



talentnet  
**Academy**

# TRAINING CALENDAR 2025

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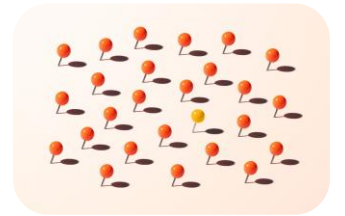
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An aerial photograph of three wheelchair cyclists on a red running track. The cyclists are positioned vertically in the left half of the frame, moving away from the viewer. Each cyclist is wearing a dark, aerodynamic suit and a helmet. Their shadows are cast to the right, indicating a sun in the upper left. The track has white lane markings. To the right of the track is a green grassy field.

PART 1

# Introduction

With the vision of becoming a leading Human Resource Development Training Center, Talentnet Academy provides training programs to develop human resource management capacity for HR practitioners, people management skills for executives and all managers at all levels.



# About Talentnet Academy



## WHY US?

Leading team of **trainers**

Aligning with the **practical needs** of businesses and individuals

### **70-20-10 Model**

Blended learning using appropriate learning tech

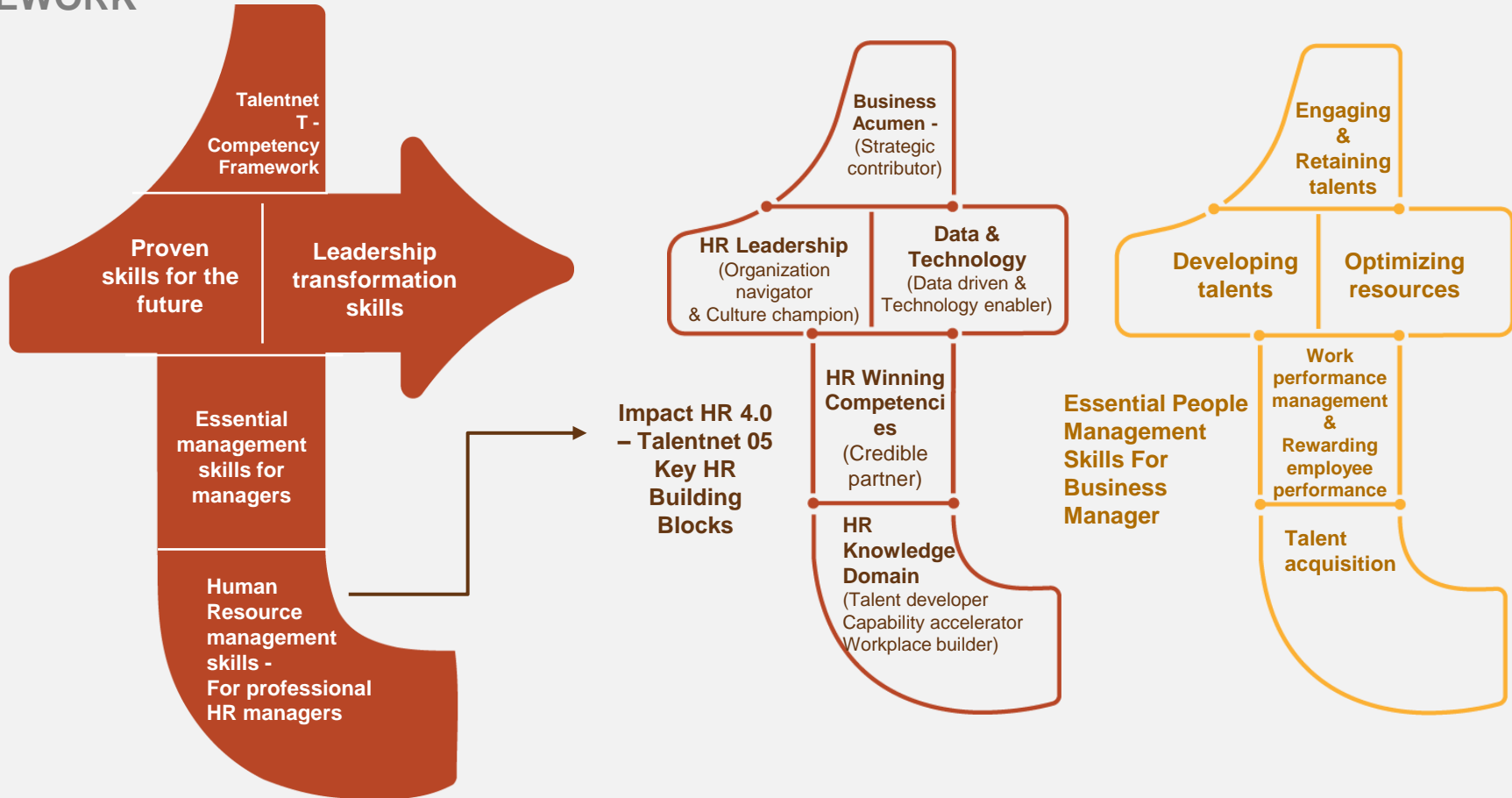
**Full Skill set** of Mindset – Skillset – Toolset

