

**Re: Invitation to our Star Speaker Series**

You are cordially invited to attend a talk on “**Retooling Talent: How can Training “SPUR” Organisations on to Its Desired Future?**” on **Thursday, 4<sup>th</sup> June, 2009 at 5:00 p.m.** at the Singapore Polytechnic. This event is hosted by the Centre for Enterprise & Executive Development And Research (CEEDAR), School of Business, Singapore Polytechnic. Admission is free of charge and by invitation only.

The talk will be given by **Mr Patrick O. Brien**, Managing Director, The Amanuenses Network Pte Ltd. The Amanuenses Network provides soft skills training in Team Productivity and Personal Effectiveness. Amanuenses also provide access to Training under the “Skills Program for Upgrading & Resilience” (SPUR) Scheme, so that companies can build foundational business skills for future growth.

Patrick has had a rich and varied career that has ranged through Government, Technology, Manufacturing, Finance, Aviation, Services & currently, Training. He has risen the ranks from individual contributor up to GM, COO & CEO, in start-ups as well as turnaround situations. Patrick has lived in five different countries with extensive experience in Asia.

**Synopsis of the Talk**

Employee Attraction & Retention are perennial issues for HR management and since the mid 2000s, those challenges are intensified. Securing the resources to help drive the company forward became an increasing challenge of Strategic importance between 2005 to early 2008. With many mega projects on globally, organisational growth was at risk of being held back where an abundance of skilled resources could not be secured. The “Battle for Talent” had begun.

The picture today is clearly different -- the Strategic challenge has changed from securing access to People, to securing access to Finance. Today’s HR headache revolves around too many people holding the wrong skills for the future growth of the company.

So what is the CEO to do? The Strategic options of Redeploy, Retrench, Retain & Re-Tool are clear. This talk zooms in on “Retain & Re-Tool” options, to look at Training Strategically through the lens of Business. It will drill down to consider funding options and skills pathways available under the SPUR scheme.

It will also look at Training options not just in the narrow sense of cost savings, but in the broader refrain as Business investments. It will balance the need to focus on day-to-day management of issues, as well as, the need to develop those skills & competences required for the longer term growth of the Business.

**Topics to be covered:**

- What do we mean by “Talent”
- What role do Staff play in these times?
- What contributions are Governments making?
- How can Organisations balance the need to focus on day-to-day issues with the need to develop skills and competencies required for longer term success?

**Agenda will be as follows:**

- 5:00 p.m. Arrival of guests & light refreshments
- 5:45 p.m. Talk by Mr Patrick O. Brien
- 7:00 p.m. End of Program

The venue will be the Singapore Polytechnic's Tulip Room at the Staff Centre. Admission to this event is **by invitation and free of charge**. Please RSVP Riza @ Tel : **6870-7006** or email: [rizalia@sp.edu.sg](mailto:rizalia@sp.edu.sg) or [cedar@sp.edu.sg](mailto:cedar@sp.edu.sg) **by Thursday, 28<sup>th</sup> May, 2009**.

**How to get to venue:**

Enter Singapore Polytechnic from Dover Road, Gate No. 3, Sports Stadium is on the left, Staff Centre is on the right. Enter restaurant at Staff Centre and the Tulip Room is immediately on the left. Parking is free of charge.

We hope to see you at the event.

Sincerely yours

Dora Ho

Manager, CEEDAR

School of Business

Singapore Polytechnic