



EXCLUSIVE WORKSHOP

Organized by PMAT

RE-IMAGINING HR

APPLYING DESIGN PRINCIPLE FOR
EMPLOYEE-CENTERED INNOVAITON

Facilitated by

TAS CHANTREE

Managing Director, TAS Consulting Partner

22-23 November 2017

at Centara Grand, Central Plaza Ladprao Bangkok

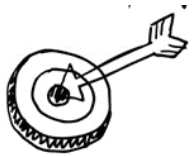




**It is not the strongest of the species that survives,
nor the most intelligent that survives.
It is the one that is the most adaptable to change**

Charles Darwin

REIMAGINING HR – APPLYING DESIGN PRINCIPLE FOR EMPLOYEE-CENTERED INNOVATION



LEARNING TOPICS & EXPECTED OUTCOMES

Future of Work



It's already here

Understanding how globalization, technological progress and demographic shift are changing fundamental of workforce and workplace and what could HR do to enable business to manage the transition with the least possible disruption while maximizing the potential benefit.

Consumerization of HR



Putting Employee First

Realizing the shift of HR focus from process-oriented and standardization to how HR is going digital in services delivery and creating a social, mobile, and consumer-style experience for employees.

Applying Design Principle



For Employee-Centered Innovation

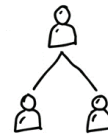
Understanding design principle and characteristic of different approaches e.g. Design Thinking, Human-Centered Design, Customer Development Process etc. and applying iterative design principle, tools and techniques to improve/create exceptional experience along the employee cycle.



WORKSHOP STRUCTURE

2-days workshop which is balanced mix of theory and practice has been designed to equip participants with the hands-on experience in a classroom setting

One-time of 3-hours-group coaching will be provided to support participants in applying the knowledge learned into real-life situation.



AUDIENCE

HR executive, leader, manager, specialist who would like to equip themselves with the knowledge of how HR could do to enhance employee experience and humanize the workplace in the digital era



CAPACITY

40 participants divided into 6 groups

- Onboarding (2)
- Training & Learning (2)
- Employee services (2)



FACILITATOR

Tas Chantree

Managing Director of TAS Consulting Partner

www.tas-consultingpartner.com

REIMAGINING HR – APPLYING DESIGN PRINCIPLE FOR EMPLOYEE-CENTERED INNOVATION

DAY 1

Macro Perspective -PMAT 2017HR Day



- Driving Thailand's Competitiveness: Innovative Organization & Human Capital 4.0
- Human Capital 4.0 in Thailand's Innovation Ecosystem: Future Opportunities & Challenges
- The Future Innovative Organization : KASIKORN Business – Technology Group (KBTG) Case Study

Future of Work



- Force of change -globalization, technological progress, demographic shift - and its implication to business
- blending partnership between people and technology
- Spelling critical skills company needs to compete and succeed
- Optimizing digital technology – social media, mobile analytic, cloud- to improve performance management
- Creating new environment for employee to thrive
- identifying the right leadership capabilities required for business' future success
- Evolution of training ecosystem with a mix of innovation in all learning formats

Future of Work

Analyzing impact of change toward HR practices in participants' organization

DAY 2

Consumerization of HR



- Employee experience matters
- Consumerization vs. Commoditization of HR- What's it?
- Applying consumer and digital lens to understand and response to the needs of employee
- Emerging trends and practices of consumerization of HR

Case-study

Learning from the company that successfully optimize social media, mobile, analytics and cloud (SMAC) to enhance employee experience

Applying Design Principle



- Distinctions and common characteristics of different designing approaches.
- Fundamental mindset that turn idea into impactful solution
- Practical steps of design process to create innovative solutions that enhance employee experience
- Using STAR model to analyze and align organization system for successful solution implementation

Group Work

Applying design principle to move from designing "program" to "high-value experience" that excite, engage and inspire employees

RE-IMAGINING HR

**> VALUE THAT WORKSHOP
WILL BRING TO YOU**



Knowledge & Exposure

- Gaining strategic insight on how the nation build its competitiveness through innovation
- Having a clear understanding on digital economy and its implication which inevitably force every organization to adapt, transform and innovate.
- Reframing thought to view employee experience through the lens of customer
- Being exposed to design principle and getting hands-on experience in applying design principle for employee-centered innovation.



Network & Resources

- Having access to seasoned facilitator who can provide support when participants apply the knowledge gained into real-world practices.
- Connecting to network across sizes, businesses and industries who share common need in digitally transforming HR



Get Set

- grooming “HR Change Agent” who is equipped with knowledge and hands-on experience to lead and/or contribute in HR Digital Transformation initiatives within the company to that the participant belong.

