“BE NOT AFRAID OF GREATNESS. SOME ARE BORN GREAT, SOME ACHIEVE GREATNESS, AND OTHERS HAVE GREATNESS THRUST UPON THEM.”
—WILLIAM SHAKESPEARE

YOUR ULTIMATE LEADERSHIP GUIDE

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“People are our greatest asset and an engaged workforce is critical to the successful execution of our business strategy.” — CEO of OCBC Bank Malaysia, Ong Eng Bin

Since its incorporation in 1932, OCBC Bank has gained a strong foothold in the South East Asia market and was ranked the third strongest bank worldwide in 2015 by Bloomberg Markets, and remains the only one to have been ranked among the top five every year. OCBC Bank (M) Bhd’s 82% employee satisfaction rating is a testament to their significant contributions from employees who work independently, but from working together to deliver that extra mile of service.

“The hallmark of S P Setia’s culture is its teamwork.” — President and CEO of S P Setia Bhd, Datuk Khor Chap Jen

Since its inception in 1974, S P Setia Bhd has grown to become a leading property developer, with huge successes in its eco-themed world-class developments. In line with their vision “to be the Best in all that we do,” the company embarked on unique initiatives such as the provision of overseas study tours for talents and a home-ownership initiative for reduced-turnover and strong financial performance in 2015.

“Ongoing, we will provide an engaged, dynamic and cohesive team across generations and genders who work hard and play hard together in our vision of creating tomorrow and beyond.” — President & CEO of Eco World Development Group Bhd, Datuk Chang Khim Wah

EcoWorld is a publicly-listed company involved mainly in property development, new townships, integrated commercial developments, luxury high-rise apartments and green business parks. What makes the organisation the “Best of the Best” is its diverse team of dedicated and talented workforce, and openness to ideas and opportunities for growth. Its exemplary culture is demonstrated in the training programmes which it provides to all new Gen Y employees to develop their leadership, communication and teamwork skills.

“American Express is a global services company, providing customers with access to products, insights and experiences that enrich lives and build business success.” — Vice president, Greater China and South East Asia general manager of American Express Manila, Rahul Singh

American Express is a global network of businesses, helping to drive the importance of building a diverse and continuous workforce to create an environment where its employees have successful work-life integration and the resources to achieve their goals. These values, combined with the Company’s culture of inclusion and opportunity, allowed the company to achieve its success as an Aon Best Employer.

“Creating an engaged workforce is always in line with the organisation’s goals.” — Country manager of AbbVie Malaysia, Mupindra Singh

Founded in 2013, AbbVie is a global biopharmaceutical company with an innovative spirit of biotechnology. Present in over 70 countries, the combined expertise and stability of a long-standing pharmaceutical company form a strong foundation and commitment to the healthcare industry today. Described as a family-oriented organisation and a meaningful place to work at by employees, AbbVie Malaysia has been accredited as one of the 38 Malaysian-based best companies to work for in Asia by Human Resources Asia in 2015.

“We’re known for our coffee, but our people make us famous.” — Managing director of Starbucks Malaysia and Brunei, Sydney Quay

Recognised as a well-loved food and beverage brand that delivers excellent coffee and a total customer experience, Starbucks Malaysia was named as the "Best of the Best" among the Aon Best Employers - Malaysia 2015. Starbucks is known as a haven for many of its customers, a place between work and home. For its Starbucks partners, this is their second home. Working with Starbucks is a journey unlike any other due to its culture of camaraderie, outstanding growth and development opportunities, personalised recognition and reward system, and experiential knowledge transfer methods, which give way to a high-performance culture.

“Trust Gen Y to get things done. Act like a mentor but never micromanage them.” — Vice president and managing director of First Solar Malaysia, Datuk Png Soo Hon

First Solar is a worldwide photovoltaic solar energy solutions provider aimed at powering the world with clean, affordable and sustainable solar electricity. This is reflected in the Malaysian division’s fun and healthy workspace, combined with the team dynamics and development opportunities, is why the company appeals to the Gen Y cohort.

