Organised by the Singapore Contractors Association and SCAL Academy, this seminar shares practical tips and key features of good HR practices, how to develop HR competencies and leveraging on technologies to help organisations build talents and drive performance in our ever-challenging Built Environment Sector. Hear from local experts and industry leaders as they discuss what it will take for our built environment sector to be future-ready. Good networking opportunity amongst speakers, HR consultants and HR personnel.

2 November 2017, Thursday
1.30pm - 5.30pm
Lifelong Learning Institute
11 Eunos Road 8, Singapore 408601

SCAL HR Seminar on
“Practical Approach of HRM in Future-ready Built Environment Sector”

Fees (inclusive of GST)
SCAL Members : $80.00
CIJC Members : $90.00
Non-Members : $100.00

Companies may apply for 40% off registration fees under PIC scheme subject to qualifying conditions.
For more information, please visit IRAS website on PIC scheme.

Pending Accreditations:
PDUs - 3 Units  CET - 3 Hours

For more details, contact:
Ms Elene Yeo  Email: elene@scal.com.sg  Ms Tan Wei Xuan  Email: weixuan@scal.com.sg
Tel: 6793 9020  Website: www.scal-academy.com.sg

Seminar Topics:
- Building Workplaces of Choice for Industry Transformation
- Employment Standard Compliance Audit
- Benchmarking HR Professionals to be Future-ready
- Digital Disruptions Impacting HR
<table>
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<tr>
<th>Time</th>
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<td>1.30 pm</td>
<td>Registration</td>
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| 2.00 pm | Welcome Address  
Mr Kenneth Loo, President,  
Singapore Contractors Association Ltd |
| 2.15 pm | Building Workplaces of Choice for Industry Transformation  
Er. Grace Mui, Group Director,  
Manpower Strategy and Planning Group,  
Building and Construction Authority (BCA) |
| 2.45 pm | Employment Standard Compliance Audit  
Singapore Human Resources Institute (SHRI) |
| 3.15 pm | Networking Break                                                        |
| 3.45 pm | Benchmarking HR Professionals to be Future-ready  
Ms Selena Huynh, Deputy CEO, Institute for Human Resource Professionals (IHRP) |
| 4.05 pm | Digital Disruptions Impacting HR  
Mr Tay Thain Lin, Director, RSM |
| 4.35 pm | Questions & Answer                                                      |
| 5.30 pm | End of Seminar                                                          |

* Programme subject to change
Building Workplaces of Choice for Industry Transformation

Er. Grace Mui, Group Director, Manpower Strategy and Planning Group, Building and Construction Authority

The built environment sector is transforming with adoption of Design for Manufacturing and Assembly (DfMA), Integrated Digital Delivery (IDD) and development of Green Buildings. This presentation will cover briefly on these new industry developmental areas, measures that supports the drive towards it and some tips for firms to consider in building a workplace of choice.

Benchmarking HR Professionals to be Future-ready

Ms Selena Huynh, Deputy CEO, Institute for Human Resource Professionals (IHRP)

Learn first-hand from the Institute for Human Resource Professionals (IHRP) on how you can step up to be recognised as a future-ready HR professional! IHRP is the HR professional body, set up by the tripartite partners [Ministry of Manpower (MOM), the National Trades Union Congress (NTUC) and Singapore National Employers Federation (SNEF)]. IHRP is the only HR professional body in Singapore authorised to implement the national HR certification, which is known as the IHRP Certification. This certification allows HR professionals to benchmark themselves against the IHRP Body of Competencies – a well-defined, future-oriented set of foundational and functional competencies, as well as desired mindsets and behaviours. Selena would speak about how being certified will enable participants to gain mastery over HR competencies, and get equipped with the requisite skills to effectively enable human capital development and deliver positive business impact to organisations.

Er. Grace Mui,
Group Director, Manpower Strategy and Planning Group, Building and Construction Authority

Er. Grace Mui oversees the Manpower Strategy and Planning Group in the Building and Construction Authority. The Group developed the Sectoral Manpower Plan which focuses on building up strong core of local talent and meet the future manpower needs of the sector. Prior to her current portfolio, Grace was actively involved in the construction productivity drive. The initiatives steer the industry towards technology adoption and manpower upgrading. Such development in the long run will bring about more quality jobs and better working environment for the sector.