**TALENTNET  
COMPETENCY  
FRAMEWORK &  
JOB SKILL  
PROFILE**



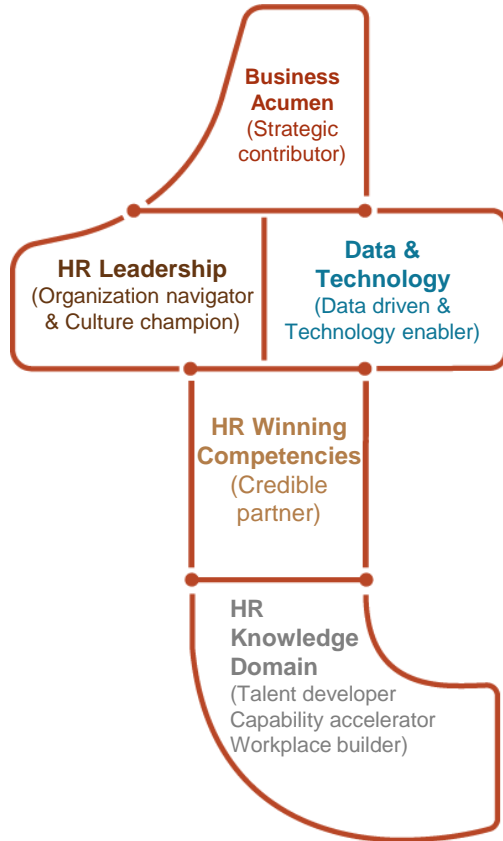
# TALENTNET COMPETENCY FRAMEWORK

## FRAMEWORK



# Talentnet Academy

## Competency Framework



## ELEMENTS OF THE 5 HR BUILDING BLOCKS

### BUSINESS ACUMEN

- Understanding HOW business operates, its external environment & generate insights
- Shaping and influencing business strategy to drive results
- Aligning HR Strategy to business strategy
- Integrated solutions

### HR LEADERSHIP

- Navigating the organization - Organization values & Culture transformation
- Diversity, equity & inclusion workplace
- Ethical practice & Risk management

### DATA & TECHNOLOGY

- People data analytics and evidence-based decision-making
- HR metrics
- HR digital transformation & systems

### HR WINNING COMPETENCIES

#### Self-management skills

- Planning & organizing
- Time management
- Resilience management

#### Change management

- Agile & adaptability
- Harness uncertainty
- Facilitation

#### Mindset

- Growth mindset
- Analytical – Critical - Design thinking for decision-making

#### Operational excellence

- Prioritization
- Problem solving & decision-making

#### Stakeholders & Relationship management

- Communication
- Empathy
- Coaching & internal consulting
- Influencing skill
- Conflict resolution

### HR KNOWLEDGE DOMAIN

#### People (Talent Developer)

- Talent acquisition
- Performance management
- Learning & development
- Reward & recognition

#### Organization (Capability builder)

- Organization design & effectiveness
- Workforce management
- Organization development
- Talent management & succession plan
- Leadership development
- Change management & facilitation

#### Workplace (Workplace builder)


- Employee value proposition
- Employee relations management (Employment relations, policies & procedures)
- Employee experience & engagement
- Employee communication
- Workplace design

# Introduction

Within the contemporary HR landscape, professionals grapple with multifaceted challenges—constrained budgets, evolving employee expectations, and the relentless pace of technological advancement. Balancing these intricacies while managing staff shortages is a perpetual demand.

With an aim to support the HR professionals and build up the higher-performance workforce in Vietnam, especially in the area of Total Rewards, HR foundation competency & People Management skill, Talentnet - Mercer workshops are designed for participants to be equipped with **global methodologies, worldwide best practices and real local insights** to help make your organizations succeed.

In the swiftly changing realm of Human Resources, being proactive in developing competencies is fundamental for sustained success. As we approach 2025, the call to be active and forward-thinking resonates more than ever.



