



2020 Great Place to Work® Greater China Conference 卓越职场®大中华区年度峰会

December 3rd 3:00 pm

携手同心 Better Together™



CEO Message

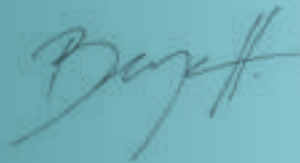
Better Together we are, and we will thrive better together. While there is always a future, the future now poses more uncertainty than before. We'll need more resilience, more innovation, more diversity and for all these, we will need more Trust. Among many learnings and gains from this year's challenges, we came to understand that Trust is playing a critical role in organizational cultures. Trust is the silver lining that fuels the strategic goals through more meaningful relationships with all the stakeholders in the organization.

The so-called new normal is bringing lots of new conditions and circumstances, some of which will stay for good. Human capital strategies are more strategic than ever due to the effects of leadership shifting in a rather short time, the increased reliance on technology and sustainable solutions and the increasing convergence of our work and personal lives, which has resulted in a growth in demand for wellness solutions.

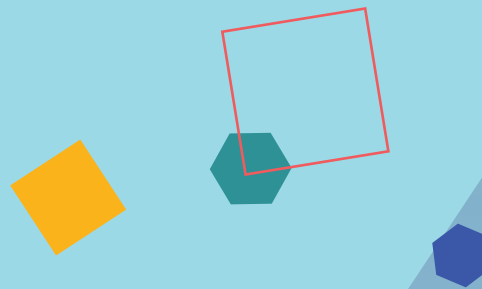
All of which brings us back to the starting point of the benefit of putting together minds and hearts to contribute, of supporting and motivating those who need it, and of walking together and keeping the forward momentum by building better workplaces.

We definitely had a special year and for those that showed outstanding performance sustaining an amazing work experience, we celebrate you and will follow up to keep learning how you overcame all these challenges, because I strongly believe, we can be even better together!

My best wishes to all!



Mr. Jose Bezanilla
Chief Executive Officer
Great Place to Work® Greater China



前言

携手同心，共创辉煌。虽然我们一直坚信明天会更好，但今年比以前有更多的不确定性。我们需要更多的替代，创新精神，和灵活多变性，为达到这个目标，我们彼此需要更多的信任。在这充满挑战的一年，我们收获宝贵的经验和教训，更深刻地领悟到信任在企业文化中扮演著怎样的角色的角色。我们发现，与公司的所有人建立更完善和积极的关系，能巩固信任，并推进战略目标向前。

所谓的“新常态”带来了许多新情况新态势，其中一些将会在企业中生根发芽，永续存在。这时候人力资本战略比以往任何时候都具有战略意义，这是基于领导层在短时间的变动而因时制宜。而对技术和可持续解决方案的日渐依赖，以及我们工作和生活之间的界限的增量模糊，从而导致对员工生命健康解决方案需求的增长。

所有这些这些都导致我们回到了初心，那就是集思广益，奉献真心，支持和激励那些需要帮助的人，大家团结一致，通过建造更卓越的职场保持大踏步向前的势头。

毫无疑问，我们的确度过了特别的一年，我们想对那些在困难中，仍坚持为员工打造卓越职场的人说声，恭喜！我们也希望您能分享您克服挑战的决胜之道，因为我们坚信，大家携手同心，明天会更美好！

谨向各位代表致以最诚挚的祝福！

José Carlos Bezanilla 先生
卓越职场®大中华区首席执行官

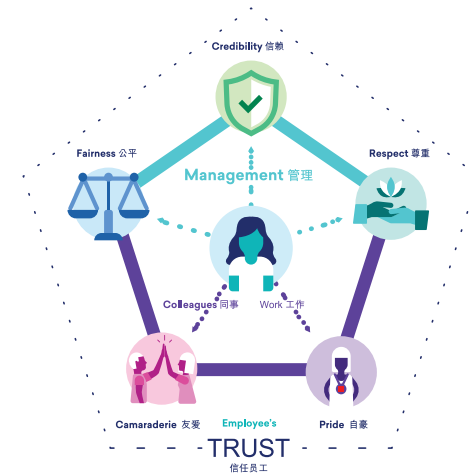
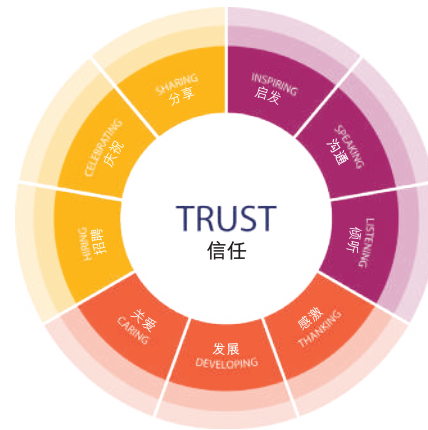