APPLYING DESIGN PRINCIPLE
FOR EMPLOYEE-CENTERED INNOVAITON



RE-IMAGINING HR

APPLYING DESIGN PRINCIPLE FOR EMPLOYEE-CENTERED INNOVATION

YOUR FACILITATOR



TAS CHANTREE

Managing Director
TAS Consulting Partner

Tas possesses unique combination of experience across sectors, geography and industry. He is an accomplished hands-on practitioner and seasoned executive who is expert at helping companies design, implement and accelerate their HR Strategy and is at the forefront of modern HR practices and strategic thinker in HR Digital Transformation. He is currently a founder and Managing Director of TAS Consulting Partner.

Previously, he was Senior Vice President, People & Organizational Performance at Siam City Cement Public Company Limited (SCCC)- the Company that commit to increase business potential and competitiveness by stepping into the world of digital business under 2-year-digital journey called "INSEE Smart" in which Tas was critically contributed as a Member of Executive Committee and Business Process Owner of Human Capital work stream. Besides 17 years of experience with SCCC, Tas also worked for Holcim as Regional HR and with leading companies namely Dow Chemical, General Motor and Sony.

He is a regular speaker on modern HR strategy and digital transformation for both public and private sector. The article titled "Design HR System" The Agility and Flexibility of HR Transformation for the Future of Thailand (People Magazine 2/2016) is a true reflection of his thought and vision on Digital Transformation and the future of HR. His critical knowledge and proven experiences is valuable for companies wishing to build their capability to be able to compete and survive in digitally disruptive environment



Education

MA, Communication Research , Thammasat University
MPA, Human Resource Management, NIDA
BA, Social Work, Thammasat University



Certificates

Advanced Management Program (183), Harvard Business School, USA
Executive Coaching, UC Berkeley, USA
Managing of People, INSEAD, France
Senior Management Program, IMD, Switzerland



Awards

ATD Excellence in Practice Award (with SCCC), USA, 2016
ATD Excellence in Practice Citation (with SCCC), USA, 2014
Thailand Top 100 HR, Human Resource Institute, Thammasat, 2012

Application Form

Reimagining HR

22 - 23 November 2017 at Centara Grand, Central Plaza Ladprao Bangkok



Special Discount!!!

Apply 3 or more get discount

3,000 THB (per person)

Type

- สมาชิก
- ผู้สนใจทั่วไป

Early Bird 9th Nov, 2017

Price	Vat 7%	Total
23,000 ฿	1,610 ฿	24,610 ฿
25,000 ฿	1,750 ฿	26,750 ฿

Regular Rate After 9th Nov, 2017

Price	Vat 7%	Total
25,000 ฿	1,750 ฿	26,750 ฿
27,000 ฿	1,890 ฿	28,890 ฿

****โปรดเลือกกลุ่มในการทำ workshop โดยระบุลำดับตามความสนใจ (1=มาก ,2=ปานกลาง,3=น้อย)**

On boarding

Training and Learning

Employee service

ที่อยู่สำหรับออกใบเสร็จรับเงิน/ใบกำกับภาษี

- สำนักงานใหญ่
- สาขาที่.....

องค์กร/บริษัท.....

เลขประจำตัวผู้เสียภาษี 13 หลัก.....

เลขที่..... อาคาร.....

ซอย/ถนน..... II/VIII..... IVต.....

จังหวัด..... รหัสไปรษณีย์..... โทรศัพท์.....

ผู้ประสานงาน..... โทรศัพท์.....

อีเมล.....

ผู้เข้าร่วมสัมมนา

ชื่อ.....

สกุล.....

ตำแหน่ง.....

โทรศัพท์.....

อีเมล.....

ชื่อ.....

สกุล.....

ตำแหน่ง.....

โทรศัพท์.....

อีเมล.....

ชื่อ.....

สกุล.....

ตำแหน่ง.....

โทรศัพท์.....

อีเมล.....

วิธีการชำระเงิน

➢ **โอนเงิน Prompt Pay** เลขประจำตัวผู้เสียภาษีอากร 0993000132556

➢ **เช็คสั่งจ่าย** สมาคมการจัดการงานบุคคลแห่งประเทศไทย

➢ **โอนเงินเข้าบัญชี** สมาคมการจัดการงานบุคคลแห่งประเทศไทย

ธนาคารไทยพาณิชย์ สาขาลาดพร้าว 111 ประเภทบัญชีเดินสะพัด

เลขที่ 052-3-02698-3 กรุณาส่งหลักฐานการชำระเงินมาที่ หมายเลข 0-2374-0855 ต่อ 8

EXCLUSIVE WORKSHOP

Organized by PMAT



The Personnel Management Association of Thailand (PMAT) is a non-profit organization founded in 1965 with its objectives to develop and provide the highest competency and efficiency of HR management.

To develop and drive Thailand's HR professionals to achieve universal standards and to be accepted both domestically and internationally

www.pmat.or.th