Elevating  
HR Excellence  
in 2025 and Beyond



PART 2

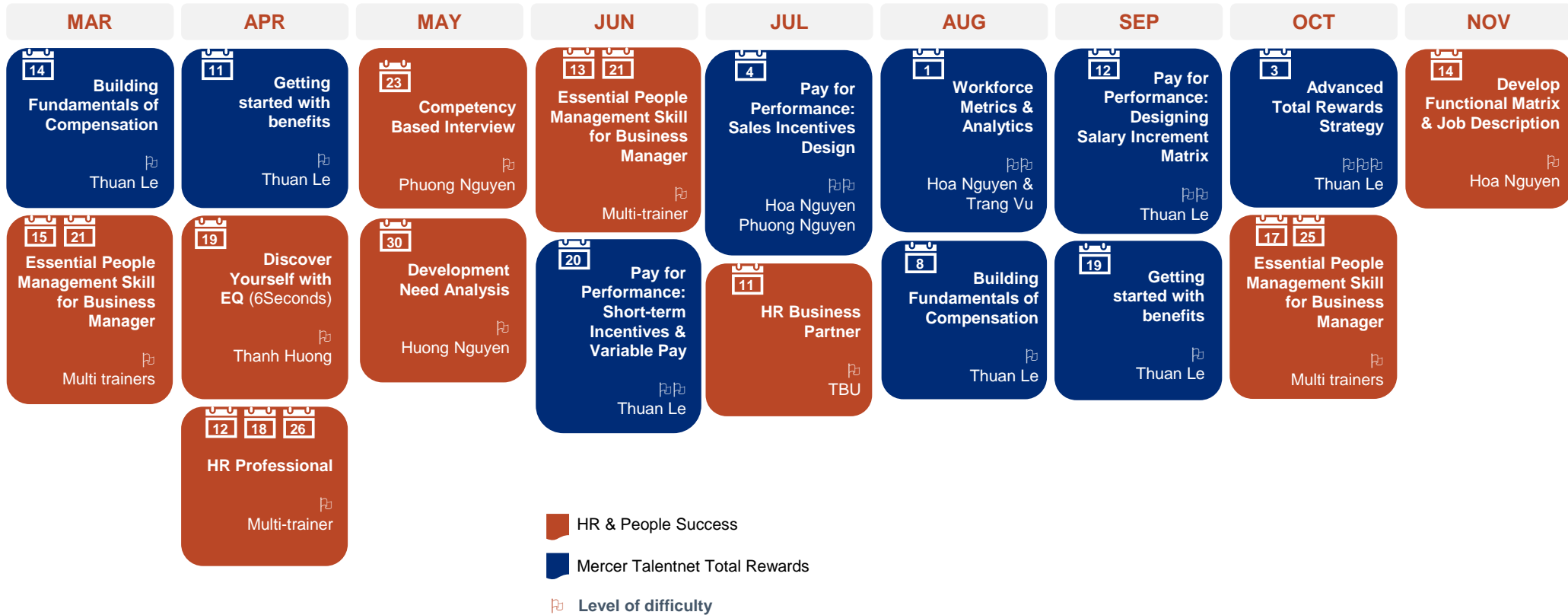
# WORKSHOP CALENDAR

20 25



# HO CHI MINH CITY

NOTE: This calendar is accurate at the time of publishing and may be subject to change due to unforeseen circumstances. For the latest updates, please follow our official fanpage or check your email.



# HA NOI

NOTE: This calendar is accurate at the time of publishing and may be subject to change due to unforeseen circumstances. For the latest updates, please follow our official fanpage or check your email.

MAR

APR

MAY

JUN

JUL

AUG

SEP

OCT

NOV

17

Building  
Fundamentals of  
Compensation

Thuan Le

18

Getting  
started with  
benefits

Thuan Le

26

Development  
Need Analysis

Huong Nguyen

27

28

People  
Management  
Skill for People  
Manager  
(2 days)