Ms Selena Huynh,
Deputy CEO, Institute for Human Resource Professionals (IHRP)

Selena has more than 20 years of experience spanning Human Resource, Workforce Development, Learning & Organisation Development and sales & marketing in both the private and public sectors. In her last role, Selena led the HR Division through a HR transformation in the Singapore Workforce Development Agency to build HR Business Partnering, Shared Services and Centre of Expertise capabilities, enhanced WDA’s talent management programmes as well as developed a framework for learning culture alignment. Prior to this, Selena was involved in workforce development for the HR, accounting, finance and early childhood care & education professional sectors, worked extensively over 9 years with clients across multiple industries in her HR/OD consulting role with a SME, and gained HR generalist experience early in her career. Selena holds a Masters in Learning and Development and is an alumni of the Harvard Business School’s General Management Program.
Digital Disruptions Impacting HR
Mr Tay Thain Lin, Director, RSM

In the face of evolving technology and shifting employee demographics, HR functions are increasingly being digitized to help businesses stay agile and competitive. Despite the challenges, digitization allows HR to leverage on technologies to strategically reshape and reinforce its value-adding role within organisations. Find out how companies’ HR functions will be disrupted by technology and discover insights on how HR professionals can successfully embrace digital transformations.

Mr Tay Thain Lin,
MBA, B.Acc(Hons), Director, RSM

Thain Lin is responsible for architecting the internal MIS function across the firm’s various lines of businesses to achieve business growth through the use of technology. He was the project director and technical lead for the development of cloud-based payroll solution PayDay! Software-as-a-Service. Thain Lin was also the project leader in the government funded, nation-wide SME Financial Management Toolkit.

He established and previously headed the firm’s IT Infrastructure outsourcing services, and was also instrumental to the development of the firm’s Business Process Outsourcing service. Passionate about IT and talent development, Thain Lin frequently conducts internal and external training on leadership, business management, process improvement through IT and other self-improvement courses.
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Please complete the registration form and send the completed form by e-mail or fax to SCAL Academy before 27 October 2017. For further enquiries, please do not hesitate to contact:
Miss Elene Yeo | Tel: 6793 9020 | Fax: 6793 4401 | Email: elene@scal.com.sg
Miss Tan Wei Xuan | Tel: 6793 9020 | Fax: 6793 4401 | Email: weixuan@scal.com.sg

Participants Information (Please Write / Type or Print Clearly in Capital Letters)
Name: ___________________________ NRIC/WP/FIN ____________ Designation: ____________
Name: ___________________________ NRIC/WP/FIN ____________ Designation: ____________
Name: ___________________________ NRIC/WP/FIN ____________ Designation: ____________
Organisation / Institution: ___________________________ Company Reg No: ____________
Address: ___________________________
Contact Person: ___________________________ Tel : (Office) ____________ (Mobile) ____________
Fax: ___________________________ Email: ___________________________

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CIJC Member (ACES, IES, REDAS, SIA, SIBL, SISV, SPM) ___________________________ $ 90.00
Non-Member ___________________________ $100.00

Note: All rates quoted in Singapore Dollars (SGD). The registration fee includes 7% GST, Seminar Materials, Tea Break and Lunch.

Payment
By crossed cheque made payable to “SCAL Academy Pte Ltd” and send to SCAL Academy @ 150 Neil Road, Singapore 088879. Please indicate for “SCAL HR Seminar 2017” behind the cheque.

Terms and Conditions
1) Written notice of replacement or withdrawal must be given at least 7 Days before the event date with a penalty charge of 50% of the registration fees for withdrawal. For any replacement, $50 will be charged per participant replacement.
2) There will not be any refund or credit on fee paid.
3) Speakers, topics and venue are correct at the time of printing. SCAL reserve the right to substitute any of the speakers, cancel or change the content, venue and timing of the seminar for reasons beyond its control.

Name / Authorized Signature / Designation ___________________________ Company Stamp (if applicable) ___________________________ Date ___________________________