of Department of Public Administration, Tamkang University; Secretary General, Chinese Society of Training and Development. (Taiwan, ROC)</p> <p><b>B3: A 3-level Leadership Model: Wisdom From The Chinese Classics</b> by Dr. Sheh Seow Wah, Associate Lecturer, Singapore University of Social Sciences (SUSS) and RMIT-SIM (Singapore)<br/>Chairperson: Ms. Kathleen Ong, Senior Director, ITD World (Malaysia)</p> |
| 10:30AM – 11:00AM | <b>MORNING BREAK</b>  |





| TIME              | TITLE   |
|-------------------|---|
| 11:00AM – 11:45AM | <p>CONCURRENT SESSION (C)</p> <p><b>C1: Metamorphosing Talent for a Sustainable Tomorrow</b> by [Dr. Junaimah Jauhar, Senior Lecture &amp; Programme Manager Online MBA, Graduate School of Business, Universiti Sains Malaysia (Malaysia)]</p> <p>Chairperson: Dr. Tan Cheng Ling, Deputy Dean, Graduate School of Business, Universiti Sains Malaysia (Malaysia)</p> <p><b>C2: Transformational Leadership</b> by [Datin Eleen Cheong, President, Malaysian Institute of Training and Development (Malaysia)]</p> <p>Chairperson: Ms. Sofrida Massie, President Director, Fritmandiri Utama, (Indonesia)</p> <p><b>C3: Unleashing Talents in Cultivating Continuous Good Health &amp; Success</b> by [Dr. Urken Puti Gurung, Doctor of Traditional Medicine. (Nepal)]</p> <p>Chairperson: Ms. Amy Ang, Sales Director, ITD Asia (Malaysia)</p>  |
| 11:45AM – 12:30AM | <p>CONCURRENT SESSION (D)</p> <p><b>D1: The Leadership Thinking for Public-Sector Leader: Taiwan's Experience</b> by [Dr. Shen Chien-Chung, Deputy Director in the Department of Supervision and Evaluation, National Development Council, Executive Yuan, the Republic of China (Taiwan, ROC)]</p> <p>Chairperson: Prof. Dr. Irving Huang, Associate Professor and Head of Department of Public Administration, Tamkang University; Secretary General, Chinese Society of Training and Development (Taiwan, ROC)</p> <p><b>D2: Coaching the Millenials for Future Leadership Challenges</b> by [Drs. Is Nugroho, Vice President HR &amp; Administration, Kangean Energy Indonesia; Director, IndHRI Bina Cendekia (Indonesia)]</p> <p>Chairperson: Ms. Sofrida Massie, President Director, Fritmandiri Utama, (Indonesia)</p> <p><b>D3: Developing Global Leaders</b> by [Mr. Joel Wallach (U.S.A.)]</p> <p>Chairperson: Ms. Kathleen Ong, Senior Director, ITD World (Malaysia)</p> |
| 12:30PM – 14:00PM | <p><b>LUNCH &amp; NETWORKING</b></p>  |
| 14:00PM – 14:45PM | <p><b>PLENARY 6: Thriving! Positive Energy at Work for Leaders</b> by [Mr. Karl La Rowe (USA)]</p> <p>Chairperson: Mr. R Vijaya Kumar, Director, ARTDO International (Malaysia)</p>   |



| TIME              | TITLE  |
|-------------------|--|
| 14:45PM – 15:30PM | <p><b>PLENARY 7 : Employee Engagement in a Digital Workplace</b> by <i>[Ms. Serely Alcaraz, Country Head, ITD Consulting Group (Philippines)]</i></p> <p>Chairperson: Ms. Rita Goh, Director – Learning and Development (International Development), ITD World. (Malaysia)</p>   |
| 15:30PM – 16:00PM | <b>AFTERNOON BREAK</b>   |
| 16:00PM – 16:45PM | <p><b>PLENARY 8 : Enhancing Human Development in the Civil Service Sector: The Philippine Experience</b> by <i>[Mr. Arthur Luis P. Florentin, Executive Director of Civil Service Institute. (Philippines)]</i></p> <p>Chairperson: Datin Eleen Cheong, President, Malaysian Institute of Training and Development; Vice President, ARTDO International (Malaysia)</p> |
| 16:45PM – 17:30PM | <p><b>PLENARY 9 : Transforming Human Resources: Enhancing Business Partnering Capabilities</b> by <i>[Mr. Yan Keng Chong, Director, ARTDO International (Malaysia)]</i></p> <p>Chairperson: Ms. Kathleen Ong, Senior Director, ITD World (Malaysia)</p>  |
| 19:30PM           | <p>44<sup>th</sup> ARTDO International Conference Gala Dinner</p> <p>Venue: E&amp;O Grand Ballroom – Heritage Wing</p>   |



