

REGIONAL HR CONFERENCE, ASIA PACIFIC, 23-26 JUNE 2026, JAKARTA, INDONESIA



| Monday, June 22nd | Time (JKT) | Tuesday, June 23rd (Hotel Meeting Room) | By | Time (JKT) | Wednesday, June 24th (Hotel Meeting Room) | By | Time (JKT) | Thursday, June 25th (Hotel Meeting Room) | By | Time (JKT) | Friday, June 26th Sika Indonesia Sites | By | Saturday, June 27th |
|---------------------------------|---|---|---------------------|---|--|----------------------|--|---|---------------|-----------------------------|--|------------------------|---|
| A R R I V A L | | STRATEGY ALIGNMENT & ENGAGING OUR PEOPLE | | | GROWTH ENABLER | | | FAST FORWARD & UPSKILLING | | | BONDING & WINNING | | D E P A R T U R E |
| | 08:30 - 08:45 | 01 Welcome & Introduction | Frank H. | 08:30 - 09:30 | 08 Business Strategy & Expectation | Philippe J. | 08:30 - 10:30 | Workshop 8: Activate Talent Growth | Eugene V. | 08:15 - 08:30 | Departure (<i>Meet at the Hotel Lobby</i>) | Vanessa M. & Nanang Q. | |
| | 08:45 - 09:15 | 02 Safety Moment/Introduction INDONESIA | Eddy S. & Nanang Q. | 09:30 - 11:00 | Sales Growth Programs | | | Talent Review Process - Revisit | | 09:30 - 10:30 | Sharing: Retail Leadership Strategy | Basuki S. | |
| | 09:15 - 10:00 | 03 Sika Group People & Culture Strategy | Raffaella M. | | - 9 Sales Assessment (60') | Imen L. | | BCKP & Key Propositions | | 10:30 - 10:45 | <i>Coffee Break (Grab & go)</i> | | |
| | 10:00 - 10:30 | <i>Coffee Break</i> | | | - 10 Sales Incentive & BDP (30') | Dara S. & Annie W. | | Succession Planning & Talent Data in Power BI | | 11:15 - 12:10 | Experience: Retail in Action | | |
| | 10:30 - 11:10 | 04 APAC People & Culture Strategy | Frank H. | 11:00-11:15 | <i>Coffee Break</i> | | 10:30 - 10:45 | <i>Coffee Break</i> | | 12:10 - 13:00 | Departure for lunch | | |
| | 11:10 - 12:00 | APAC HR Projects Update (each 15') | | 11:15-12:15 | Workshop 3: DE & I | Mariam M. | 11:00 - 12:00 | Workshop 9: International Mobility Framework | Dara S. | | | | |
| | | 05 Goal Management | Alex P. | | Why the topic is important? : | | | Using Mobility as a career development tool | | | | | |
| | | 06 APAC Recognition Program | Dara S. | | Group discussion on further improvement | | | Mobility options | | | | | |
| | | 07 Sika Day | Florence G. | | | | | Case studies - table discussions | | | | | |
| | 12:00 - 13:00 | Lunch Break | | 12:15 - 13:15 | Lunch Break & Group Photo | | 12:00 - 13:00 | Lunch Break | | 13:00 - 14:00 | Group Lunch | | |
| | 13:00- 15:00 | Workshop 1: GES Results & Next Steps | Imen L. | 13:15-15:15 | Workshop 4: Operating Model & HR Upskilling | Akiko M. & Eugene V. | 13:00 - 14:00 | 11 PDD | Imen L. | 14:00 - 15:30 | Learning: Drive | Vanessa M. & Nanang Q. | |
| | | Use of Dashboard, Download results, Compare results, Add idea in the "Idea Board" | | | Understand what TOM is; Group discussions | | 14:00 - 15:00 | Workshop 6: Strategic Workforce Planning | Vanessa M. | | | | |
| | 15:00-15:30 | <i>Coffee Break</i> | | 15:15- 15:45 | <i>Coffee Break</i> | | 15:00- 15:30 | <i>Coffee Break</i> | | 15:30 - 15:45 | <i>Coffee Break</i> | | |
| 15:30-17:30 | Workshop 2: Internal Communication | Deborah K. & Vanessa M. | 15:45-18:00 | Workshop 5: Digital Transformation & People Analytics | Alex P. & Amelia Q. | 15:30- 17:00 | Workshop 7: Employer Branding/ Onboarding Program | Vanessa M. & Virginia M. & Clement W. | 15:45 - 16:45 | Collaboration: Drive to win | | | |
| | Sika World 4.0 launch | | | Goal Management Lessons Learnt HRIS 360- P&C Dashboard Data Analytics | | 17:00-17:30 | 12 AI & HR | Sandra T. | | | | | |
| 17:30 | End of Day 1 | | 18:00 | End of Day 2 | | 17:30-18:00 | Wrap up & End of Day 3 | Frank H. | 16:45 - 17:00 | Closing | Frank H. | | |
| 18:30-21:00 | JOINT WELCOME DINNER WITH MARKETING TEAM | | | FREE EVENING | | | 19:00-21:00 | FAREWELL DINNER | | | CASUAL DINNER(OPTIONAL TO JOIN) | | |