



**HOW TO ATTRACT  
AND  
RETAIN TALENTS  
IN YOUR  
ORGANISATION**

# HOW TO ATTRACT AND RETAIN TALENTS IN YOUR ORGANISATION

6 July 2019

Pan Pacific Hotel, Yangon

Manpower in the workplace is one of the most value resources in Myanmar. As you are aware, hiring right people for the right role can be hard but retaining good talents in your organization can be even harder. VDB Loi, Top HR Solutions and Mercer have come together to bring you this seminar to help you get a grip on the problem. We have invited HR professionals, Legal and Tax Professionals and C level staff to share with you their knowledge and experiences on the matter.

## HIGHLIGHTS

- Ways to properly engage with your employees.
- How can you efficiently craft your EVP?
- What are the factors that will drive away good employees?
- How to avoid labor disputes in the workplace?
- What are the procedures to settle labor disputes?
- What are companies doing to attract and retain talents?

## PROGRAM

TIME	PROGRAMS	SPEAKER
2.00pm - 2.30pm	Registration and coffee	
1. 2.30pm - 2.40pm	Welcome remarks	<b>Ms. Jean Loi</b> <i>Managing Partner, VDB Loi</i>
2. 2.40pm - 3.10pm	Employee engagement and retention: Transforming your employee value proposition (EVP) <i>(in English)</i>	<b>Mr. Akshat Joshi</b> <i>Principal, Mercer Singapore</i>
3. 3.10pm - 3.40pm	Digital HR transformation <i>(in English)</i>	<b>Ms. Anna Chou</b> <i>Manager, VDB Loi</i>
4. 3.40pm - 3.50pm	Coffee break	
5. 3.50pm - 4.20pm	Myanmar Labour Law <i>(in Burmese)</i>	<b>U Myo Win</b> <i>Senior Legal Associate, VDB Loi</i>
6. 4.20pm - 5.00pm	Panel discussion <i>(in Burmese)</i> : <ul style="list-style-type: none"><li>• How to attract and retain talents</li></ul>	<b>Moderator:</b> <b>Daw Maw Maw Tun</b> Founder, Top HR Solutions <b>Panelists:</b> <b>U Zeya Thura Mon</b> <i>Chief Executive Officer, RGK + Z&amp;A Group</i> <b>Daw Phyu Phyu Win</b> <i>CEO, ABC Telecom</i> <b>U Saw Cary Win</b> <i>Chief HR Officer, Mottama Holdings Ltd.</i>
7. 5.00pm	Closing remarks	

## SPEAKERS



**Ms. Jean Loi**  
*Managing Partner*  
*VDB Loi*

Jean is one of the region's most experienced tax and regulatory specialists with more than 12 years of experience in Indochina, Myanmar and Singapore. She has advised on a large number of project transactions and tax disputes in the specialties of structuring, power plant projects and oil & gas. As the managing partner of VDB Loi, Jean has extensive experience with projects related to the market entries of companies in the infrastructure, telecommunications and financial services industries in the region, as well as with supply chains. She lives in Yangon.

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**Mr. Akshat Joshi**  
*Principal*  
*Mercer Singapore*

Akshat is a Principal at Mercer Singapore and specialises in domains such as Shared Services, Process Improvement, HR Transformation, Change Management and Human Capital Analytics. Akshat holds a Master degree in of Business Administration, LBSIM, New Delhi and holds a Bachelor of Information Technology from Hamdard University, New Delhi.

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**Ms. Anna Chou**  
*Manager*  
*VDB Loi*

Shu Yun Chou has more than 6 years experience in IT industry in Taiwan. She has worked as sales and marketing, and project manager for technology research institute, ODM companies, and mass media platform. She is an MA graduate in International Business from the University of Florida and bachelor in Economics from the National Tsing Hua University. She is fluent in Chinese and English.

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**Daw Maw Maw Tun**  
*Founder*  
*Top HR Solutions Co., Ltd*

With in-depth knowledge of HR, recruiting, compensation, payroll and labor relations, Maw Maw is one of the leading HR professionals in Myanmar with 20 years working experiences in both non-profit and private organizations like World Health Organization (WHO), International Organization for Migration (ION) , 5 Network Broadcast Station, etc. Maw Maw founded Top HR Solutions in 2015 and has been established a large number of successful records in providing unique Human Capital strategic, HR Auditing and tactical solutions for small, to mid-sized businesses. Apart from her professional services, Maw Maw is also contributing herself in teaching and knowledge sharing of Myanmar Labor Law, HR Management and Employability Skill to small business owners, middle managers and fresh graduates.