Multi-trainer

25

Pay for  
Performance:  
Short-term  
Incentives &  
Variable Pay

Thuan Le

26

Pay for  
Performance:  
Sales Incentives  
Design

Hoa Nguyen  
Phuong Nguyen

30

Workforce  
Metrics &  
Analytics

Trang Vu

31

Pay for  
Performance:  
Designing  
Salary Increment  
Matrix

Thuan Le

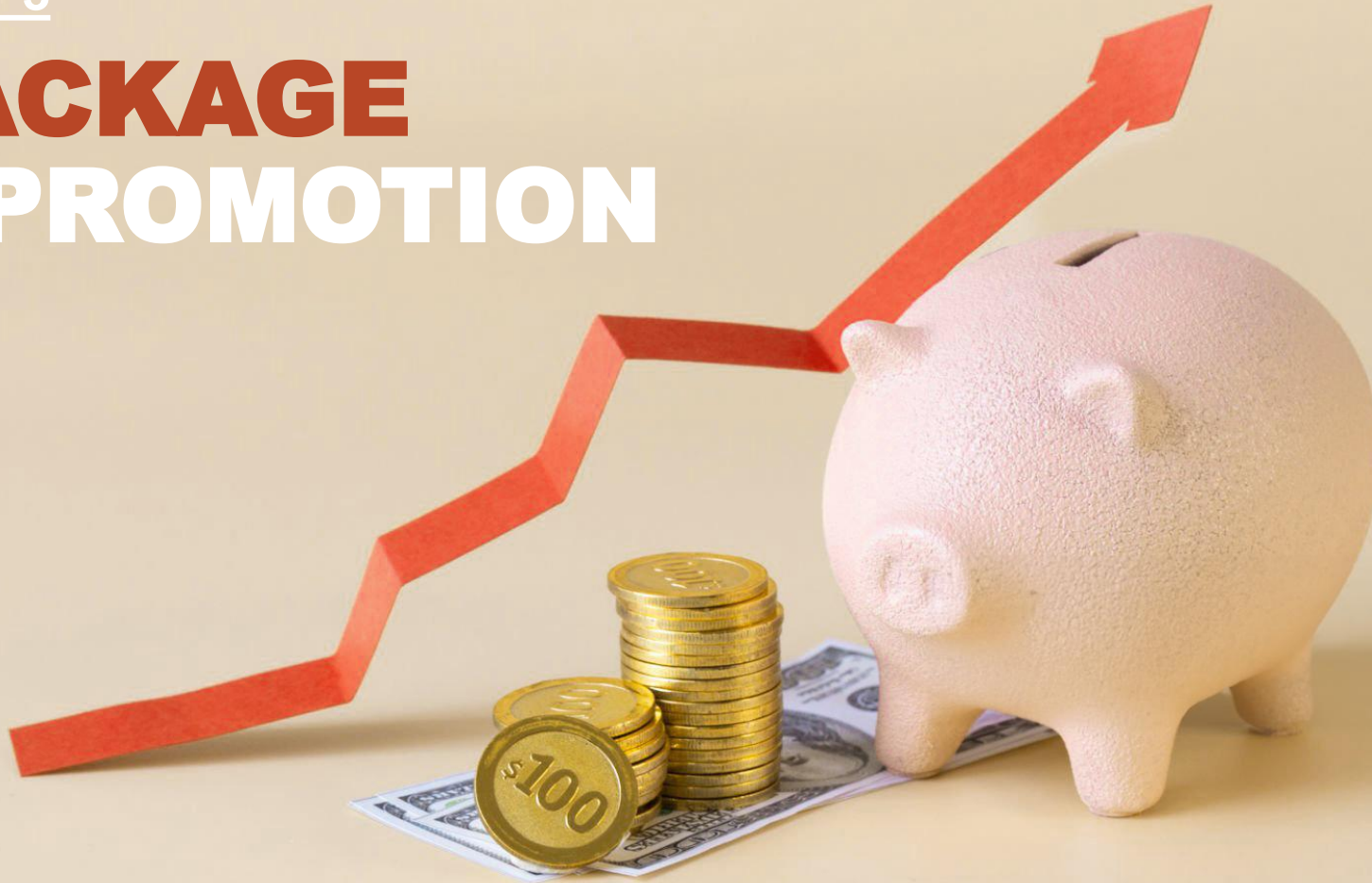
HR & People Success

Mercer Talentnet Total Rewards

Level of difficulty

PART 3

# PACKAGE & PROMOTION



# Registration & Promotion

- Registration closes **07 days** before the workshop date or when all slots are filled.
- Payment or proof of payment (PO) is required at least **05 days** prior to workshop date.

## CANCELLATION POLICY

- **≤ 03 days** prior to training date: non-refundable
- **> 3 days** prior to training date: the ticket can be transferred to another participant or deferred to the next workshop
- Cancellation due to **inadequate participant** (less than 15 participants per workshop): all tickets will be deferred to the next workshop
- **No-show** on the day of the workshop: non-refundable



## GROUP OFFERS:





- **5%** discount for group **≥ 3 tickets**
- **7%** discount for group **≥ 5 tickets**
- **10%** discount for group **≥ 7 tickets**
- **12%** discount for group **≥ 10 tickets**

**Note:** This offer cannot be used in conjunction with any other discount or promotional offer.

# PRICING SCHEME

\* Prices are inclusive of 8% VAT.