With regards to working with them, Png’s practice is to never let great work go unnoticed and to let go of formality.

“Our employees are the foundation of our success, and we will continue to actively invest in their development so as to remain their employer of choice.” — Country manager of DHL Express (M) Sdn Bhd, Christopher Ong

As the world’s leading international express provider, present in over 220 countries and territories, DHL is the first international air express company established in Malaysia in 1973. At DHL, motivated employees are the foundation of great service quality delivered to customers. Employees are developed to become Certified International Specialists, who are recognised and rewarded for being Invaluable Customer Centric. Active leaders who engage and coach their teams, sustain the company’s high-performance culture, enabling DHL to be customers’ Provider of Choice.
BBvie came to be on Jan 1, 2013, although this new global biopharmaceutical company had its roots as far back as 1888 as Abbott Laboratories. AbbVie’s cutting-edge medicines and therapeutic care have saved lives and improved healthcare all across the world. Since its inception, AbbVie has 28,000 employees working with one mission – to address chronic diseases and deliver remarkable impact to people’s lives.

**DRIVING INNOVATION TOGETHER**

With breakthrough medicine which focuses on developing therapeutic care in the areas of immunology, virology, neuroscience, oncology, chronic kidney disease and women’s health, it is no wonder that innovation lies at the heart of AbbVie. But what drives innovation at AbbVie? The answer has to do with a culture of listening and following the hearts of its people. AbbVie’s enlightened views on employee engagement has made its members’ well-being the utmost priority. Mastering the artful skill of effective listening has greatly enhanced AbbVie’s corporate culture resulting in employees describing the company as their second home and the teams they work with, akin to a family unit.

**A CULTURE WHERE PEOPLE MATTER**

Over the past two years, the Aon Best Employers survey has seen AbbVie continue to soar as leaders who engage their employees and create a high-performance culture. AbbVie values employees as their greatest assets who give them a competitive edge over the rest, putting them up in the 90th percentile of the employer brand index. Not only that, there has been significant increase in all other categories such as the leadership index, the engagement index and the high-performance culture index.

“A engaged staff is always in line with the company’s goals – while AbbVie’s mission does not change, its goals are not carved in stone, they evolve, and they should, with the changing environment. Yes, at AbbVie, we develop and distribute medication, but more importantly, we deliver Care and Hope to our Patients. The focus on patients fuels our collective spirit to reach new heights. We know with every success, it is a life saved and a hope restored for our patients and their loved ones.” — Mupindra Singh, country manager

Specialty care business unit director Jimmy Shin, who has been with the company for 16 years, shared that the most powerful turning point for him was when he suffered a broken femur and required three months of rest followed by three months of physiotherapy. His superior wasted no time in making adjustments so that he could recuperate and heal fully. He felt valued and that this is a place where people care.

**THE WAY ABBVIE WORKS**

“It takes all of us” is an important theme underlying AbbVie’s collaborative approach to problem-solving, development of ideas and excellence, and which sets the enterprise apart. Innovation occurs because there are discussions and exchange of ideas. Team members want to be kept in the loop, receive feedback and be given the chance to communicate what they are doing with fellow colleagues. If you look at the most successful teams in AbbVie, these are the innate qualities that drive their successes.

Fuelled by a strong vision, its culture of collaboration, of working together and growing together is likely the reasons why AbbVie is today celebrating its achievement as a leading innovator and healthcare provider. Regional manager of regulatory affairs, Fazidah Mohamed Noor has been part of the family from the beginning and is passionate about the “Ways We Work” behaviours and values driving the AbbVie culture. Working together under these shared values has clearly succeeded for Fazidah and her team. After all, her department has exceeded business expectations year on year. She makes it a point to encourage team members to do the same.

**BUILDING TRUST FROM WITHIN**

AbbVie is a firm believer in the need to be transparent and support responsible disclosure. Leaders and managers make it a point to communicate regularly with their employees and in reverse, employees are assured that they have been heard and their feedback taken seriously when concerns are conveyed. Building channels for open, honest communications has helped AbbVie create an environment where trust is high, where people know what is expected of them and are confident about the strategy and future of the company.

