

Malaysia Digital Investment Series: Strategies in Overcoming Talent Shortages

Date: Thursday, July 28

Time: 14:00 - 17:00hrs

Venue: Bunga Raya Auditorium, MDEC HQ

Organised by:



Co-organised by:



Malaysian-German Chamber
of Commerce and Industry
Deutsch-Malaysische
Industrie- und Handelskammer

Hosted by:



Malaysia Digital Investment Series: Strategies in Overcoming Talent Shortages

Agenda:

14:00 – 14:30 hrs:	Registration
14:30 – 14:35 hrs:	Welcome remark by Marco Winter, Executive Director - MDBC
14.35 – 15:00 hrs:	Keynote on Malaysia Digital by Raymond Siva, Senior VP, Digital Investments – MDEC
15:00 – 16:00 hrs:	Panel discussion on “Strategies in Overcoming Talent Shortages”
16:00 – 16:10 hrs;	Sharing session on WCIT by PIKOM
16:10 – 17:00 hrs:	Networking + Light refreshment
17:00 hrs:	Programme Ends

Panel Speakers:

Koen van Gurp

KC Hong

Hasnul Nadzrin Shah

Director - **TalentSquare Sdn Bhd**; Board Director - **MDBC**

Strategic Advisor - **SAP Malaysia Sdn Bhd**

Director Government and Regulatory Affairs – Indonesia, Brunei, and Malaysia - **IBM Malaysia**

Moderator:

Remco Koster

Managing Partner - **Expandian Limited**; Vice Chairman - **MDBC**;
Board Director - **EUROCHAM Malaysia**

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Hosted by:



Mr. Remco Koster

Managing Partner – Expandian Limited, Vice Chairman – **MDBC**,
Board Director – **EuroCham Malaysia**



Remco Koster is a specialist in (new) business development in emerging markets, more specifically the Asia Pacific region. Remco has a proven track record establishing as well as aggressively growing various European tech companies, using Malaysia as a regional Asia Pacific hub. He is well networked and experienced board director and serves on the boards of various trade support organisations, such as the Malaysian Dutch Business Council (Vice-Chairman) and EUROCHAM Malaysia (Board Director). Remco has a keen interest in everything to do with people, technology, business processes, and international current affairs.

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Mr. KOEN VAN GURP

Director
TalentSquare Sdn Bhd



Koen van Gulp is a seasoned HR professional and founder / CEO of TalentSquare, a regional boutique executive search firm. Before founding TalentSquare, Koen worked for a large multinationals like Unilever, H.J. Heinz and Siemens. When moving to Malaysia in 2008, Koen noticed a quality gap in the recruitment processes in Southeast Asia as compared to his native Holland, where he had experienced much more focus on the candidate experience as well as quality over quantity when it comes to presenting candidates to clients. At TalentSquare, the focus is also not to sell a job to candidates and not to sell candidates to a company.

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**TALK TO US
ABOUT TALENT**

www.talentsquare.asia

About Us

TALENTSQUARE is a **Regional Executive Search Firm** based **out of Malaysia**. We are specialized in Senior Management and niche Technical recruitment for clients across Industries.

We set ourselves apart through our passion for people and organizations, as well as our focus on providing the best **candidate experience**.

Challenges faced by employers and employees alike

- Global shortage of Tech Talent → brain migration
- (Non) Availability of foreign top talent
- Hesitance to adopt hybrid working
- Bad “candidate experience” → reversed recruitment
- Reactive sourcing vs strategic talent pooling

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Executive Search | Multisearch | Recruitment Outsourcing | Assessment Solutions

THANK YOU



Koen van Gulp

Director

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Mr. HASNUL NADZRIN SHAH

Director – Government and Regulatory Affairs – Indonesia, Brunei and Malaysia
IBM Malaysia



Hasnul is the Director, Government and Regulatory Affairs for Indonesia, Brunei and Malaysia. He is based in Kuala Lumpur. His responsibilities include strategic stakeholder engagement, the provision of policy input to government stakeholders, supporting the business objectives of IBM in Indonesia, Malaysia and Brunei and is part of the IBM Malaysia senior leadership team. He is also a part of the IBM Global policy working group on ESG.

He has over 18 years of experience working in startups and co-founding a startup, and prior to IBM, he was with the Multimedia Development Corporation (MDeC) where he was responsible for leading the team effort in designing the national strategy for the creative multimedia industry. His extensive experience in handling management, technical and strategy roles has served to strengthen his contribution to the various organizations he has served in.

He is a member and former chair of the Government Relations Council of the American Malaysian Chamber of Commerce (AMCHAM) and the current co-chair of the Malaysia Committee of the US ASEAN Business Council (USABC).

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Strategies In Overcoming Talent Shortages

Malaysia Digital Investment Series: July 28, 2022

Hasnul Nadzrin Shah

Director Government and Regulatory Affairs
Indonesia, Brunei and Malaysia

IBM



IBM Malaysia



Established: 1961

61 years of growing together with Malaysia.

