

## Strategic management of employee mobility in Asia today and tomorrow

Tuesday 4 September 2007  
Grand Hyatt Singapore, Singapore

### Agenda

**Please note:**

The programme incorporates time dedicated to discussion following the presentations, providing plenty of opportunity to table questions and raise any issues you may have.

**08.30 - 08.50 Registration and coffee**

**08.50 - 09.00 Welcome and panel introduction**  
*Ian Ridgwell, Managing Director, ECA International*

**09.00 - 10.00 Introduction – Global and regional business trends... looking to 2008**  
*Ian Ridgwell, Managing Director, ECA International*

The Asia Pacific is a region experiencing rapid change and growth. It is therefore vital to remain up to date on the issues shaping the business climate within which HR managers operate and manage their internationally mobile employees.

This session will provide the context and effectively set the scene for the day's presentations and discussions. Offering participants valuable international and regional insights, Ian will look at changes in the economic and political environment, and comment on how regional and world affairs are impacting international assignee management. During this session Ian will:

- Provide an update on global current and anticipated patterns of employee mobility
- Examine movements of key economic indicators including inflation, growth and exchange rates, and their effect on assignee management
- Comment on the increasingly complex and diverse challenges facing HR managers
- Offer a global forecast for IHR managers - what to look out for in the year ahead

**10.00 - 10.50 CASE STUDY Local-plus policies and packages at Deutsche Bank**

*Raymond Yallop, Vice President – HR International, Deutsche Bank*

Deutsche Bank is a leading global investment bank, delivering financial services worldwide with over 73000 employees and operations in 75 countries.

The focus of this session will unquestionably feature high on the agenda for international HR practitioners in Asia. Hear why and how Deutsche Bank implemented a policy for the movement of its expatriate workforce on local-plus packages within the Asia Pacific region. Having devised Deutsche Bank's local-plus policy, Raymond will talk about:

- Reasons for the establishment of Deutsche Bank's local-plus policy
- Deutsche Bank's experiences in designing and implementing the policy
- Typical Deutsche Bank local-plus packages
- Problems encountered, potential pitfalls and benefits of introducing the policy
- Potential future developments of the policy

**10.50 - 11.05 Coffee break**

**11.05 - 12.00 Expatriate return on investment**

*Yvonne McNulty, PhD Candidate, Monash University, Australia*

International mobility is widely recognised as playing a key role in ensuring the growth and future global success of an organisation. However, international assignments are also notorious for their high costs, which can reportedly be up to three times that of domestic operations.

With ever-increasing pressures to reduce costs, companies need to be able to justify these large expenditures. But how successful are companies in measuring international mobility's contribution to overall business performance?

Yvonne will focus on how managers in global firms currently define and measure expatriate ROI, including the factors likely to impact it and the barriers that prevent them from implementing formal ROI measurement systems. Yvonne will offer best practice recommendations from those companies utilising innovative programmes to improve measurement of ROI from international assignments.

**12.00 - 13.00 Lunch**

**13.00 - 13.50 Trends in managing mobility in Asia**

*Lee Quane, General Manager, ECA International Hong Kong*

Referring to ECA's latest global survey on managing mobility, participants will hear about and discuss key challenges facing Asian companies regarding important issues such as managing assignees, assignee repatriation and retention. Lee will explore prevailing mobility practices within Asia, and analyse whether these are different to those faced by companies from other regions and why. Lee will cover and facilitate discussion on topics including:

- Expatriate salary trends within the Asia Pacific region
- Trends and future patterns of regional employee mobility practices - how companies are moving expatriates between countries within the region
- Issues facing companies mobilising their Asian workforce
- Particular issues Asian companies may face in the next 12 months regarding assignment compensation and benefits

**13.50 - 14.40 CASE STUDY Managing local and expatriate staff throughout Asia**

*Anthony King, Senior Advisor, PT Trakindo Utama*

PT Trakindo Utama is the authorised dealer in Indonesia for Caterpillar products, the world's largest manufacturer of mining, forestry, agriculture, and construction equipment.

This session will allow participants to hear practices and policies Trakindo has adopted and evolved to manage the development of their employees in the region. Anthony will share Trakindo's experiences and challenges in the management of their local and expatriate staff across Asia, and provide direction for discussion on:

- Problems Trakindo faces in fulfilling business requirements for necessary skill sets
- External and business pressures for developing local employees, including dealing with Government and Provincial legislation, NGOs, unions etc
- Employment of expatriates, and using expatriates for fulfilling skills gaps and training
- Classifications of a 'local resident' and its implications in determining manpower strategies

**14.40 - 15.00 Coffee break**

**15.00 - 15.50 Reward Strategies in Asia**

*John Eric Ramos, Product Manager, Asia Pacific Data Services  
Watson Wyatt Worldwide*

This session will provide delegates with an insight into compensation and benefits trends for local nationals within the Asia Pacific region with a particular focus on the critical 'hot countries', China and India.

Assisting HR managers to stay on top of the latest strategies and developments in Asia Pacific, Jeric will present on and also facilitate discussion amongst senior peers on topics including:

- Business issues influencing pay practices
- Economic drivers affecting salary increases across the region
- Managing globally the local pay issues

**15.50 - 16.00 Summary and close**

*Ian Ridgwell, Managing Director, ECA International*