## PARTIAL LIST OF TOP CALIBER SPEAKERS AND PRESENTERS



### **DR. PETER CHEE**

President and CEO, ITD World and Past President, ARTDO International (MALAYSIA)

Dr Peter Chee is the President and CEO of ITD World, a leading multinational corporation for Human Resource Development. With Dr. Chee's leadership contribution for over 26 years, ITD World has established itself as a global learning solutions expert.

He works in close partnership with best-selling and award-winning author William J. Rothwell, who has written more than 80 books and Jack Canfield, the world's leading success coach and authority on peak performance who holds the Guinness Book of World Records for the most books on New York Times bestseller list with 210 books and 500 million copies in print. Dr. Chee and Dr. Jack Canfield are co-authors of Coaching for Breakthrough Success whereas Dr. Chee and Dr. William Rothwell are co-authors of the book entitled Becoming an Effective Mentoring Leader and The Leader's Daily Role in Talent Management: Maximizing Results, Engagement and retention. Dr. Chee is also the author of The 12 Disciplines of Leadership Excellence with Brian Tracy.

Dr. Chee was the Inventor of The Coaching Principles (TCP) the Situational Coaching Model (SCM) and Achievers Coaching Techniques. (ACT) He is a leading certified trainer for Dr. John C. Maxwell programs (the world's #1 Leadership guru) and Zig Ziglar programs (the world's #1 Motivation guru) and a certified master trainer for Jack Canfield programs. Dr. Chee is the Chief Coach and developer of the Certified Coaching and Mentoring Professional (CCMP) program which is fully recognized and approved by ICF (International Coaching Federation).

### **Y. B. PROF. DR. P. RAMASAMY**

Deputy Chief Minister II of Penang (MALAYSIA)

YB. Prof. Dr. P. Ramasamy is the Deputy Chief Minister II of Penang. YB Prof Dr P. Ramasamy served as a lecturer in Political Science at Universiti Kebangsaan Malaysia from 1981 to 2005. In 1993, he was promoted to Associate Professor and subsequently in 1998 to a Professor of Political Economy at Universiti Kebangsaan Malaysia. He has also served as a Visiting Senior Research Fellow at the Institute of Southeast Asian Studies, Singapore on Southeast Asia politics. Since the outset of the 1980s, he was an activist who fought for labor issues by affiliating with INSAN (Institut Analisa Sosial).

To date, he has published several books, articles in local newspapers, international journals and has presented conference papers in hundreds of conferences and seminars, locally and internationally. He served as a supervisor for the thesis and dissertation for hundreds of students of undergraduate, graduate and doctoral levels. In recognition of his expertise, he was awarded a fellowship at McGill University, Nordic Institute for Asian Studies, University of Tokyo, Kyoto University and was awarded as a guest professor at the University of Kassel in Germany.

His academic specialization of labor has enabled him to play a role as a consultant to the International Labour Organisation (ILO), an affiliate of the United Nations (UN) and was appointed as an academic program coordinator for Global Labour University.



## PARTIAL LIST OF TOP CALIBER SPEAKERS AND PRESENTERS

### **PROF. DATUK DR. ASMA BT ISMAIL**

Vice Chancellor, University Sains Malaysia.  
(MALAYSIA)

Prof Datuk Dr. Asma Ismail is a woman of many firsts. She currently serves as first woman Vice-Chancellor, and first woman VC of Universiti Sains Islam Malaysia in 2012. Making her first woman appointed twice as VC of public universities. She served as the country's first woman Director-General of Higher Education and is currently the first woman President of Academy of Sciences Malaysia (2016-2019).

With her BSc in Biology from University of Nevada, Reno (UNR), MA (Microbiology) from Indiana University, Bloomington and PhD (Cellular and Molecular Biology) from UNR, Asma made scientific discoveries that led to attainment of 13 patents and commercialization of rapid diagnostic test for typhoid called TYPHIDOT which was advocated by WHO. As a researcher, she published 131 papers, received more than 213 awards and recognitions, presented more than 371 papers including 294 invited talks/plenaries and 31 keynotes both at national and international levels. She was elected to The Academy of Sciences Malaysia in 2003, The Academy of Sciences for the Developing World (TWAS) in 2010 and The Islamic World Academy of Sciences in 2016.