-  Mercer Talentnet Total Rewards
-  HR & People Success

Building Fundamentals of Compensation  
5,500,000 VND

Getting started with Benefits  
5,500,000 VND

Workforce Metrics & Analytics  
6,600,000 VND

Pay for Performance: Sales Incentives Design  
6,600,000 VND

Pay for Performance: Short-term Incentives & Variable Pay  
6,600,000 VND

Pay for Performance: Designing Salary Increment Matrix  
6,600,000 VND

Advanced Total Rewards Strategy  
6,600,000 VND

Competency Based Interview  
5,500,000 VND

Training Need Analysis  
5,500,000 VND

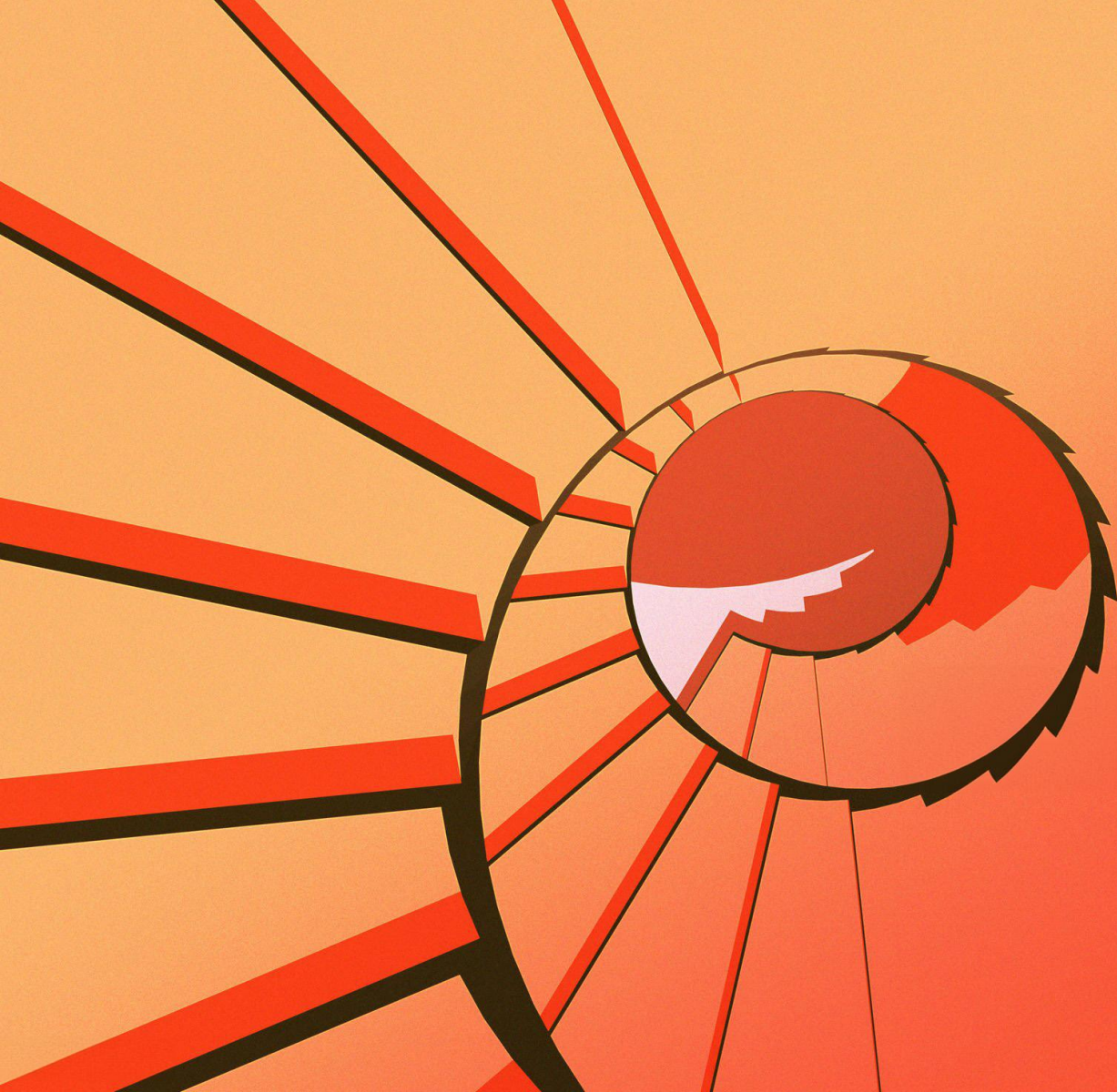
HR Business Partner  
5,500,000 VND

Develop Functional Matrix & Job Description  
5,500,000 VND

Discover Yourself with EQ  
5,500,000 VND

Essential People Management Skill for Business Manager (2 days)  
13,200,000 VND

HR Professional (3 days)  
16,500,000 VND



PART 4

# WORKSHOP OUTLINE



# TOTAL REWARDS PROFESSIONAL LEVEL





# BUILDING FUNDAMENTALS OF COMPENSATION

Provides in-depth education on the fundamentals of compensation that aligned with business strategies.

