

MERCER



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2007 Financial Services Industry HR Conference

Play to your strengths

Date: 16-17 November 2007

Venue: Sheraton Hotel Sanya, Hainan, China



Topics

The steady growth of China's financial services market coupled with both a shortage of financial professionals and high turnover rates elevates the importance of human resource issues in the financial services industry. How should enterprises deploy their strengths in HR management to gain competitive advantage and sustainable development? Such issues are the highest priority for executives and HR managers in the this industry.

The 2007 Financial Services Industry HR Conference is Mercer's first annual event dedicated to the unique HR challenges in this growing business segment. The conference will bring together senior executives and HR managers from financial services along with industry leaders and Mercer's HR experts to discuss hot issues and key HR challenges and opportunities in the industry. We are very pleased to be able to share with you the successful experiences from top-ranking financial services enterprises.

The conference also aims to address the next stage of industry development required as growth is accelerated to achieve greater success in this critical market. There will also be the added benefit of meeting fellow delegates and exchanging ideas and views in an open and innovative environment.

Topics to be covered:

- Executive rewards and share incentives
- M&A in financial services industry
- Establishing an effective leadership development model
- Attraction & retention in the Financial Services Industry
- Employment branding

Agenda

Nov.16 (Friday)

Topic	Speaker
■ Opening Speech	Guo Xin CEO of Asia, Mercer
■ Trends and Challenges in HR Management in Global FSI Industry	Mercer Global Partner
■ China's Financial Market	Wu Xiaoling Vice President of PBC (TBC)
■ China's Banking Industry. Status Quo, Prospect and Supervisory Task	Li Fuan Officer, CBRC
■ Trends and Challenges in HR Management in China's FSI Industry	Alan Zhang Director of IPS, Greater China, Mercer
■ Reforms in the Organizational Model of Financial Institutions	Klaus Lucke Oliver Wyman
■ HR Management Strategy in Multinational Financial Services Company	Mangaret Zheng HR Director, HSBC
■ Executive Rewards and Share Incentive in Financial Services Company	Zheng Wei Director of Executive Remuneration for Asia
■ C&B Plan and Enterprise Pension Analysis	Stan Feng Director of Pension and Employee Benefits Business, North China, Mercer
■ Establish Effective Leadership Development Model	Mel Sun Director of Mercer College, Greater China, Mercer
■ Transformation of HR Management Function	Cindy Yi Senior Consultant, Leader in HRE Business, Mercer



Agenda

Nov.17 (Saturday)

Topic	Speaker
Session 1: Bank	
■ M&A in Banking Industry <ul style="list-style-type: none">■ Key points to evaluate an M&A case■ Differences between Foreign and Chinese Banks in HR Integration after Merger■ How to face the HR Challenges in the globalization of Chinese Banking Industry	Bruce Wang Chief Consultant, Director of M&A Business, China, Mercer
■ Case Study & Panel Discussion	
Session 2: Security / Fund	
■ Talent Attraction & Retention in Financial Services Industry <ul style="list-style-type: none">■ Understand Turnover in the context of global competition for talent■ Mercer's Framework for Attraction and Retention■ Approaches to Address Turnover	Jack Lim Director of HCAS, Greater China, Mercer
■ Case Study & Panel Discussion	
Session 3: Insurance	
■ Employment Branding <ul style="list-style-type: none">■ The Business Imperative in China■ Overview of Employment Branding■ Employment Branding Process■ Critical Success Factors	Li Yong Director of Organizational Transformation Greater China, Mercer
■ Change Management	Zhang Lianqing Vice General Manager of HR, Xin Hua Life Insurance
■ Case Study & Panel Discussion	



Speakers



Dr. Alan Zhang

Director of Information Product Solutions, Greater China, Mercer

Dr. Alan Zhang leads Mercer's Information Product Solutions business in Greater China, providing HR management information to over 3,000 enterprises annually. Dr. Zhang has profound experience in HR Strategy, organization structure design, compensation strategy and performance system.

Dr. Zhang received a joint PhD in cognitive psychology from Beijing Normal University and the University of Illinois at Urbana-Champaign.



Dr. Bruce Wang

Chief Consultant, Director of M&A Practice, Greater China, Mercer

Dr. Bruce Wang has extensive expertise in many areas - in research as well as in consulting, in labor economics and human resources management.

Dr. Wang has had ten years of consulting experience with Mercer HR Consulting, one year as a consult to the World Bank, and two years as an advanced analyst with National Economic Research Associates (NERA).

Dr. Wang has a PhD in economics from Northern Western University (USA).



Jack Lim

Director of HCAS, Greater China, Mercer

Jack Lim has more than seven years' working experience with multi-national consulting firms in China and New Zealand including HayGroup Ltd., Business Alliance and Associates. He has led many HR consulting projects for large SOEs and MNCs like CPIC, ZhaoShang Securities, GuangDa Securities, and Boshi Fund Management etc.

Jack Lim received a master's degree in engineering from China and a MBA degree from New Zealand.

Speakers



Dr. Wei Zheng
Director of Executive Remuneration for Asia

Wei is an economist with specialization in human capital strategy, performance measures, executive compensation, and financial analysis.

Wei has made significant contributions to the development of Mercer's capability to quantify the economic effects of human resources management.

Wei received BA from Peking University and his doctorate in economics from New York University. He is a member of the American Economic Association, the National Association of Business Economists, and the Association of Investment Management and Research. Wei is a CFA (Chartered Financial Analyst).



Li Yong
Director of Communication and Organization
Development business, China, Mercer

Li Yong leads his team to provide communication, change management, leadership development and organization development services to clients in China.

Before joining Mercer, he has worked for WW, Aviva-COFCO Life Insurance, Motorola and Deloitte; his clients include BP, Honeywell, Generali China Insurance and Hua Xia Bank. Mr. Li has a MA in cognitive development and a BA in psychology from Beijing Normal University.



Mel Sun
Director of Mercer College, Greater China, Mercer

Mel is responsible for human resources management training and leadership development business in the region.

Prior to joining Mercer, Mel has worked for Eli Lilly Asia and CEIBS for years. His clients include CNOOC-Shell, DSM, Emerson, Kodak, Eli Lilly, Temasek, and Volkswagen.

Mel obtained his MBA degree from CEIBS in 2001. Mel's Bachelor degree was in international economics from Beijing Second Foreign Language University in 1993.

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Registration



Date:

16-17 November 2007

Venue:

Shraton Hotel ,
Sanya,Haina,China

Host:

Mercer

Participants:

Executive/HRD/HRM from
the financial services
industry in China

Fees RMB4800/person

Early bird discount: 10% discount for enrollment before 15 October.
with an extra 10% discount for the second person from the same
company.

- The price includes accommodation expenses on 15 and 16 November as well as dining (breakfast, lunch and dinner) expenses during the meeting, but excludes any potential taxes or commuting expenses (airport greeting, sightseeing, etc).
- Your place will only be confirmed if your registration fees are received 5 working days before the meeting. Please fix the credit advice to 021-63616533. We will provide invoice of Yuan TU PR Company, which is the undertaker of this Summit.
- We will reserve your seat when we successfully receive your payment. If you want to cancel your registration, please provide us a written notice 5 working days before the meeting. Otherwise, you will be charged as a participant.
- Mercer reserves the right to modify the arrangement for the meeting.

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Please fill in the form and reply to elaine.zhou@mercer.com
For more information, please call
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or write to Elaine.zhou@mercer.com

Company name _____

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Delegate's name _____

Mobile (required) _____

E-mail _____

Tel _____ Fax _____

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United States

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