How is clear and open communication achieved? AbbVie believes that while channels have to be created to give clear and timely information to employees, these must also be accompanied by effective listening and feedback.

**FROM HERE ON**

AbbVie is a young company compared to many of its peers. Yet, it has already taken significant strides to achieve many milestones in critical areas; hitting all the right notes to create strong leadership, a culture that works and a sustainable foundation for the future. AbbVie has been recognised worldwide as one of the best employers, including this year. In Malaysia, winning Aon Best Employers – Malaysia 2016 again lends credence to this acknowledgement. From where we stand, we know that there are still many more great things we can expect from AbbVie to change the world of healthcare.

To learn more about AbbVie, visit www.abbvie.com.my.

Members of AbbVie celebrate to the success of the company’s CSR initiatives.
Coffee Enthusiasts Behind the Green Apron

By TAMARA JAYNE
managing director of Starbucks Malaysia and Brunei

A walk of freshly ground coffee bean floats through the air as a cheerful barista greets a customer with a warm smile and asks, "What would you like to have?". In signage.

Starbucks Malaysia recently opened the world's first store that dedicated to employing hearing impaired baristas. In collaboration with The Society of the Deaf, Starbucks Malaysia ensures that employees who are deaf have equal opportunities and access to all aspects of the business.

Here, customers are able to converse via sign language or through filing a menu card leaving no one feeling left out of society. Ordering meals does not need to be a hassle or a frustrating experience for those with disabilities.

Dedicated to creating workplace environments that are respectful of diverse backgrounds and cultures, Starbucks cares for the needs of their employees—effectively known as partners—and their customers by living up to their mission of "To inspire and nurture the best in others."

"We're known for our coffee, but our people make us famous! This is what people talk about. When we meet customers, it's about you (Employer branding)

As the saying goes, 'We're famous as partners—and their employees—affectionately known as partners. Starbucks cares for the needs of the disabled.

The Starbucks Master Programme helps you develop deeper with your coffee-making skills by working with experts. Through a combination of self-paced learning activities, observation, and practice, this programme allows you to apply and share the skills you attain on your journey. After attaining the level, you will earn a badge from the green apron to the black apron and achieve the highest level of recognition— the Coffee Master. The moreconfident partners feel in their skills, the more they are able to take pride in their work.

As our partner, you are important to us (Employer branding).

Starbucks' commitment to building a culture that fosters meaningful connection with partners and customers closes to these points:

As our partner, you are important to us (Employer branding).

Starbucks is rooted on four main pillars:

1. Connection (Coffee and culture)
   - Branding management
   - Work environment

2. Learning and development
   - Through structured learning and self-paced learning activities, videos, observation, and practice, this programme allows you to apply and share the skills you attain on your journey. After attaining the level, you will earn a badge from the green apron to the black apron and achieve the highest level of recognition— the Coffee Master. The moreconfident partners feel in their skills, the more they are able to take pride in their work.

3. Partnership (Employer branding)
   - Starbucks is grounded in our values and beliefs and positive impact is still seen today from the Connecting Communities in Malaysia project.

4. Caring (Employer branding)
   - Starbucks works together with non-governmental organisations such as HOPE Worldwide, Uganda, and many others to support and enable a sustainable sourcing to make an impact in the communities. Starbucks' focus is to produce the finest and highest quality coffee beans— it's not just about the coffee. Through ethical sourcing of ingredients, being stewards of the environment, and serving the community, they understand that it is about the impact they have on society and the ability to serve a bigger cause.

To mark the second year HOPE Worldwide Malaysia receives the Starbucks community grant to continue to run the Community Computer Centre. The Connecting Communities in Malaysia project is continuing to flourish. With the continued support from customers and the positive response from such projects, Starbucks Malaysia looks forward to engage with more local communities to create meaningful projects that will benefit more communities.