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**U Myo Win**  
*Senior Legal Associate*  
*VDB Loi*

Myo Win is a Myanmar qualified higher grade pleader, legally trained in Myanmar and in France, where he completed master degrees in international and human rights law. As a litigator, he represents our clients in Myanmar courts on a wide range of commercial and criminal disputes.

## PANELISTS



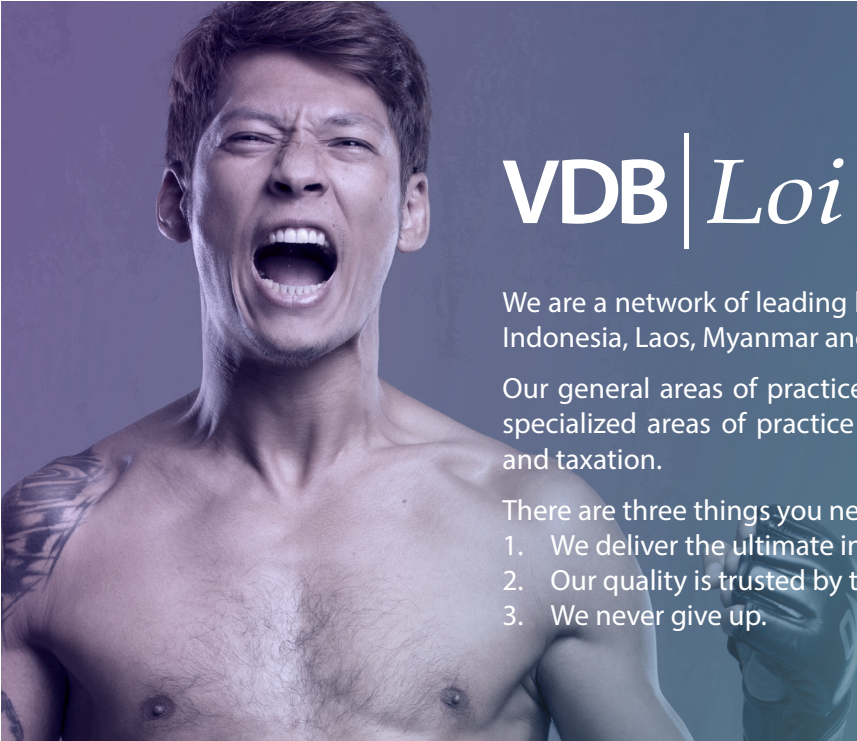
**U Zeya Thura Mon**  
*Chief Executive Officer*  
*RGK + Z&A Group*



**Daw Phyu Phyu Win**  
*CEO*  
*ABC Telecom*



**U Saw Cary Win**  
*Chief HR Officer*  
*Mottama Holdings Ltd.*



# VDB | Loi

We are a network of leading law and tax advisory firms with offices in Cambodia, Indonesia, Laos, Myanmar and Vietnam.

Our general areas of practice are corporate, finance and disputes. Our principal specialized areas of practice are energy and infrastructure, real estate, telecom and taxation.

There are three things you need to know about our approach:

1. We deliver the ultimate in ground connectivity.
2. Our quality is trusted by the most discerning.
3. We never give up.



At Mercer, we make a difference in the lives of more than 115 million people every day by advancing their health, wealth and careers. We're in the business of creating more secure and rewarding futures for our clients and their employees — whether we're designing affordable health plans, assuring income for retirement, or aligning workers with workforce needs. Using analysis and insights as catalysts for change, we anticipate and understand the individual impact of business decisions, now and in the future. We see people's current and future needs through a lens of innovation, and our holistic view, specialized expertise, and deep analytical rigor underpin each and every idea and solution we offer. For more than 80 years, we've turned our insights into actions, enabling people around the globe to live, work, and retire well. At Mercer, we say *we Make Tomorrow, Today.*



## TOP HR SOLUTIONS

TOP HR Solutions is a unique and flourishing Human Resource Consultancy which specializes in providing HR Auditing, Organizational Development, Payroll Management, L & D Outsourcing Service and Recruitment services to industry specific back-office and front-office processes. Top HR Solutions is seasoned and talented team of HR experts & Labour Law Experts. We at Top HR Solutions believe in ensuring a valuable service quality. Through our affirmative approach and practices we have been able to add value propositions in our services. Our office is located in downtown Yangon and we are serving both local and multinational business organizations in Myanmar.