The Global Authority on Workplace Culture

全球职场文化的权威机构

Great Place to Work® makes it easy to survey your employees, uncover actionable insights and get recognized for your great company culture.

卓越职场®使您可以轻松地进行员工调研，发掘切实可行的见解并获得认可为优秀的职场。



Introduction 背景

This year Great Place to Work®, the global authority on workplace culture, will be hosting the Great Place to Work® Greater China Conference & Best Workplaces in Greater China™ Awards Ceremony 2020 virtually. The event will be inviting eminent guests such as representatives of local enterprises and foreign CEOs to share and discuss best workplace practices and the current challenges in the market.

COVID-19 has brought with it sweeping changes to our workplaces, lives and is resulting in a global movement of adopting today's hybrid workplaces. Therefore, our conference: Better Together, will address and re-define the definition of the workplace and discuss the impact of the changes that this year has brought to our lives. Practical examples and experiences will be shared on how we can work better, create a positive employee experience and together cultivate a truly great future workplace.

Join us on 3 December, 2020 for the conference of the above-mentioned topics with senior HR leaders and to unveil the Best Workplaces in Greater China™ 2020 list.

本年度，职场文化的全球权威机构卓越职场®将于网上举办卓越职场®大中华区年度峰会暨2020年大中华区最佳职场®颁奖典礼。峰会邀请来自不同知名企业的嘉宾，包括本地企业的代表和外地的首席执行官，分享和剖析最佳职场实践以及当前市场所面临的挑战。新冠肺炎（COVID-19）彻底地改变了职场和我们的生活，也让全球各地的职场渐渐适应全新的混合办公模式。因此，我们的峰会「携手同心」将讨论并重新演绎职场的新定义，同时，也会探讨这一年间为我们的生活所带来的变化和影响。我们将分享实践个案和经验，阐释如何建立良好的工作环境，并创造积极正面的员工体验，携手打造未来最优秀的职场。

我们诚邀您出席2020年12月3日的颁奖典礼，与一众人力资源领导者就上述主题进行探讨，并见证2020年大中华区最佳职场™榜单的发布。





Secure networking at home, a trusted workspace at the office.



思科成就无尽可能

Find out how >



帮助全球社区、客户和合作伙伴有效利用虚拟环境开展业务。 我们的产品/服务可帮助您安全可靠地保持连接



远程员工保护

让您的员工能够在家办公，安全地连接企业网络并与同事保持联系。



关键业务运营

在关键业务运营服务中运用我们丰富的解决方案，提高生产力和可靠性。



安全医疗

安全地解决对在线医疗以及临时医院和诊所激增的需求。



安全教育

利用简单、安全、可靠的平台部署虚拟教育解决方案，实现远程教学和管理。



思科领先产品



思科成就无尽可能



Agenda 日程

Conference 峰会 Time 时间：15:00-17:45

Event Starts 活动开始

Welcome & Opening Remarks 欢迎致辞

Welcome Speech by Great Place to Work® Greater China CEO
卓越职场®大中华区首席执行官致辞

1st Keynote Speech - 第一主题演讲
Staying stronger together through one mission
- 同心协力，其利断金

BREAK (休息)

Panel Discussion 圆桌讨论
Workplace Culture Matters
企业文化见真章

BREAK (休息)

2nd Keynote Speech 第二主题演讲
~ Crisis Leadership 危机领导力

Closing remarks 闭幕致辞

The image features a night-time aerial view of a city, likely Hong Kong, with its lights reflecting on the water. Overlaid on the cityscape is a network diagram consisting of white glowing arcs and nodes, symbolizing 5G connectivity. The Cadence logo is positioned in the top left corner.