## WHO SHOULD JOIN?

**C&B / Rewards** professionals who are involved in developing, managing and facilitating compensation programs and rewards policy for the organization.

1. Total Rewards **Framework** and Pay **philosophy**
2. Key principles for organizing and structuring **compensation elements**
3. Understanding of basic compensation **terminologies** and **compensation benchmarking**
4. Overview of **3P Compensation concept** - Pay for Position, Person & Performance
5. Focus on **Pay for Position** – Overview on Job evaluation
6. Brief introduction to **design grades & salary structure** - Implementation guidelines

Trainer: **Thuận Lê**



## AGENDA

### MORNING

1. Fundamental Frameworks
2. The '3-P' Compensation Mix Concept
3. Use of Surveys
4. Analysis of Survey Results

### AFTERNOON

5. Pay For Position
  - a. Job Evaluation
  - b. Grade Structure
  - c. Pay Structure
6. Pay Structure Implementation
7. Reflection & Closing

# GETTING STARTED WITH BENEFITS

Supporting business strategies with **benefits**.

Trainer: **Thuận Lê**



1. **Introduction** to Benefits Program
2. **Role** of benefits in the organization
3. Defining a Benefits **Strategy**
4. Market **Positioning** and **Competitiveness**
5. Local market benefits **sharing**

## AGENDA

### MORNING

1. Introduction to Benefits Program
  - a. What are employee benefits?
  - b. Factor affecting benefits coverage
2. Role of benefits in the organization
  - a. Understanding the role that benefits play in the organization
  - b. How benefits enhance the employee experience
3. Defining a Benefits Strategy
  - a. Understanding the design and philosophy behind your organization's benefits policy
  - b. Element of a holistic benefits program

### AFTERNOON

4. Market Positioning and Competitiveness
  - a. Selecting, Interpreting and analyzing market survey data
  - b. Understanding your organization's market positioning
5. Identify Gap
6. Viet Nam benefits market sharing and Mercer Benefits Monitor™

### **WHO SHOULD JOIN?**

**Head of HR, HRBP & HR professionals** who are interested in benefits strategy.



# TOTAL REWARDS **ADVANCED** LEVEL



# PAY FOR PERFORMANCE: SHORT-TERM INCENTIVES & VARIABLE PAY DESIGN

This workshop provides understanding on the shift from merit salary increases to variable pay and create long-term rewards plan.

1. Methodologies on **Pay for Performance** concept
2. The purpose and context of **variable pay** and **pay-mix**
3. Applying basic **short-term incentive design principles** to your organization, and calibration of results to rewards
4. What are **key performance considerations**
5. Reviewing the **returns on the incentive** spend

## WHO SHOULD JOIN?

**HR professionals, Total Rewards specialists, C&B managers** who want to understand and gain an overview of variable pay.

Trainer: **Thuận Lê**



## AGENDA

### MORNING

1. 3-P Compensation Concept
2. The role of Performance Management
3. Introduction to Compensation Elements
4. Performance Bonus Overview & Eligibility

### AFTERNOON

5. Funding and Budgeting
6. Performance Measures
7. Plan Mechanics
8. Test for Pay-for-performance

# PAY FOR PERFORMANCE: DESIGNING SALES INCENTIVE PLAN

This workshop provides knowledge on 11 steps of designing a comprehensive sales incentive program to help drive the right behaviors from the sales force.

## WHO SHOULD JOIN?

**HR professionals and managers** who are involved in the development and implementation of sales incentives schemes in the organization.

1. Learn what is a **sales incentive plan** and what types of plans are available
2. Understand the **design process** of a sales incentive plan
3. Learn about the ten **critical decisions** when designing an incentive plan
4. Know how to **review** a sales incentive plans
5. Aware of **challenges** in designing sales incentive plans

Trainers: *Phuong Nguyen*



*Hoa Nguyen*



## MORNING

1. What is a Sales Incentive Plan
2. Best Practices in Designing Sales Incentive Plans
3. Design Elements in a Sales Incentive Plan
  - a. Reward Philosophy
  - b. Eligibility
  - c. Pay Levels / Target Total Cash
  - d. Pay Mix / Target Incentive
  - e. Leverage (or upside)

## AFTERNOON

4. Design Elements in a Sales Incentive Plan (cont.)
  - a. Performance Measures
  - b. Plan Mechanics
  - c. Goals: Performance objectives
  - d. Pay Out Timing
  - e. Plan Administration
5. Challenges in Designing Sales Incentive Plans
6. Process to Review Sales Incentive Plans

## AGENDA

# PAY FOR PERFORMANCE: DESIGNING SALARY INCREMENT MATRIX

This workshop provides knowledge of Mercer methodologies on planning & budgeting organization's pay structure and how to develop an annual increment matrix.

