



# Retaining & Developing Talents in the Engineering Industry - Featuring Effective Strategies – 3<sup>RD</sup> Run

## Introduction

Organizations have all along realized that retaining and developing talent is critical for business sustainability. This workshop will show you how some local SMEs had managed to implement it successfully. This workshop also covers the topic on How To Be An Effective Boss. This will provide Engineers interesting insights on how to manage your workforce and how your workforce thinks.

## Objectives:

- Identify your Business Needs
- How to Introduce, Develop and Retain your Engineering Talents
- Understand Your Workforce
- How To Be An Effective Boss in an Engineering & Technology Firm

## Target Audience:

Engineering Business Owners, Engineering Managers, Engineers interested in retaining and developing talents in their organization

## Course Outline:

This is a one-day workshop that provides Engineering Business Owners / Engineering Managers / Engineers insights to how to introduce, develop and retain talents for their Engineering business.

The one (1) day workshop will cover the following:

1. Understand Your Business
2. Process of Business Needs Analysis
3. How to Identify and Validate Talent's Capabilities & Competencies
4. How to Introduce Talents into Your Engineering & Technology Business
5. How to Develop and Retain Talents
6. Case Studies of Engineering & Technology Companies
7. Understand Your Workforce (Baby Boomers, Gen X,Y,Z)
8. How To Be An Effective Boss, managing engineering talent.

## Details

**Date : 14 June 2024 (Friday)**

**Time : 9.00am - 5.00pm**

**Venue : IES Academy@Jurong East  
80 Jurong East Street 21, #04-10  
Devan Nair Institute for Employment  
and Employability Singapore 609607**

**PDU : 6 PDU (PEB/CEng) (To be Confirmed)**

**Fee (include GST):**

**IES member: S\$400**

**Non-member: S\$500**

*\*E - Certificate of Attendance will be issued to **PAID** participants with **100%** attendance.*

**IES Academy@Jurong East  
80 Jurong East Street 21, #04-10  
Devan Nair Institute for Employment and  
Employability Singapore 609607**

Contact Person: Jerine Peh  
E-mail: [jerine.peh@iesnet.org.sg](mailto:jerine.peh@iesnet.org.sg)

# **Retaining & Developing Talents in the Engineering Industry - Featuring Effective Strategies**

## **Speaker Profile:**



## **Mr Leong Siew Why**

Leong Siew Why is a TUV-SUD accredited Professional Management Consultant (PMC). Specialises in the Process, Construction, Automation & Innovation Sector.

He is a Specialist Adult Educator, Certified Workplace Learning Specialist, Action Learning Specialist, Educator Mentor and Adjunct Lecturer with the Institute of Adults Learning ( IAL ). He also conducts lectures and workshops for IES-Academy.

He is an Entrepreneur and also a Start-up Mentor for NUS Enterprise, NTU and IES-INCA.

He has a Mech Engr degree with NUS, MBA with Bradford University (Using Action Learning).

He has more than 30 years of experience in Engineering, Operation and 11 years in Corporate Services and HR. He is currently providing business consultancy and mentoring services to companies, SMEs and Start-ups in the Engineering Sector.

With his combination of Engineering, HR and Entrepreneur experiences, he specializes in developing and implementing talent management programs for companies and SMEs.

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## Course Schedule – Before Lunch

Time	Content	Methodology
09:00 - 09:15am	Introduction	Class Sharing
09:15 - 9:45am	Understand Your Engineering/Technology Business - Pipeline Vs Platform Business - GIG Economy	Lecture & Class Participation
9:45am-10:45am	Process Of Business Needs Analysis for your Engineering/Technology Business Firm - Problem Statements - Identify Gaps  Class Participation & Discussion	Lecture & Class Participation
10:30 - 10:45 am	BREAK	
10:45 - 12:30pm	How To Identify & Validate Engineering/Tech Talents - Identifying Generic & Technical Skills - Validating Skills & Competencies  How To Introduce Engineering/Tech Talents Into Your Business - Workplace Planning for Engineering/Tech Firms - Job Design - Implementation Roadmap	Lecture & Class Participation
12:30 - 1:30pm	LUNCH BREAK	

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## Course Schedule – After Lunch

1:30 - 2:30pm	<p>How To Develop &amp; Retain Engineering/Tech Talents</p> <ul style="list-style-type: none"> <li>- Learning &amp; Development</li> <li>- Performance Management</li> <li>- Compensation &amp; Benefits</li> </ul> <p>Case Study</p>	Lecture & Class Participation
2:30 - 3:00pm	<p>Understand Your Engineering/Tech Workforce</p> <ul style="list-style-type: none"> <li>- Baby Boomers, Gen X, Gen Y, Gen Z</li> <li>- Insights, Rewards &amp; Expectations</li> </ul>	Lecture & Class Participation
3:00 - 3:30pm	BREAK	
3:30 - 4:45pm	<p>How To Be An Effective Boss in an Engineering/Tech Business Firm</p> <ul style="list-style-type: none"> <li>- Employee Engagement</li> <li>- Reflective Learning</li> <li>- Understand How People Think</li> </ul> <p>Class Participation &amp; Discussion</p>	Lecture & Class Participation
4:45 - 5:00pm	Wrap Up	