Her landmark contributions to Malaysia's higher education system include establishment of the prestigious National Academic Award, 5 Research Universities in Malaysia and co-helmed development and implementation of The Malaysian Education Blueprint (higher education) 2013-2025.

For these and other achievements, she received an Honorary Doctor of Science from University of Glasgow in 2013, Indiana University's Thomas Hart Benton Mural Medallion in 2015 and Honorary Degree Doctor of the University, Keele University in 2017.

**JOSEFINA RODRIGUEZ - DELA CRUZ,**  
Head, Talent Acquisition - Corporate Human Resources, San Miguel Corporation (PHILIPPINES)

Over 15 years of hands on experience in HR operations in both union and non-union environment. Highly motivated leader, energetic, team player and a change agent with a demonstrated ability to work effectively with all levels of the organization. Excellent communication skills and in depth awareness of multi-cultural issues.

### **ARTHUR LUIS P. FLORENTIN**

Executive Director of the Civil Service Institute,  
Civil Service Commission (PHILIPPINES)

Arthur Luis P. Florentin is currently the Executive Director of the Civil Service Institute, Civil Service Commission. He retired from the Manila Electric Co. after 31 years as Vice President and Head of HRD and Executive Director of its Meralco Management and Leadership Development Center (formerly MMLDC now known as the First Pacific Leadership Academy). After which, he had a two year stint as General Manager of Waters Philippines, a multi-level marketing company which he relinquished in favor of serving PMAP as its President in 2012. He also became the Managing Partner of the Center for Innovation, Change and Productivity (CICP). He is a Past President (2012) of the People Management Association of the Philippines (PMAP), the premier association of HR professionals in the Philippines, a Past President (2012) of ARTDO International, an Asia-based organization of training and development professionals with an international presence, and a Past President (2003/2005) of the Philippine Society for Training and Development. He obtained his BS Statistics from the University of the Philippines (UP), his Diploma in Industrial Relations and Masters in Industrial Relations from the same university. Mr. Florentin is a recipient of the: the Global HR Excellence Award (2006) from World HRD Congress; Gavel Award for Leadership and Communication (2006) from Toastmasters International District 75; Natatanging Alumni Award (2010) from UP SOLAIR; Gawad Maestro Leader Extraordinaire (2011) from the Philippine Society of Training and Development; and, the International HRD Excellence Award (2016) from ARTDO International.

**LT. COL. (R) EDWIN G. JOHNSON**  
Senior Consultant, ITD World (MALAYSIA)

Retired military officer of 28 years service and a former career officer in the Malaysian Ordinance Cops (an integral part of the Armed Forces Logistics Services). He has accumulated wide experience in the field of logistics as well as in the areas of leadership, training, service writing and personnel management. Since retiring from the military, he has embarked on a career in training and development in the corporate sector in the field of leadership, human relations, supervisory skills, communication and business writing skills.



## PARTIAL LIST OF TOP CALIBER SPEAKERS AND PRESENTERS

### **DATO' MOHD KHALIS ABDUL RAHIM**

Chief Human Capital Officer,  
Telekom Malaysia Berhad (MALAYSIA)

Dato' Khalis, 53, holds a Masters in Human Resource Management from the University of Canberra, Australia and a Bachelor of Science with Honours in Applied Psychology from Coventry University, UK. He is also a Certified Advance Human Resource Professional (CAHRP) from the Malaysian Institute of Human Resource Management and is also a Certified Business and Executive Coach from the University of Malaya Centre for Continuing Education (UMCCed).

He has extensive exposure in human capital management, having served in several multinational companies over 20 years in the field of human resource management across different industries. Dato' Khalis has been involved in various disciplines of the profession from organisational development and change management to performance management, industrial relations, HR reengineering as well as talent development. He was the Human Resources Director of Colgate Palmolive Malaysia from June 2000 until October 2006 before moving to Freescale Semiconductor as Human Resources Director responsible for Malaysia, Singapore and Asia Supply Chain. He joined Telekom Malaysia as its Chief Human Capital Officer in August 2009. Dato' Khalis was awarded Chief Human Resource Officer of the Year and HR Leadership Award at the 21st Global HR Excellence Awards in 2013.