Hybrid Cloud and Artificial Intelligence

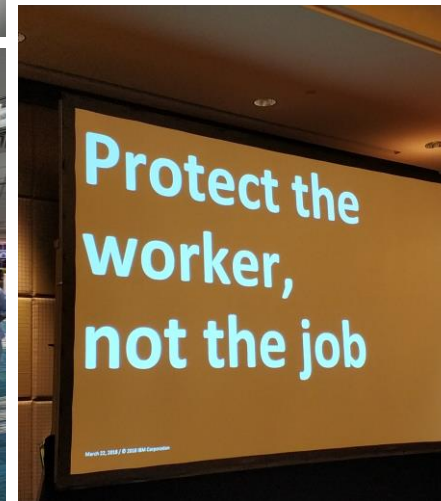
Technology at the forefront. Innovating where your business is.

Consulting ; Infrastructure ; Security and Quantum

Expertise that matter; cloud enabled hardware built on a secure foundation (Z mainframes and Power Servers) .

Over 1500 employees with 6 COEs in Malaysia

Headquartered at Plaza IBM, Bandar Utama with regional and global centers of excellence for HR, Finance, Tax and Accounting.



Addressing Talent in IBM

Skills First Approach in Hiring

:integrating credentials-based hiring parallel to degrees.

IBM SkillsBuild

free online career readiness program with credentials. Current partners include Politeknik Balik Pulau and UMT.

In Malaysia: 1200 active learners
275 badges issued

P-TECH™

Collaboration with KV Sepang and Sungai Buloh
146 Hours of Technical Training
33 Hours of Workplace Skills

Options for the Wider Industry (Mid to Long Term)

- Mindset: Talent shortages is a permanent fixture and global problem that is NOT going to go away.
- Review how you do your business and deliver value. Discussions of strategy and growth **must** include HR at the start. Do not treat HR as a service provider.
- Restructure recruitment model : design it around building people up based on potential. Productivity does not reach 100% in the first 3 months. It takes 5 to 8 months.
- Redesign work processes to optimize hybrid culture and Generation Z to Generation Alpha.
- Recognize and subsidize micro-credentialling at a personal level. (Either through EPF or Tax Exemption)

IBM

Mr. KC HONG

Strategic Advisor SAP Malaysia



Kok Cheong (KC) Hong is a seasoned leader in the technology industry. He is currently SAP Malaysia's Strategic Advisor and is responsible for supporting key customer engagements, government and public sector relationships, sustainability initiatives and thought leadership at external events.

Prior to that, KC was recently Managing Director of SAP Malaysia from November 2019 to June 2022, where he was responsible for overseeing SAP Malaysia's business strategy development and operations, as well as lead the acceleration of SAP Malaysia's recognition as the Experience Company powered by the Intelligent Enterprise.

KC has more than 25 years' experience in various sales, channels and operations roles across many notable technology companies. He also has 15 solid years of senior management leadership in country and regional capacities. Most recently, he was the Managing Director of global financial services and software provider SS&C Technologies in Malaysia and South Asia. Three years prior to this role, KC was the Country General Manager for the Software Group of IBM Malaysia.

KC Graduated with a Bachelor of Science in Chemical Engineering from the University of Notre Dame in the United States. During weekends, he enjoys playing golf and reading extensively on a wide range of topics.

Meanwhile, SAP is today the world's largest provider of enterprise applications software with a commitment to supporting every customer become a best-run business.

SAP has been in Malaysia for close to three decades and is at the forefront across 25 various industries throughout the world. Its customers generate 87% of total global commerce (\$46 trillion) and include 94% of the world's 500 largest companies.

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**SAP: helping the world run better
and improving people's lives.**

Hong Kok Cheong
Strategic Advisor, SAP Malaysia

30
YEARS

30 YEARS
in MALAYSIA

THE BEST RUN **SAP**

SAP Malaysia Overview



30 years in Malaysia
since Mar 1992

Awarded **MSC status**
in Oct 2007

>50 certified partners
in Malaysia

>1800 certified SAP
consultants in market

>25 industry solutions

92% of Forbes Global
2000 run SAP

>1500 companies in
Malaysia runs SAP

29% of Bursa MY
companies run SAP

Top **5** industries
Energy & Natural
Resources;
Services; Consumer;
Discrete Manufacturing;
Public Sector

The key to SAP's success is our people and HR practices



SAP's HR initiatives

- (1) Pledge to Flex
- (2) Business Women Network (BWN)
- (3) Mental Health Day
- (4) SAP's Innovative Technologies

SAP's nation-building efforts

- (1) Upskilling students with MDEC through *MyUniAlliance*
- (2) The ASEAN Data Science Explorers initiative

Thank you.

Reach out

Hong Kok Cheong
Strategic Advisor, SAP Malaysia
kc.hong@sap.com



MEMBERBYTES



**80% of employees in
Malaysia consider
switching jobs.
Employers must adapt
to stay competitive.**

KC HONG (SAP MALAYSIA)

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