**Registration Form**  
**Retaining & Developing Talents in the Engineering Industry**  
**- Featuring Effective Strategies – 3<sup>rd</sup> Run**

<b>Date of Course</b>	:	14 <sup>th</sup> June 2024, Friday
<b>Course Time</b>	:	9.00am to 5.00pm
<b>Venue</b>	:	IES Academy@Jurong East
<b>Course Fee</b>	:	\$400.00 (IES Members) / \$500.00 (Non Members) **GST Included
<b>CPD Programme</b>	:	<b>6 PDU (PEB/CEng) – To be Confirmed</b>
<b>Course Coordinator</b>	:	Jerine Peh IES Academy@Jurong East 80 Jurong East Street 21, #04-10 Devan Nair Institute (e2i), S(609607) Email: Jerine.peh@iesnet.org.sg
<b>Closing Date</b>	:	6 <sup>th</sup> June 2024 (Thursday) / Till Class is full (Whichever comes first)

**Participant's Details**

<b>Name</b>	:		<b>NRIC/FIN No</b>	:	
<b>Company</b>	:		<b>Designation</b>	:	
<b>Address</b>	:				
		<b>Postal Code</b>	:		
<b>Mobile</b>	:		<b>Office</b>	:	
				<b>Fax</b>	:
<b>Email</b>	:				
<b>Please indicate (where applicable)</b>	<input type="checkbox"/>	<b>IES No:</b>	<input type="checkbox"/>	<b>PE No:</b>	<b>CEng No.:</b>
	<input type="checkbox"/>	<b>Non Members</b>	<input type="checkbox"/>	<b>Company Sponsor</b>	<input type="checkbox"/>
					<b>Special meal - Vegetarian</b>

**Contact Person's Details (If different from participant)**

<b>Name</b>	:		<b>Designation</b>	:	
<b>Mobile</b>	:		<b>Office</b>	:	
				<b>Fax</b>	:
<b>Email</b>	:				
<b>Payment Details</b>		<b>Cheque/Nets:</b>		<b>Amount:</b>	

\*All course fees are inclusive of 8% GST, course materials and Halal refreshment.  
 \*E-Certificate of Attendance will be issued to participants with 100% attendance.

**Acceptance of Terms & Conditions for Registration of IES Academy's Courses/Events**

I agree to abide by the Terms and Conditions for Registration of IES Academy's courses/events.

Name:

Signature:

Date:

# **TERMS & CONDITIONS ON COURSE REGISTRATION**

## **Registration**

Any registration, whether on-line or fax will be on a ***first-come-first-served basis*** and will only be confirmed upon receipt of full payment by IES Academy Pte Ltd unless otherwise invoice to company.

All registrations must be submitted with duly completed registration form.

## **Closing Date & Payment**

The closing date of the event will be 1 week prior to event commencement date or earlier.

## **Confirmation of Registration**

Confirmation of registration will be given at least 1 week before the commencement date via email. ***If you do not receive the said confirmation email, you are required to contact IESA at 6463 9211 during office hours.***

IESA reserves the right to allow only confirmed registrants to attend the Event.

## **Withdrawals/Refunds of Fees**

- Written notice **at least 1 week in advance** before the commencement of the event
- Full course fee shall be refunded subjected to 4.5% transaction charge.
- **NO** refund otherwise.
- No show of participant would not be accepted as a valid reason for withdrawal/refund.
- One time replacement is allowed only if written notice is received by us at least 1 week before the commencement of the event. However, when an IES member is replaced by a non-member, the participant has to pay the difference in the relevant fees.

## **Cancellation/Postponement**

Changes in Venue, Dates, Time and Speakers for the Events can occur due to unforeseen circumstances. IES reserves the full rights to cancel or postpone the Event under such circumstances without prior reasons. Every effort, however, will be made to inform the participants or contact person of any cancellation or postponement.

Fees will be refunded in FULL if any Event is cancelled by IESA or IES-INCA.

## **PERSONAL DATA PROTECTION ACT**

I consent to the processing by Institution of Engineers, Singapore of personal data, including sensitive personal data as defined in the Data Protection Act 2014, about me for the proper purposes of Institution of Engineers, Singapore (IES). I undertake to observe the provisions of the Data Protection Act 2014 in relation to any personal data I may myself hold and process as a Members of Institution of Engineers, Singapore, and I agree to indemnify Institution of Engineers, Singapore from liability for any claims or damages that may arise from the processing of this data. For more information kindly refer to [here](#).

## **Enquiries**

For further enquiries, please contact IESA general office at Tel: 6463 9211.