### **DR. ATIF ABDELMAGEED ABDELRAHMAN**

**AHMED** Regional Director, Arab Regional Office,  
World Scout Bureau; Vice President ARTDO  
International (SUDAN)

Arab Regional Director, of the World Organisation of Scout Movement. WHO consultant for Emergency and Humanitarian Action in Yemen 2005. Parliamentarian, Member of the Sudan National Assembly-Parliament "Youth Representative" (1992-2000), Chairman of sub-committee of European & International Organisations Affairs in the foreign relations committee (1992-2000). Medical Practitioner in Surgery. Omdurman medical corps (civilian doctor), Leader & Director of the International Centre for Emergency & Rescue, involved in many rescue operations, NGOs, leadership activities. Presented numerous papers at international conferences and workshop. Holders of many awards and International recognitions.

### **JOSEPH TEK CHOON YEE**

Chief Executive Officer & Managing Director, IJM  
Plantations Berhad (MALAYSIA)

Armed with a Bachelor of Science (First Class Honours) from Universiti Kebangsaan Malaysia and subsequently a Master of Philosophy (Plant Breeding) from Cambridge University, England, followed by the ASEAN Senior Management Development Programme, Harvard Business School, he joined IJMP in September 2004 to head the research, training and development activities of the Group, and was appointed an Alternate Director on 22 May 2008 and Executive Director on 19 October 2008 besides being the General Manager – Plantations (Sabah). He was then redesignated to the position of Chief Operating Officer & Executive Director on 18 May 2009, prior to his appointment as CEO&MD of IJMP.

Prior to joining IJMP, he was with Sime Darby Plantations Sdn Bhd as Plant Breeder in Ebor Research (1991-1997), R&D Manager (1997-2000) and later Manager-Agritech Business (2000-2001) with Sime Aerogreen Sdn Bhd and Sime Gardentech Sdn Bhd. His last position was Head of R&D with Malaysian Palm Oil Association ("MPOA") (2001-2004).

Mr. Joseph Tek is the President of the Malaysian Estate Owners' Association (MEOA) since 2015 and the Board member of the Malaysian Palm Oil Board ("MPOB") since May 2016. He was a member of the Programme Advisory Committee (PAC) of the MPOB (2011-2013), a Council Member of the Malaysian Oil Scientists' and Technologists' Association (MOSTA) (2006-2007), a member of the Criteria Working Group for the Roundtable on Sustainable Palm Oil (RSPO) (2005-2006) and Vice-Chairman of the MPOA Environment Working Committee (2004-2005).

### **SERELY ALCARAZ**

Country Head, ITD Consulting Group (PHILIPPINES)

Country Head of ITD Consulting Group, part of the Malaysian based Institute of Training and Development Group, a leading multinational provider of business education, corporate training, professional competency development programs, business coaching and consulting services, as well as mega events and conferences in Asia-Pacific.





## PARTIAL LIST OF TOP CALIBER SPEAKERS AND PRESENTERS

### AHMAD ALHENDAWI

Secretary General, World Scout Organization and Past Youth Envoy to Secretary General of United Nations (JORDAN)

Ahmad Alhendawi currently serves as the Secretary-General of the World Organization of the Scout Movement, the youngest in the history of the organization. Prior to this, he was the first ever United Nations Secretary-General Envoy on Youth, appointed by the Secretary-General of the United Nations on January 17, 2013 as the youngest senior official in the history of the United Nations. He supported UN Secretary-General Ban Ki-moon in addressing his thematic priority of working with and for young people as part of his current five-year action agenda.

He hails from Jordan, Alhendawi has extensive experience working on youth issues at the local, regional and international level having previously worked in various international organizations as well as starting his own initiatives.

Alhendawi holds a Masters Degree in Advances European and International Relations from the European Institute of High International Studies, a Diploma in Policy Officer in European and International Organizations from Bilgi University and a BA Degree in Computer Information Systems from Al-Balqa Applied University.

### DRS. IS NUGROHO

Vice President HR & Administration, Kangean Energy Indonesia; Director, IndHRIBina Cendekia (INDONESIA)

Graduated from Rutgers University, New Jersey in 1999, Nugroho is a practitioner in the field of Communication & Media Relations and Human Resources Management for the past 34 years.

