

# The Talent War– Talent acquisition and the road to recovery



## **Speakers:**

Ir Chris Chong, Chairman, Energy Institute - Hong Kong Branch

Gabriel Wong, Senior Solutions Engineer, APJ, Qualtrics

Kate Munroe, People & Change Advisory, KPMG

Pat Bolster, Head of Greater China, Qualtrics

## **Moderator:**

Timothy Smith, Business Director, Hays, Hong Kong

## **The Talent War – Talent acquisition and the road to recovery in Hong Kong**

In the “talent war”, organisations need to improve their “post covid” employer brand image to ensure the future success of their business through effective talent acquisition and retention strategies.

What can organisations do to get the “competitive edge” to ensure they are the employer of choice in Hong Kong?

During this breakfast briefing, we will explore what organisations are doing around financial and non-financial benefits, professional development, moral “social stance”, workplace flexibility, D&I, wellness and much more, in order to attract and retain the world’s best talent, in a competitive, candidate short market. How can the HK government support businesses on their journey to recovery in Hong Kong?

*Article of interest:*

<https://www.scmp.com/news/hong-kong/politics/article/3196435/hong-kong-leader-john-lee-set-deliver-maiden-policy-address-city-seeking-re-emerge-covid-shadows>

See the bullet point - “Wage an all-out-war to woo talent by granting top graduates a two-year visa, allowing

*employers to hire foreign workers without needing to prove local hiring difficulties, lengthening employment visas to three years and refunding extra stamp duty to foreigners-turned-permanent residents who are property-owner"*

## **About the speakers**



**Ir Chris Chong** is a seasoned intrapreneur and experienced Director in business development, managing new emerging business/facilities. He is currently Chairman

of both the UK based, the Energy Institute – Hong Kong and the Institution of Mechanical Engineers (Hong Kong Branch).

He joined CLP in 1993 and worked for various functions, ranging from engineering, cost control, business development and asset management in the CLP Group.

In 2005, he joined Veolia, the largest French based environmental company worldwide and was responsible for business development in Asia and managing businesses (including startups) in China, Macau and Hong Kong. He is currently the Managing Director of Hong Kong District Cooling Co. Ltd, a wholly owned subsidiary of Veolia. He is managing several energy efficient District Cooling Systems and mission critical data centers in the Greater Bay Area.



Throughout the past 15 years, **Gabriel** has helped his blue-chip clients elevate their experience management

programs to drive competitive advantage across the globe. With expertise both as a client-side practitioner and as a technology consultant, he specializes in measurement and analytics. In his current role as the Head of Solution Engineering for Greater China at Qualtrics, his primary mission is to help customers find winning and transform Experience Management solutions.



Kate is part of KPMG's People & Change Advisory team in Hong Kong, specialising in organisation effectiveness and transformation and focused primarily on the Financial Services sector. As our workplaces continue to rapidly change, Kate is passionate about helping organisations to transform and create forward looking people strategies towards a new future of work.

Kate joined KPMG in 2018 with an industry background and has extensive experience delivering large scale

people transition programs for global and multinational organizations. Having worked throughout Asia Pacific for many years, Kate brings expertise in talent management, organisation design & workforce planning, employee engagement, learning and development, and behavioural & culture change management. She also works extensively with leadership teams facilitating coaching and development.



For the last 15 years, **Patrick** has been at the forefront of the experience transformation. Working with teams in HR, Analytics, Marketing, Insights and Operations, he has a depth of experience working with enterprises to unlock the value of delivering exceptional experiences.

Starting his career in Media, Pat had a focus on all things experiential. In 2015, that interest took him onto Qualtrics where he was one of the founding team members of their

APJ business. Pat has helped the business grow from its early inception in APJ to having over 650 team members across 14 locations. In his current role, he leads the Greater China business, working with enterprises like HSBC, Cathay Pacific, Mediatek and HKJC to unlock the value of Experience Management.

About the moderator



**Tim** has twelve years of APAC recruitment experience and over this time has managed diverse teams specialising in

Sales & Marketing, Retail, Professional services, FMCG, B2B, Travel/Tourism, Ecommerce, Fin-tech, Construction, Property, Engineering and Manufacturing recruitment. Tim also leads the Hays Sustainably practice, recruiting mid to senior level roles within the ESG and Renewables space.

Having started his career at Jones Lang LaSalle in property, he quickly found a passion for people and transitioned into people development and talent management roles. Today, Tim partners with some of the world's largest and most well renowned organisations, successfully placing business-critical talent across the region. Due to this wealth of market knowledge and extensive network, Tim has been retained on the region's most high-profile talent search assignments where he has proven himself to be the top recruiter in his field.

**This event is hosted by David Graham.**

*Ticket includes a full hot English breakfast buffet.*

**Please note that Business Attire is required by the Hong Kong Club - collared shirts must be worn by men, and jeans, sandals and sports shoes are not permitted. To see the full list of club rules on dresscode, please [click here](#).**



*Kindly be reminded that all patrons must meet the Government's Vaccine Pass regulations which include scanning the LeaveHomeSafe app and vaccination record upon arrival at the Club and once more at the dining venue.*

*And starting from Tuesday, 31st May 2022, the third stage of the Vaccine Pass will be implemented and requirement for entry to the Club will be raised to three doses of vaccine. You are highly recommended to input all the necessary information into your mobile device prior to entering the Club in order to facilitate the registration process.*

***All patrons must present photo of a negative rapid antigen test (RAT) result obtained within 24 hours before entering the Function Rooms. Your name, day and time of taking the RAT shall be indicated on the RAT testing kit.***

## **Pricing**

- Start-up Member: HK\$440
- Member: HK\$550
- Non-Member: HK\$680

## Terms & Conditions

- Reservations in advance are required. Please consider your booking confirmed unless notified otherwise.
- Cancellations must be made in writing 24 hours prior to the event. No shows will be charged.
- This event is closed to the media.
- The event will be cancelled if the No.8 Typhoon signal or the Black Rain Storm warning is in force.
- By attending this event, you agree to be photographed, recorded, and/or filmed and give permission to use your likeness in promotional and/or marketing materials.
- For further information please email [catherine@britcham.com](mailto:catherine@britcham.com)
- All payments for this event need to be settled by credit card through PayPal. Please note you do not need a PayPal account to complete payment.