cadence®

5G Communications

Proven IP and design tools to speed
challenging 5G designs

1st Keynote Speech 1st 主题演讲

Staying stronger together through one mission 同心协力·其利断金



演讲嘉宾 Keynote speaker

康永瀚 先生

史赛克亚太区总裁

康永瀚现任史赛克亚太区总裁。2016年，康永瀚加入史赛克担任关节置换业务英国区总经理，负责销售与市场等多领域；后晋升为该业务欧洲区董事总经理。

在加入史赛克之前，康永瀚在雅培工作了9年，负责包括大中华区在内的多个区域。在此之前，他还在阿斯利康担任销售职位。

康永瀚持有伯明翰大学生物学学士学位,以及曼彻斯特大学神经研究学硕士学位。

Mr. John Collings

President, Asia Pacific, Stryker

John Collings is President, Asia Pacific, for Stryker with responsibility for all divisions within the region. In 2016, he started at Stryker in its Joint Replacement division where he served in various sales and marketing leadership roles, first as General Manager of the United Kingdom and then progressing to Vice President and General Manager of Europe.

Prior to Stryker, Mr. Collings spent nine years at Abbott with responsibility for various markets including Greater China. Mr. Collings also held sales positions at AstraZeneca.

Mr. Collings holds a Bachelor of Biology from the University of Birmingham and a Master of Research in Neuroscience from The University of Manchester.



Interviewer 主持人



白合赛 先生

卓越职场®大中华区首席执行官

白合赛先生，卓越职场®大中华区首席执行官，他曾担任墨西哥西北地区卓越职场®的董事长达五年。在加入卓越职场®之前，他曾经领导了各种管理职务包括：

- 展咨询和领导（管理）领域工作超过18年。
- 合夥人，并担任Xenera组织发展部和业务发展总监。
- 担任Banamex西北分部市场营销副总裁十年；分析市场，以及全国银行的服务质量计划。

Jose他拥有多种认证：Capta Organizational Development和Directo Consultants。他还获得美国迈阿密的Human Perspectives International和Inscope Publishing的组织人员分析工具DiSC的管理认证。他参与过Cohen Brown的杰出领导力销售和主动银行业务关系认证。

他是各个商会和商业组织的董事会成员，也参与发展青年领袖培训专案。他曾担任香港墨西哥商会会长。

Mr. Jose Carlos Bezanilla

CEO, Great Place to Work®

Greater China

Jose Carlos Bezanilla, CEO, Great Place to Work®, Greater China. He previously worked as the Director of the Northwest Region Great Place to Work® Mexico for five years. Prior to Great Place to Work® he took up a various management positions including:

- Area of Organisational Development Consulting and Leadership (Management) for over 18 years.
- Partner and Director of Business Development at Xenera Organisational Development.
- Subdirector for Marketing at Banamex's Northwest Division for 10 years for the bank nationwide.

Jose is certified as a facilitator from Capta Organisational Development and Directo Consultants. He is also certified for the management of organisational staff profiling tool DiSC, from Human Perspectives International and Inscope Publishing, in Miami, USA. He participated in the certification of Cohen Brown, in Outstanding Leadership for Sales and Proactive Banking Relations.

He has been a board member in various chambers and business organisations and participated in the project of training for youth leaders & development. He was the President of the Mexican Chamber of Commerce in HK.



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Panel Discussion 圆桌讨论

Workplace Culture Matters 企业文化见真章



演讲嘉宾 Panelist

Mr. Andy Bentote

区域董事总经理

Andy Bentote 先生现任 PageGroup 区域董事总经理，总管大区的所有业务，管辖区域涵盖上海、北京、深圳、广州、苏州、成都、香港和台湾的办事处。

自 1994 年加入 PageGroup 起，Andy 带领各地区持续刷新业务记录；并致力于建立充满活力的、多元的、本土领导团队，积极推进高质量的客户服务，全力支持员工的个人发展。

在大中华区和英国地区，Andy 已拥有超过 25 年的招聘咨询经验。

Mr. Andy Bentote

Regional Managing Director
PageGroup Greater China

Andy Bentote, Regional Managing Director, PageGroup Greater China, in charge of PageGroup's Greater China region and is responsible for all operations, covering offices Shanghai, Beijing, Shenzhen, Guangzhou, Suzhou, Chengdu, Hong Kong and Taiwan.

Since he joined PageGroup in 1994, Andy has led various regions to significant growth and is committed to building a dynamic, diverse, local leadership team, actively promoting the highest levels of customer service and passionately supporting the personal development of his team.