Before serving as Vice President HR & Administration Kangean Energy Indonesia, Nugroho was the General Manager HR & GA in the PT. Chandra Asri. Nugroho served PT. Caltex Pacific Indonesia (now Chevron) for more than 22 years mainly in the Public & Government Affairs and Corporate Human Resources departments where for two years including overseas assignment in Dallas, Texas.

Nugroho is married to Atik and blessed with 2 sons and 1 daughter.

### DR. SONAM PELMO

Doctor of Traditional Medicine (NEPAL)

Dr. Pelmo joined Central Institute of Higher Tibetan Studies, Sarnath, Varanasi in 2001 and in 2010, she completed her BSMS after 9 years of perfecting her skills and knowledge, topping up with one year internship. The following year in 2011, Dr. Pelmo furthered her intensive studies in Panchkarma at Manipal University, Mangalore and completed the Intensive Certificate Course in Kerala Panchkarma Therapy in New Delhi. Recently in 2016 she underwent a one month Pharmaceutical Training Program at CUTS.

Since 2012, Dr. Pelmo has been working as a Tibetan Medicine Doctor in Shechan Clinic and Hospice as the head of the department overseeing the works of clinic cum pharmacy. She has treated more than thousand people through Sowa-rigpa practices, Panchkarma therapies, cupping, massages and others. She has also produced more than hundred different medicines in the Pharmacy under her direct supervision. Conducted volunteer health awareness programs in different villages of Kathmandu valley and treated patients as part of the program. Served as a Guest Lecturer at Sowa Rigpa International College, Baudha Nepal. Conducted health awareness programs at different monasteries around Kathmandu valley and especially to nunneries. She was also honoured to be a speaker at the 5th International Sorig Congress in Kathmandu, Nepal participants from more than 30 countries.

### DR. URKEN PUTI GURUNG

Doctor of Traditional Medicine (NEPAL)

Dr. Urken Puti Gurung, born 1984 in Chharka, Dolpo and subsequently relocated to Kathmandu in 1996. Thereafter, in the year 2005, she joined the C.U.T.S. (Central University of Tibetan Studies) at Sarnath, Varanasi to undertake an extensive study on Traditional Sowa Rigpa for 9 years, completing and graduating at 2015. After the successful completion of her studies, she returned to her village, Dolpo Chharka to serve the remote people of her native land. There she gained valuable experience working in the health clinic for one year. In the year 2016, she joined Sowa Rigpa International College in Kathmandu, Nepal as a residential Doctor and Lecturer of this college.



## PARTIAL LIST OF TOP CALIBER SPEAKERS AND PRESENTERS



### YAN KENG CHONG

Sr Principle Consultant, ITD World; Corporate Director, ITD Asia; Director, ARTDO International (MALAYSIA)

KC Yan has extensive experience conducting workshops and also consulting practice throughout APMEA (Asia Pacific, Middle East n Africa). His focus expertise on Human Resources Management, Strategic Management, Change Management and Talent & Leadership Development and HPOs , has allowed him to coach and mentor a range of clients ranging from Public Sector, Private Sector (MNCs and SMEs), and NGOs. Prior to becoming a consultant and trainer, KC spent nearly 40 years of his corporate life at US based Motorola and Zurich based Swiss Reinsurance Company. As the Motorola Semiconductor's Asia Pacific Head of Human Resources, he was heading up the human capital function responsible for 23000 employees across 12 different countries in the AP region. As a member of the Global HR Senior Leadership Team (SLT) he has also managed cross functional projects leading teams from the Americas and EMEA (Europe Middle East & Africa). KC started his career from rank and file and started as a junior supervisor in manufacturing and topped his 15 year stint in Supply Chain and Manufacturing Management as the Manufacturing Operations Manager before transferring into Human Resources. His entry specialization into HR was in OD, Change Management, and Learning & Development before taking on the business partner role. KC has a post graduate degree in Industrial Management from the University of East Asia Macau.

### DR. JUNAIMAH JAUHAR

Senior Lecture & Programme Manager, Online MBA, Graduate School Of Business, Universiti Sains Malaysia (MALAYSIA)

Dr. Junaimah Jauhar is a Senior Lecturer attached to the Graduate School of Business, USM. She lectures on Human Resource Management issues as well as International Business.

Prior to her teaching stint at USM, Dr. Junaimah was actively involved in the stock market managing funds for organizations such Tabung Haji, Permodalan Nasional Berhad, KWSP, and other government run agencies. Her last attachment prior to USM was as Senior Manager, heading the Institutional Department at Amsteel Securities and reporting directly to the Managing Director.