Serving a Bigger Cause

Starbucks partners with The Society of the Deaf, in Malaysia, to employ hearing impaired partners. In December 2014, several states in Malaysia, including Perlis, Perak, Pahang, and many more. These products were retailed at stores nationwide and 15% of the proceeds were channelled to establish a Community Computer Centre for the children and community at Kampung Lubuk Jaya. This year marks the second year HOPE Worldwide Malaysia receives the Starbucks community grant to continue to run the Community Computer Centre. The Connecting Communities in Malaysia project is continuing to flourish.

With the continued support from customers and the positive response from such projects, Starbucks Malaysia looks forward to engage with more local communities to create meaningful projects that will benefit more communities.

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"We're known for our coffee, but our people make us famous! This is what people talk about. When we meet customers, it's about you (Employer branding)"
A matter of gathering great minds

Chang Khim Wah, president and chief executive officer, said that EcoWorld’s greatest strength is the amount of exposure we get to different business situations.

"We believe this encourages innovation and creativity by giving our employees opportunities to organise events like the team building or annual dinners, helping our firm to be successful, young, willing to learn and wanting to go all the way. The truth is, regardless of the generation, every employee feels appreciated and treasured. Everyone shares the same values of EcoWorld."

Structuring different generations and cultures

The journey forward through innovation and teamwork, capturing the essence of what we achieved has always been beyond profit.

"Our vision comes from a collective discussion among leaders, teamwork and good old-fashioned hard work, anything is possible. We have certainly proven that with great leadership, even in such perplexing times, EcoWorld has achieved orbiting hard work, anything is possible. We have certainly proven that with great leadership, even in such perplexing times, EcoWorld has achieved phenomenal. Formed out of a platform to acknowledge women’s achievements, it was conceptualised by the Group as a way to engage women and at the same time, propel the property industry.

"When we think of creating a better industry tomorrow and beyond, we must be willing to engage the women. At EcoWorld, we can create a better industry tomorrow and beyond," said Chang.

Strengths across different generations and cultures

The journey forward through innovation and teamwork is not going to be easy, particularly when you have such diverse groups.

"The challenge of diversity is just one way the organization processes transparency in culture. With a steady pair of hands, the chairman provides a sense of stability and comfort for the staff.

Harmonizing creativity

In the morning you could hardly find us in the team builiding by playing the teambuilding in front of the mirror. But by lunchtime, you can see the core strength of the company. The staff is ready to work and sell the company, as well as talk about us.

"In the evening, after working hard and doing activities such as building a beach house, the chairman listens attentively to our emphasis on teamwork and our core strength of the company."

"They are all very strong and well equipped. As for the staff, we conduct a lot of learning and growth sessions as we place a lot of emphasis on improving their skills," said Chang.

In response to the question of what can be improved to the company, they are always ready to listen to and discuss with everyone, he said.

"The company has a lot of challenging jobs that stretch our employees, and that stretch our knowledge and creativity."

"We offer more than just a workplace. We offer a place to work, as it is a company with great leaders who are willing to give their best to any employee and employer. It is a great opportunity to be part of such an amazing family. In EcoWorld, we are family-orientated, teamwork and teambuilding."

"It is never just about the business of EcoWorld. It is an enriching experience ever after all the way through the organisation. It is an amazing place where we can finally call ourself as a part of something bigger. In EcoWorld, we are family-orientated, teamwork and together, with a dedicated team of people, we can finally call ourselves as part of something bigger."

"We are not only looking for development with our first homebuyers, we are also looking for new investors and partners. We are looking for new investors and partners who want to move into their homes."

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"Keep your commitment to actively contribute to society. Be responsible, be an asset.

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Many people remarked that the division is heading towards the sunset. As he bade me farewell, he turned to me and said with a smile, “But the sun is not setting, it is just changing its position.”

Sunway Building Materials Division

The vision of constantly innovating to become building sympathetic and sustainable leadership and by being the highest standards of quality and excellence is evident throughout the Group. This vision became a catalyst for a 40-year-long legacy of positive and sustainable change. This unveiled an era of pure dedication continued to permeate in question-improving initiatives, innovating new life in all of Sunway’s business divisions particularly in Building Materials.