Andy has more than 25 years of experience working in recruitment in Greater China and UK.



Panel Discussion 圆桌讨论



演讲嘉宾 Panelist

黄志明 先生

思科 大中华区首席执行官

黄志明先生现任思科全球副总裁、大中华区首席执行官，负责大中华区的业务发展、战略规划和运营。

黄志明先生于2005年加入思科，先后在大中华区商业、企业、电信运营商、分销和服务销售部门担任过销售管理、业务开发和战略/运营职务，并在思科中国战略的发展演进过程中发挥了重要作用。

在加入思科之前，黄志明先生曾任职于NCR、IBM和微软的中国内地和香港地区公司，负责销售及销售管理工作。他拥有加拿大西安大略大学毅伟商学院工商管理硕士学位。

Mr. Ming Wong

CEO, Cisco Greater China

Ming Wong has been appointed as the CEO of Greater China. In this role, he is responsible for leading the development of Cisco's business, strategic planning and operations across the region.

Having joined Cisco in 2005, Ming has held several management roles across Commercial, Service Provider, distribution, and others, and has been a critical contributor to the evolution of Cisco's China strategy. In his most recent role as Managing Director of Enterprise, he was responsible for the largest customers in the Financial Services, Manufacturing, Energy and Transportation sectors in China. Prior to that, Ming was the Chief Operating Officer for Greater China, responsible for business strategy, sales operations and services.

Before joining Cisco, Ming held numerous management positions at NCR, IBM and Microsoft in Mainland China and Hong Kong. He holds a Master of Business Administration (MBA) degree from the Richard Ivey School of Business, University of Western Ontario, Canada.



Panel Discussion 圆桌讨论



演讲嘉宾 Panelist

张源 先生

Canva中国区首席执行官

张源先生于2017年加入Canva，担任中国区首席执行官。在加入Canva之前，他曾担任：LinkedIn（领英）亚太及中国用户市场和产品运营负责人，且曾是其创始成员；苹果零售项目经理；贝恩中国资深顾问等重要职位。他拥有沃顿商学院工商管理硕士学位。

张源先生是具有乐观精神和对一切事物开放思维的领导者。他善于表达，对主张的事情有很强的说服力；擅长围绕目标，激发团队的创造力。对产品有情怀，热爱钻研产品，同时也是Canva的首席产品经理。

Mr. Robin Zhang

Canva CEO China

Robin Zhang joined Canva in 2017 as the CEO of China. Before joining Canva, he served as the Head of Consumer & Product Marketing, APAC & China, and was its founding member. He held other leading roles prior to Canva, such as Apple retail project manager; Bain China senior consultant and other important positions. He holds an MBA from the Wharton School of Business.

Robin is an open-minded leader with an optimistic spirit. A talented speaker and has a strong persuasive power on what he advocates; a goal achiever and a creative leader that drives and lead the creativity team. He's passionate about products, loves to study products, and also leading a role as the Chief Product Manager of Canva.



Panel Discussion 圆桌讨论



演讲嘉宾 Panelist

陈家麟先生

高级副总裁及益普生中国总经理

陈家麟先生高级副总裁及益普生中国总经理，领导益普生中国，不断推动多元健康产品事业部和专科产品事业部的战略增长，并通过扩大组织和激发活力带领企业取得成功，以支持专科领域新产品卓越上市以及零售、分销的关键业务模式战略变革。特别专注于多元健康产品零售和分销渠道的推动，同时加强政府政策制度的深度解析及对注册监管和市场准入等方面的高度关注。

Alan先后就职于施贵宝香港、礼来、罗氏等多家知名药企，在业务销售和人力资源部门担任要职，并持有六西格玛黑带认证。在极具挑战性的环境中，以高标准职业道德推动企业战略转变和实施。

Alan拥有香港大学生物技术学士学位和南十字大学（澳大利亚）工商管理硕士学位。

Mr. Alan Chen

Senior Vice-President,
General Manager of IPSEN China.

Alan Chen, Senior Vice-President, General Manager of IPSEN China. Alan started his career since 1996 with various well-known pharmaceutical companies e.g. Bristol-Myers Squibb HK, Eli-Lilly, Roche etc. Alan is a certified Six Sigma black belt.