Her academic activities have taken her to conferences held in Indonesia, Dubai, Australia and Canada among others. Besides being a full time lecturer, she also does training for employees of factories, government agencies and other organizations under the Executive Development Program and her niche areas are Social Skills and Presentation Skills while her research interests are in the areas of International Business (culture and human capital), Employee Organizational Commitment, Job Satisfaction and Talent Management. She has published books and articles on Brain Drain and Organizational Behavior. Her latest involvement is in the area of Diversity Management.

### PROF. DR. VINAYSHIL GAUTAM

Hony. Adviser Indian Port Association; Founder Director, IIM-K; 1st Head, Management Dept, IIT-D Leader Consulting Team, IIM-Shillong; 1st Hony Dean KPMG Academy; Chairman, DK International Foundation (INDIA)

A AI-Sager Chair Professor, Management Department, Indian Institute of Technology. Delhi, India and Honorary Advisor of ARTDO International. Facilitated Management Development activities in Germany, UAE, Saudi Arabia, Malaysia and some of the finest organizations in India. He has addressed International audiences. He has been visiting faculty to universities such as Cambridge, Sussex, London, Brunel, Dominican. Dr. Gautam has served as the Founder Director of IIM(K). Leader consulting team IMM (Shillong); First head, Management. Department IIT (D).

## PARTIAL LIST OF TOP CALIBER SPEAKERS AND PRESENTERS

### DR SHEH SEOW WAH

Associate Lecturer, Singapore University Of Social Sciences (Suss) and RMIT-SIM (SINGAPORE)

DR SHEH SEOW WAH is an Associate Lecturer for Singapore University of Social Sciences (SUSS) and RMIT-SIM since 2003. He is the Adjunct Research Fellow for University of South Australia supervising 20 doctorate students from Singapore / Malaysia / Hong Kong / China since 2002. He also serves as Management Consultant, Research Consultant and Editorial Board member. He was an Organizational Behaviour consultant for one of the big consultancy firms and Change consultant for an Indonesia conglomerate for several years. His consultancy specializes on Change Management, Family Business and Leadership.

### JEMIMA NARTEY

Founder / Chief Executive Officer, Happy Kids Schools, Ghana and 1<sup>ST</sup> Vice-Chairperson, World Scout Committee 2017 – 2020 (AFRICA)

Jemima Nartey is an educationist, communicator, entrepreneur and a Scout. She is an alumna of Ghana Institute of Management and Public Administration, Ghana Institute of Journalism, Mount Mary College. She has twenty-five years of experience as an educational entrepreneur. She founded the Happy Kids Schools (Early Childhood Development Centres and a Basic School) based in Ghana. The schools have a total population of 900 students and a staff strength of 140; (teaching and non-teaching staff). Apart from her work as an educationist, she is a Scout leader and has risen through the ranks of Scouting from the local, regional and to the world level.

### K C LEE

Senior Associate Consultant, ITD World (MALAYSIA)

With more than 25 years of broad experience across the telecoms and IT industry in Asia Pacific, KC Lee is a leader who is passionate about technology, human development and lifelong learning. His assignments with Sumitomo Electric and Fujikura in progressive senior management roles in the areas of project management, company operations and negotiations in various cross-cultural environments in Thailand, Philippines and Vietnam earned him an extensive wealth of experiences in strategic management, leadership, people skills, problem solving and a deeper appreciation of the dynamics of critical and creative thinking, decision biases, and behavioral sciences.

### JOEL WALLACH (USA)

Joel Wallach is a psychologist and business leader who has led work teams and organizations in Malaysia, Cambodia, Tanzania, Taiwan, China, Sierra Leone, the Philippines, Kenya, the USA and Egypt.

Joel is an experienced international consultant, coach and trainer with experience over many years supporting managers to work effectively across cultures. He has worked with more than 50 multinational companies and organizations including BP, Intel, Exxon, Citibank, McDonalds, Prudential Insurance, Acer and the U.S. government. He is the author of Working With Americans: A Practical Guide to Business Success for Asian Managers along with multiple journal articles.







## OUR PARTNER HOTELS



Here, upon Penang's balmy shores, stands the Eastern & Oriental Hotel – the first of the legendary establishments founded by the Sarkies Brothers who would go on to create such iconic landmarks as Singapore's Raffles and the Strand in Rangoon.