PUTTING THE PEOPLE FIRST: HIGH-PERFORMANCE WORKFORCE

When it comes to employees, Ng never shies away from showing his affection. He gushes about his employees like a proud father to all children even if he doesn’t seem to admit that.

Innovation, creativity and passion are qualities that Ng looks for in all his employees, ergo, the achievements of his employees thus far have been nothing but extraordinary. The workplace culture is conceived in such a way that every person naturally is a leader.

“He likes people out of their comfort zones. If I know that your strength is in a particular area, I’ll push you even more to achieve even better results. And if I know your weaknesses is in something else, then I send you out to work on it. And he’s always asking as many questions as possible and never stop learning.”

ENGAGED EMPLOYEES = CONTINUOUS GROWTH

Engagement is conceived in such a way that every person naturally is a leader. And employees are supportive, clear and inspiring. But learning will never stop in Sunway Building Materials. Learning will never stop in Sunway Building Materials.

LEAVING A LASTING LEGACY

But jokes aside, the core character of Sunway has always been integrity and excellence. Everyone is aware of the organisation’s values of humility, integrity and excellence. We pride ourselves in the achievements of our employees.

Mr. Chong concluded by saying, “I’ve been a part of this organisation for 30 years and I have learned from the best to be the best. The organisation’s values of humility, integrity and excellence, and that we all strive to be the best.

Competing on a personal and professional level, I believe Sunway Building Materials has come a long way from a simple small-sized company to a well-established brand. We have come a long way from a humble beginning to a successful business.

Supervisors giving full attention to the production line


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S P SETIA: AT ITS BEST ELEMENT

DRIVING HOME ITS VISION, MISSION, AND VALUES

By LIM LAY HSUAN
editor@leaderonomics.com

W e are in the employment era where job titles are more vocal and articulate when it comes to knowing what they want in life and in selecting a good company to work for. It requires lifelong actionable commitment to stay as “best employer” in leading an engaged workforce to be their strongest brand ambassadors before you see great business results thereafter.

S P Setia Bhd Group (SP Setia), reputedly Malaysia’s home-grown property developer well-positioned for its innovative and sustainable eco-friendly projects, has done it again this year. Not only did it earn the Aon Best Employers-Malaysia 2016 winner, but it received a special recognition for its innovative and sustainable eco-friendly projects, has done it again this year.

An organisation’s success story is as great as the people who work in it and believe in what the company stands for. They are the ones who live out the company values wholeheartedly, and this translates to behaviours which result in a great company culture.

With this, Team Setia is anchored around 10 S P Setia values which read like a personal pledge of accountability to its customers, personal self, the organisation, the environment and its fellow team members. They include upholding noble virtues like integrity and responsibility, as well as respecting their peers and the environment. To instil mutual trust and respect among Team Setia, young talents are always encouraged to get involved in S P Setia’s annual events such as Family Day and its much anticipated year-end annual dinner. Employees also actively play sports like futsal and badminton through its Setia Sports and Recreational Club.

In aligning themselves with S P Setia’s “We are Team Setia” value, these initiatives create a perfect platform for employees to bond with each other and experience the dynamism of Team Setia spirit first-hand, more so for new “family” members of S P Setia.

S P Setia also creates opportunities for its people to participate in training programmes, experience sharing and mentoring sessions, in line with S P Setia’s “I have the opportunity to learn and grow” value.

Besides equipping its people with a variety of skills to enhance their work competencies through these programmes, it also helps S P Setia identify and develop their high potentials from within the organisation.

One of S P Setia’s highlights includes overseas study tours to places such as Singapore, Beijing, Melbourne and Amsterdam. Today, over 200 Team Setia members have undergone these study tours and benefited from it.

As an abundant organisation that believes in seeing the future, S P Setia’s concerted efforts in enhancing value for its employees, customers, community and other stakeholders are highly commendable. In measuring this value, it often involves investing back to the society to create a brighter future of tomorrow.

