

Program

ITT Human Capital Days for Brainport International Community

Shanghai, 18 and 19 May 2010

Location:

Philips Research Asia-Shanghai
Philips Innovation Campus Shanghai No. 1 Building
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Hosted by Brainport International Community (BIC)

Day 1: Expert seminar on HR in China

Tuesday, 18 May 2010

- 8:00 – 8:30** **Registration & Coffee / walking breakfast**
- 8:30 – 8:45** **Welcome & Opening of the Human Capital Days**
W.B.H.J. (Wim) van de Donk, Queen's Commissioner of Province of Brabant
R. (Rob) van Gijzel, Mayor Municipality of Eindhoven
- 8:45 – 10:30** **Interactive discussion on attracting & retaining Chinese knowledge workers for the Brainport region**
Moderator: Esther Schmal, Program Manager Brainport International Community
Provocative propositions to challenge the 30 people audience (Chinese knowledge workers, employers, facilitators and Dutch governments) on how to improve attracting and retaining technical top talent for Southeast of the Netherlands.

[The Queen's Commissioner and Brabant delegates leave at 10.30 am]
- 10:30 – 11:15** **Do's and Don'ts in recruitment & selection of Chinese professionals from a Dutch perspective**
Rina Joosten-Rabou, Managing Director Europe International Top Talent
Practical insights, tips & tricks with regard to questions as: Where do you start when you want to recruit Chinese talent? How do you recognize talent among the millions of students graduating from university each year? In what way does the recruitment process in China differ from the Dutch approach?
- 11:15 – 12:00** **Expert reading on the 'War on Talent' and opportunities & threats China offers**
To be confirmed
A national approach on talent management is not sufficient anymore. Other countries offer new talent opportunities. Why should we look at China for talent? What can we learn from China's innovative knowledge developments?
- 12:00 – 13:00** **Chinese lunch**
- 13:00 – 14:30** **Winning the War on Talent in China**
Dan ZHU, Managing Partner of Shanghai Rainbow Consulting and VP China HR Forum, European Union Chamber of Commerce in China
Insights and advice on how to improve selection and retention from a Chinese HR-expert with experience as a student and employee in the Netherlands. Focus: Chinese talent profiles, how Chinese are trained and cultural differences between Chinese and European talent.
- 14:30 – 15:00** **Break with Chinese tea**
- 15:00 – 15:30** **Practicalities in hiring knowledge migrants in the Netherlands**
Joost Eijkens, director Cardan
Promotion of services Cardan.
- 15:30 – 16:30** **Visions on future technology developments and impact on talent in China**
Chaodong XIAO (Akzo Nobel), Long HUANG (DSM) and Mark Greeven (Rotterdam School of Management)
Chinese and Dutch experts share their ideas on technical innovations and how this will influence a new generation of talent.
- 16:30 – 17:00** **Wrap up Day 1 – Seminar**
International Top Talent
Summary of the highlights of the day.
- 18:00** **VIP Dinner for the recruiters and representatives of Chinese universities**

Day 2: Meet & Greet

Wednesday, 19 May 2010

- 9:00 – 9:30** **Registration and coffee**
- 9:30 – 9:35** **Welcome**
Esther Schmal, Program Manager, Brainport International Community
- 9:35 – 10:00** **Elevator pitches of Chinese top talent**
Rosalie Greven, Managing Director Asia, International Top Talent
Fifteen pre-selected Chinese top talents will present themselves in an energetic elevator pitch to the Dutch recruiters
- 10:00 - 11:30** **Unique selling points of the Brainport region (Southeast of the Netherlands)**
There are many reasons why the Southeast of the Netherlands should be considered as talent region for Chinese knowledge workers.
- Introduction to Brainport Talent Region and practical information on how to settle in
Esther Schmal, Brainport International Community
 - Introduction to the university system in the Netherlands and opportunities for Chinese master & PhD students
Jacques Joosten, Dutch Polymer Institute/DSM
 - Presentation of employers and job opportunities
ASML, DPI, DOW Chemical
- 11:30 – 11:45** **Break**
- 11:45 – 12:00** **Personal story of a Chinese knowledge worker in the Netherlands**
Huanhuan FENG, Dutch Polymer Institute, Wageningen University
- 12:00 - 13:00** **Lunch – ‘Changez les tables’**
Participating employers sit together with Chinese talents for lunch. Each 20 minutes participants will change table to meet new applicants.
- 13:00 - 14:30** **Individual Interviews with Chinese Professionals**
Meet and greet with pre-selected Chinese professionals individually.
- 14:30 - 15:30** **Group Assignment**
Interactive group assignment to assess behavioral competences.
- 15:30 - 17:00** **Individual Interviews with Chinese Professionals – Continued**
Meet and greet with pre-selected Chinese professionals individually.
- 17:00 - 17:30** **Closing remarks & Network Drink**
- 19:00 – 21:00** **Closing Dinner in town**

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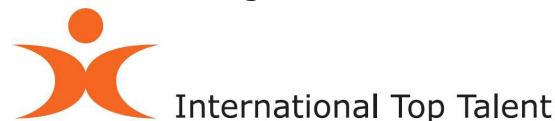
Host and co-organizer:



Participants:



Organizer:



Contact:

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