1. Understand **Mercer's approach** on planning and budgeting your company's compensation structure
2. Developing a **framework** for annual increment matrix
3. **Objectives and rationale** for conducting analysis to update compensation plans

## WHO SHOULD JOIN?

**HR professionals, HR managers, C&B managers and Line managers** who are involved in the development and implementation of compensation policies and practices.

Trainer: **Thuận Lê**



## AGENDA

### MORNING

1. 3P Compensation Framework – Pay for Performance
2. Pay Increase Design
3. Pay Positioning and Performance (Bottom Up)
4. Pay Increment Matrix (Top Down)

### AFTERNOON

5. Hands-on exercise
6. Future of Increments
7. Reflection & Closing

# WORKFORCE METRICS & ANALYTICS

This workshop is designed to provide a detailed roadmap for effectively **leveraging metrics and analytics** in your organization.

## AGENDA

### MORNING

1. Redefining the Starting Point
2. First Step: Determining Impact
3. Second Step: Selecting Metrics

### AFTERNOON

5. Third step: Choosing Data
6. Forth step: Analyzing Findings
7. Fifth step: Taking A Story with Data: Sharing Findings

1. Understand how to focus your metrics and analytics efforts to get **real impact**
2. Use analytics to gain **actionable insights** to make data-driven, fact-based **workforce decisions**
3. Tell an **effective story** with data that can engage your audience
4. Learn different types of workforce metrics from **best practices** of advanced organizations

Trainer: Trang Vũ



Hoa Nguyễn



### WHO SHOULD JOIN?

**HR professionals, Analytics and Workforce planning Heads, HRBPs and Business Leaders** who are interested in utilizing data to obtain workforce insights.

# ADVANCED TOTAL REWARDS STRATEGY

This workshop is designed as a learning platform to provide **practical solutions and best practices** in formulating a **Total Rewards strategy**.

1. Gain an understanding of how Total Rewards fits into the overall **employment deal**
2. Review the **different components** of Total Rewards
3. How rewards can be used to '**Attract and Retain**' key talent
4. Review how Total Rewards can vary for different **employee segments**
5. Consider changes in **external environment** and impact on Total Rewards
6. **Framework** to develop a Total Rewards strategy

## WHO SHOULD JOIN?

**HR and C&B/ Rewards leaders** who are involved in planning and establishing compensation programs and rewards strategy for the organization.

Trainer: **Thuận Lê**



## MORNING

1. Total Rewards strategy
2. Shift in Total Rewards
3. Further disruption to Total Rewards
4. Rewards Function is Evolving
5. Make Rewards Decision from Multiple Lens (part 1)

## AFTERNOON

5. Make Rewards Decision from Multiple Lens (part 2)
6. Make Rewards Decision from Multiple Lens (part 3)
7. Implementation & Communication
8. Engaging Employees through Effective Benefits Communication
9. Future of Rewards

## AGENDA



# HR FUNDAMENTAL



# DEVELOPING FUNCTIONAL MATRIX & JOB DESCRIPTION

This workshop provides knowledge on how to develop **Functional Matrix** and design **Job Description**.

1. **Purpose** and **benefits** of Functional Matrix and Job Description
2. **Methodologies** and **techniques** for developing Functional matrix for departments and Job description for positions
3. **Hand-on practical skills** on how to define department's areas of responsibilities and allocate key responsibilities to positions differently
4. **Hand-on practical skills** on how to update job description based on the department's new functional matrix

## WHO SHOULD JOIN?

**Managers and HR professionals** who are interested in standardizing organizational structure, role analysis and updating job descriptions..

Trainer: **Hoa Nguyễn**



## AGENDA

### MORNING

1. Benefits of Functional Matrix and Job Description
2. Steps to develop Functional Matrix (FM)
  - a. The Main Items of a FM
  - b. How to develop a FM
3. Steps to design Job Description (JD)
  - a. The Main Items of a JD
  - b. How to design a JD

### AFTERNOON

4. Practice Session

# DEVELOPMENT NEED ANALYSIS (TNA)

This workshop provides tailored **employee development solutions** by addressing the right needs with the right approaches.