Solid initiatives such as S P Setia Foundation (the corporate responsibility arm of the organisation) and its firm support of World Environment Day since 2008 have not only set S P Setia apart as a caring and responsible employer, but a corporate entity that is mindful of the needs of others.

Taking a lift from its LiveLearnWorkPlay development philosophy, S P Setia has always supported initiatives that encourages its staff to participate in the four pillars of a balanced lifestyle. This year, for instance, S P Setia officially adopted flexible work arrangement to enable employees to live, learn, work and play better.

From Team Setia’s standpoint, they see the purpose and meaning of their work and contribution to a larger community. Hence, they are highly motivated and engaged to “stay, say and strive” for the organisation.

Essentially, employees stay loyal with the company which contributes to S P Setia’s low employee turnover rate, say good things about the company which promotes employee brand advocates, and strive for the company leading the team to go the extra mile to see the business thrive.

S P Setia also receives awards and recognition for its good practices and values. It has been a five-time winner of the Aon Best Employers-Malaysia 2011-2015, was announced as the Asia’s Top 100 Best Employers 2015 by Thomson Reuters, and is the only local company to receive the Malaysia’s Best Employer by Glassdoor.

To learn more about S P Setia and experience the warmth of the Setia family, visit www.spsetia.com.

PEOPLE AND HEART MATTER

What makes S P Setia more endeared among its employees is the fact that the organisation is proactively involved in the “heart” of things that really matter.

At S P Setia, senior leaders practise open-door policy to ensure communication remains open and transparent at all times.

As a result, from its People Pulse Survey (the organisation’s annual employee engagement survey) are not taken lightly by S P Setia leadership. They are not hesitant to respond accordingly to ensure high employee engagement in the areas of leadership, infrastructure, performance management and people management.

The trademark of S P Setia is its culture of celebrating success and festivities together. Who would forget the unity and inclusivity shown by Team Setia in its Chinese New Year and Hari Raya television commercials featuring their diverse employees from Malaysia and all over the world?

At its Best

The spirit of togetherness and openness among S P Setia’s employees are admirable as it creates a close-knit bond with each other. With shared vision, mission and values embedded in their inner beings, the heart of Team Setia continues to beat as one to propel the organisation forward.

If you are interested to join Team Setia and experience the warmth of the Setia family, visit www.spsetia.com.

Bi-annually CEO’s dialogue with Team Setia to align the company’s goals and aspiration for the year and to obtain feedback. Pictured here is Datuk Khor Chap Jen addressing Team Setia.

Team Setia teamwork cuts across ‘work-time’ to ‘play-time’ during the annual S P Setia Family Day.

Team Setia speaks

“I remember when I first joined, I was promptly absorbed into the team and my superior assessed my strengths and weaknesses. She was diligent in mentoring and giving me fair opportunities to learn and grow significantly. The open communication that I have with her helps me to work more efficiently, and achieve more at work as a result.”
— Asvin Nambiar Raganan, assistant manager, S P Setia Foundation

“I’ve worked in S P Setia for over 16 years now and I’m with much pride that I call myself a member of Team Setia. Throughout my work experience here, I’ve received tremendous support from both my superior and my subordinates. The team spirit that we share here is truly unique. The leadership team has successfully set up a strong corporate culture for teamwork, integrity and sustainability that it clearly permeates throughout the organisation.”
— Norlinah Mohd Noor, sales and marketing

Although it has only been almost a year that I work in S P Setia, I already felt welcomed to a big family. S P Setia not only promotes work-life balance, it also provides opportunities for us to learn and develop various skills. As long as you have the right attitude, you will be given the opportunity to shine. I’m very proud to be part of Team Setia!”
— Woe Teck Soon, finance manager, Aeropod division

DRIVEN BY POSSIBILITIES AND MISSION STATEMENTS

The people behind S P Setia, fondly known as Team Setia, is the livewire behind the organisation’s continuous growth throughout the years since its humble establishment in 1974. Today, Team Setia has grown to a 3,800-strong workforce (and still counting) here at home and globally.