He gained substantial experience in his careers, delivered excellent results in sales and marketing, build high-performing teams, drove transformation and implementation of corporate strategies in compliance with high standards of professional ethics in a highly challenging environment.

Alan holds a B.S in Biotechnology from the University of Hong-Kong, and a MBA from the Southern Cross University (Australia).



Panel Discussion 圆桌讨论



主持人 Moderator

佟欣时 女士

卓越职场®大中华区首席营运官

佟欣时女士，卓越职场®大中华区首席营运官，INSEAD *环球MBA /工商管理硕士
在加入卓越职场®之前她曾经领导了各种管理职务包括：

- 丽笙酒店集团亚太区中国人力资源总监；
- 奢侈品零售/时尚品牌Imaginex俊思集团的中国区集团人力资源总监；
- 参与了8个旗舰项目，擅长首次进入市场的新品牌打造。凯悦酒店集团的数个人力资源/培训职位。

擅长

支持行政领导人还有项目投资，针对业务发展中长期目标设计人才战略，包括全球战略的落地方案；雇主品牌重塑，组织发展和公司文化建构；人才管理和培训发展，如领导力培养，高阶接班人发展规划等；项目管理，设计解决方案和实施应用；员工关系以及具战略意义的薪酬与奖励设计。

Ms. Alicia Tung

COO, Great Place to Work®
Greater China

Alicia Tung, COO, Great Place to Work®, Greater China, a Global Executive MBA of INSEAD. Prior to Great Place to Work®, she took up variety of management positions in the markets including:-

- Director, Human Resources, Asia Pacific for Radisson Hotel Group.
- Group HR Director, China for luxury retail/ fashion brand management companyImagineX.
- Varies of HR /Training leadership positions in Hyatt Hotel Corporation.

Specialized

Leadership Development, Talent Development & Mobilization, Culture & Organization, High Level Strategy Meetings, and HR Projects. An expertise to implement HR solution and improve services.



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2nd Keynote Speech 2nd主题演讲

Crisis Leadership 危机领导力



演讲嘉宾 Keynote speaker

陶琳 女士

西门子医疗亚太区总裁

陶琳女士西门子医疗亚太区总裁, 自2013年以来一直负责西门子医疗集团亚太地区的业务, 最初总部设在新加坡, 并于2018年初搬至中国上海。陶琳曾在维也纳、南京和北京攻读汉语言文学和经济学, 并拥有双硕士学位。她于1988年加入西门子, 曾就职于多个国际管理岗位工作, 从采购到战略、营销、制造和业务部门CEO, 在德国和中国上海都有工作经历。陶琳女士坚信, 医疗的创新并不仅仅关乎于新科技的兴起, 更是商业模式的更新换代, 同时数字化,人工智能也起著关键制胜的作用。

Ms. Elisabeth Staudinger

President Asia Pacific of Siemens Healthineers

Elisabeth Staudinger, President Asia Pacific of Siemens Healthineers. Elisabeth leads the business for Siemens Healthineers in Asia Pacific since 2013, first being based in Singapore and since early 2018 in Shanghai, China. Elisabeth studied Chinese and economics in Vienna, Nanjing, and Beijing and holds master's degrees in both subjects. Elisabeth joined Siemens in 1988 and has worked in international management roles spanning from procurement to strategy, marketing, manufacturing, and business unit CEO, spending time both in Germany as well as Shanghai, China. Elisabeth is passionate about innovation. To enable access to healthcare it will not only take smart new technologies but also new business models. In addition, digitization and artificial intelligence may have a fascinating role to play.





携手同行 共创未来

我们是庄臣，一家致力于让世界更加美好的家族企业。
我们的产品旨在改善人们的生活。

GO FURTHER WITH OUR FAMILY™

Sponsors 赞助机构

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The Organizer 关于主办方

**Great
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Great Place to Work is the global authority on high-trust, high-performance workplace cultures that provides executive advisory and culture consulting services to businesses, non-profits, and government agencies in more than 60 countries across five continents. Through proprietary assessment tools, benchmarks and certification programs, Great Place to Work provides the expertise needed to create, sustain, and recognise outstanding workplace cultures. The Institute works with media throughout the world to select lists of Best Workplaces. In Greater China, we partner with Bloomberg Businessweek/China and Classified Post to publish the 'Best Workplaces™' list. In the US, we work with Fortune Magazine to publish the '100 Best Companies to Work For®' list.

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