For over 131 years, the E&O has welcomed travellers from every corner of the world, delighting each with the colonial charm and grandiloquent elegance synonymous with one of Asia's truly great hotels.

Offering separate lounge and bedroom areas, capacious bathrooms with classic claw-footed long baths, and picturesque views of the Straits of Malacca lapping just beyond the verandah, each suite recaptures the essence of refinement from a bygone era.

For over a century, many of Penang's grandest functions, events, banquets and weddings have been celebrated at the E&O. The tradition is kept alive as the hotel continues to play host to the island's most notable business and private functions.



Acquired by the late Penang philanthropist, Tan Sri Loh Boon Siew in 1986, Bayview Georgetown is located right at the heart of the island's heritage enclave and night life, just a leisurely stroll from the commercial hub, quaint old-fashioned morning markets, shops, grand temples and the most historical places of the British colonial era.

With newly renovated and refurbished 333 rooms and suites spread over 16 Floors, a 500-seat capacity ballroom, 7 smaller function rooms and 4 food and beverage outlets, we are just minutes away from Penang's delights. From our doorstep you can literally walk through Penang's history, from the earliest Malay, Indian and Chinese shops, mosques, temples and old-time millionaires' homes of the British colonial era to the present, simply by exploring the little byways and side streets that abound around our front door.

After dark, a different Penang emerges as the lights come on all over the isle. From our revolving restaurant, the first of its kind in the country when it opened in 1978, and its open air sky bar, you can enjoy an all-round vista of Penang by night while dining or enjoying drinks from high above.





## REGISTRATION FORM

### FEES AND GENERAL INFORMATION

(Please make copies of this page for registration as required)

**44<sup>TH</sup> ARTDO** INTERNATIONAL | **12<sup>th</sup> - 14<sup>th</sup>** | EASTERN & ORIENTAL  
WORLD CONFERENCE ON LEADERSHIP AND TALENT DEVELOPMENT | OCTOBER 2017 | HOTEL PENANG

| CONFERENCE FEE:  | PAYMENT DETAILS  |
|--|--|
| USD 850.00   | Payments may be made by<br><b>telegraphic transfer, bank deposit, local cheque</b> |
| <b>ACCOMPANYING PERSON:</b>  | Account Name (Pay to) <b>MITD Sdn Bhd</b>  |
| USD 425.00   | Account Number <b>730-110901-7</b>   |
| Kindly ensure that payment is made <b>2 weeks</b><br>before the program commencement | SWIFT Code <b>OCBCMYKL</b>   |
|  | Name of Bank <b>OCBC Bank (Malaysia) Berhad</b>                                    |
|  | Bank's Address <b>36, Lebuhr Pantai,<br/>10300 Penang. Malaysia.</b>               |

### PARTICIPANT INFORMATION

Title and Name: Prof / Dr / Mr / Mrs / Ms

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E-mail ..... Mobile .....

Phone ..... Fax .....

Organization ..... Position .....

Address

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Kindly indicate if the participant are Vegetarian. ( ) Yes ( ) No

Date ..... Signature .....

### MODE OF REGISTRATION:

|                  |                         |                      |                                |
|------------------|-------------------------|----------------------|--------------------------------|
| ITD Penang       | Tel: +604-228 3869      | Fax: +604-228 6869   | E-mail: itdpg@itdworld.com     |
| ITD Kuala Lumpur | Tel: +603-6203 3880     | Fax: +603-6203 3830  | E-mail: itdkl@itdworld.com     |
| ITD Thailand     | Tel: +662-129 3256 to 9 | Fax: +662-129 3247   | E-mail: itdbkk@itdworld.com    |
| ITD Vietnam      | Tel: +84-8 3932 0600    | Fax: +84-8 3932 0681 | E-mail: itdhcmc@itdworld.com   |
| ITD Philippines  | Tel: +632-887 7428      | Fax: +632-844 8874   | E-mail: itdmanila@itdworld.com |
| ITD Singapore    | Tel: +65 9737 5109      | Fax: +65 6223 6521   | E-mail: itdsg@itdworld.com     |

E-mail: [artdo44@artdoconference.com](mailto:artdo44@artdoconference.com)

Website: [www.artdoconference.com](http://www.artdoconference.com)

For more information and registration please call or email us.

Replacements and representatives are allowed, however the fees paid are not refundable.