With a highly engaged workforce, S P Setia’s mission to provide an employer, but a corporate entity that is mindful of the needs of others.

As a result, from its People Pulse Survey (the organisation’s annual employee engagement survey) are not taken lightly by S P Setia leadership. They are not hesitant to respond accordingly to ensure high employee engagement in the areas of leadership, infrastructure, performance management and people management.

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To learn more about S P Setia’s vision, mission and values statements, scan the following QR code.
SHARLEEN SHARIZA DATUK ABDUL GHANI
Chief executive officer, Talent Corporation Malaysia (TalentCorp)

She brings with her 20 years’ worth of experience across varying industries, i.e. retail, capital markets, social and humanitarian sector, and corporate sustainability. She was previously the director of corporate responsibility at Khazanah Nasional Bhd (Khazanah) and chief operations officer at Mercy Malaysia. She is known for her ability to work with diverse groups of people and for achieving goals together.

“While unique about the Aon Best Employers programme is the rigorous process which is conducted over a 12-month period which certifies a credible list of Best Employers.”

MARCESA MIHANOVICH
Chief human resources officer, Citi Malaysia

She kickstarted her career in the HR field by working with different multinational companies in Argentina. Her journey with Citi began in 2002 and spanned across Argentina, Brazil, United States and Singapore. With Citi, she transitioned from country to regional roles and from generalist to specialty roles. Her appointment in Citi’s Global talent business unit is an example of Citi’s focus on diversity and inclusion in talent management.

“The Aon Best Employers programme is a journey to self-improve as an organisation, with the employees at the centre of it.”

ROSHAN THIRAN
Chief executive officer of Leaderonomics

He served with General Electric for more than 13 years in the United States, Europe and Asia. Then, he became the director of global talent management for Johnson & Johnson.

He is a key thought leader in the field of leadership, HR and business strategy, and development of new insights and methodologies such as the Four Mastery model of Leadership.

“The Aon Best Employers programme enables organisations to take a pulse check on their engagement levels and build possible actions to address gaps and issues faced.”

JUDGES OF THE AON BEST EMPLOYERS-MALAYSIA 2016

DATUK VIGNASEVARN JAYARAN
Chief executive officer, Human Resources Development Fund (HRDF), Ministry of Human Resources, Malaysia.

Having accumulated 17 years of professional experience and hands-on involvement across various sectors, i.e. construction, power, telecommunications and manufacturing, Vignasevaram’s contribution to the human capital industry in Malaysia is unparalleled, namely in leading and mitigating trends and issues within the sectors covered by the PSO Pemangku Sumber Manusa (PSO) Act, 2001.

“Employer branding is crucial in today’s highly competitive job market to attract and retain highly skilled talents, who will not only enhance an organisation’s competitiveness in the global marketplace but also raise the visibility of its brand.”

PRETHIBA ESVARY
editor@leaderonomics.com

“An organisation is only as strong as its people.”

This statement holds true as an in-depth research conducted by Aon Best Employers showed that there is a correlation between the people in an organisation and its business performance.

With the presence of a volatile global economy and intense competition among businesses, the quest to stand out has increasingly become more challenging, and it takes much more than just a company’s brand name to grow and sustain its business performance.

The Aon Best Employers programme serves as a diagnostic tool designed to help your company identify areas of improvement in your employee engagement, leadership effectiveness, employer brand, and culture to drive high performance.

By participating, your company will benefit from a 12-month partnership with Aon Hewitt, which will equip you with the elements listed in Figure 1. According to Prashanth Chadha, this programme is not just a journey to introspect, but is also an opportunity to learn from organisations that have dared to differentiate and then build for the future.

At the end of the programme, the best employers are recognised and this subsequently aids in sustaining their relevance and strength in the public eye.

FIGURE 1: Benefits of participating in the Aon Best Employers programme

What’s unique about the awards this year is that the recognition is not only given to winning organisations, but also to those that have shown commitment in one of the four Best Employer Pillars (mentioned above).

S

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