

OPEN ENROLMENT  
PROGRAM



Idlif Executive Education Center

# THE FUTURE MANAGING OF THE WORKPLACE AND PEOPLE

Faculty  
**Gabe Shawn Vargas**



27 February 2023  
9.00AM – 5.00PM



RM2,500 before SST  
For every 2 pax who register from  
same organization, there will be a 40%  
discount for the second participant i.e.  
fee will be RM1,500.



## Program Overview

A trifecta of factors is deeply affecting where and how we work and our views on work itself: 1) the Covid trauma, 2) the acceleration of digital transformation, and 3) shifting personal priorities of employees.

While a “me-and-the office” reframing is occurring among employees of all ages, it is particularly pronounced among Gen Y and Z – the very employees on whom we will be counting to lead our companies in the future.

For companies, the above is of enormous significance. How will we be able to manage and motivate people when the very notion of the “workplace” continues to mutate? What adaptations to “performance management” will be required? Will how we pay and incentivize people also need revision? And how will the HR function and HR professionals need to adapt to remain effective in this context?

This interactive program will tackle the above and other critical issues companies are facing as they “futureproof” for managing talent. This includes looking also at topics such as employee wellbeing, psychological safety and the expectations arising out of the sustainability movement (ESG).

For example, how will a company redefine its “employer brand” as ESG factors take on more weight? And, in terms of talent, how will Asian and other companies respond to the call for more inclusive and diverse workplaces (D&I)? What about DEI? Beyond recruitment practices, what else may require new approaches?

## Who Should Attend?

- HR, Reward and Compensation, talent management and other such managers
- Board members, CEOs, and others who supervise the above professionals
- Those interested in the multiple dimensions of managing a workplace and its people in the post-Covid period and beyond.

## Program Outline

### Session 1: Current and future “markers” affecting how we think about and manage work and talent

- Demographics and generational differences.
- What we are learning from other disciplines on workplace stress, psychological safety, and values-based management.
- Practical implications for shaping the employee journey and crafting workplace choices.

### Session 2: ESG – fad or transformational phenomenon?

- ESG principles every HR professional needs to master.
- Diversity and inclusion in the context of recruitment, retention and talent management.
- Specific considerations in the Asian context including on notions about “equity”.

### Session 3: Rethinking performance management and incentivization in the context of sustainability

- What specific “E”, “S”, and “G” measures to use in short-term and long-term pay instruments?
- Ethics: the neglected factor in ESG.
- Adaptations for the new generations.
- Case study.

### Section 4: Case study presentations and learnings

- Strategy, skills and other implications for HR functions and professionals.
- The future employer brand and the HR role.
- Overall take-aways and “my-to-do-list”.

## Faculty



**Gabe Shawn Varges** is Senior Partner at HCM International and Chairman of the GECN Group, Switzerland. He is also an adjunct faculty at the Iclif Executive Education Center under the Asia School of Business.

Mr. Varges has extensive international experience as an executive, regulator, academic and advisor. He works with companies and authorities around the world on the interconnection of strategy, corporate governance, board effectiveness, leadership, culture, ethics, compliance, ESG, performance management, compensation and regulation.

In addition to his private sector and academic work, Mr. Varges' experience includes serving as Head of Governance of the Swiss combined banking, securities, and insurance regulator. There, among other things, he supervised financial institutions and represented the authority on various international bodies, including the OECD, BCBS, IAIS, and the Financial Stability Board, leading or contributing to various cross-border expert taskforces among regulators. Earlier, he served in senior executive positions with major multinationals.

Mr. Varges has served on various boards and is currently Chairman of Ethics & Compliance Switzerland. An author of multiple publications, Mr. Varges has taught at several universities. He is a Juris Doctor graduate of Harvard and holds B.A. and MALD degrees. At Harvard, he served as Teaching Fellow and Tutor, and was part of the Harvard Negotiation Project.

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The Future Managing of the Workplace and People

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