Trainer: **Hương Nguyễn**



1. Identify right and sufficient **development needs** of employees and the organization
2. Determine suitable and effective **development solutions**
3. Develop short-term & medium-term **development plan**

## AGENDA

### MORNING

1. Conduct Development needs analysis – DNA
  - a. What is a DNA & Why conduct a DNA
  - b. How to conduct DNA
2. Identify Gap
  - a. Assess the needs and current competence level
  - b. Identify gaps
  - c. Prioritization

### AFTERNOON

4. Define effective development solutions
  - a. 70:20:10 model
  - b. Training, Coaching, Mentoring
  - c. Other development interventions
5. Identify Gap
  - a. Development Strategy and Plan at company level
  - b. Individual Development Plan (IDP)
  - c. Your role and commitment

### WHO SHOULD JOIN?

**Head of HR & L&D Manager** who are interested in developing people and uplifting organizational capacity.

# COMPETENCY BASED INTERVIEW (CBI)

This workshop provides fundamental knowledge on **Competency based interview (CBI)** and how to apply it in different areas, especially in **assessment activities**.

Trainer: **Phuong Nguyễn**



## WHO SHOULD JOIN?

**Talent Acquisition Head, HR professionals & Line Manager** who are interested in people selection & people assessment.

1. What are **competencies** and **competency frameworks**.
2. **Application of CBI** in organizations and when to use it
3. **Structure and techniques** of a competency-based interview
4. CBI **questioning skills** and **evaluation process** after interview

## AGENDA

### MORNING

1. Context of CBI
  - a. Overall objectives of CBI
  - b. Definition of competency and competency framework
  - c. When and why CBI should be used
2. Conducting a competency-based interview
  - a. Structure of CBI

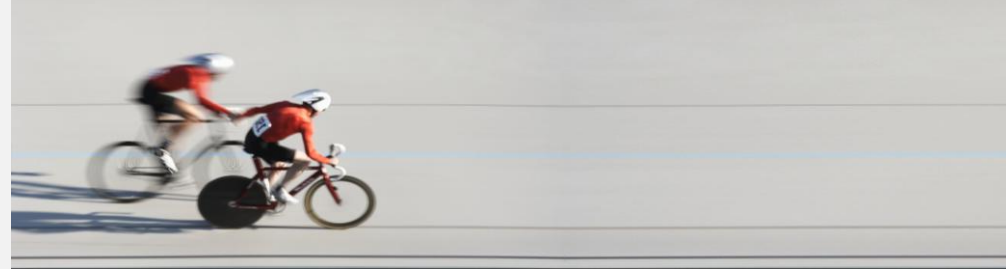
- b. Principles and process of conducting a CBI
- c. Questioning skills and samples
- d. Evaluation, scoring, rating process

### AFTERNOON

4. Practice Session
  - a. Practices in group and role-play
  - b. Reflection and closing

# HUMAN RESOURCE BUSINESS PARTNER (HRBP)

HR as Strategic Partnering. The Science & Art.



1. Get an **overview** of HR Business Partner role and responsibility within the business
2. Discover how to **operate** as a successful HR Business Partner
3. Shaping **People Agenda**
4. Identify the **knowledge and skills required** as a strategic HR Business Partner

## WHO SHOULD JOIN?

**HR professionals** with 3 – 5 years experience who proactively self develop to get ready for career progress to management level.

## AGENDA

### MORNING

1. The SCIENCE of HRBP
  - a. HR Operating Model
  - b. HRBP Role & Responsibility
  - c. Link HRBP role with HR key role & HR big picture

### AFTERNOON

2. The ART of HRBP
  - a. Shaping People Agenda
  - b. HR DNA
  - c. HRBP Core Skills & Career Path

# HR MANAGEMENT PROGRAM - PROFESSIONAL

The program builds essential **HR management knowledge and skills** to boost your **efficiency, drive growth, and create organizational impact.**

## WHO SHOULD JOIN?

**HR professionals** with 3 – 5 years experience who proactively self develop to get ready for career progress to management level.

1. Build **business acumen and financial basics** to understand P&L, HR costs, budgeting, and effective management.
2. Understand **HRM's role** across People, Organization, and Workplace stages.
3. Learn to assess **organizational performance and measure effectiveness.**
4. Learn to **attract, select, and retain talent** through motivation, performance management, development, and rewards
5. Demonstrate **HR's value** through metrics.

## AGENDA

### DAY 1

1. Build your Business Acumen – Understand business result and its operation cost especially related to HR
2. Annual Planning & Budgeting – Annual Headcount plan and Cost elements
3. Basic Organization Diagnosis to understand organization challenges

### DAY 2

4. Performance Management - Job Evaluation - new job placement & promotion - Poor Performance Management
5. Learning & Development
6. Talent Management

### DAY 3

7. HR Metrics & Reporting
8. Employee Engagement
9. HR Job Skill Profile by Roles & HR Winning Competencies Framework
10. Module 3 Project: Work on Team Project Final Project Presentation

# People

# SUCCESS



# PEOPLE MANAGEMENT SKILL FOR PEOPLE MANAGER

Elevate your team,  
master the  
symphony of **talent  
management**.



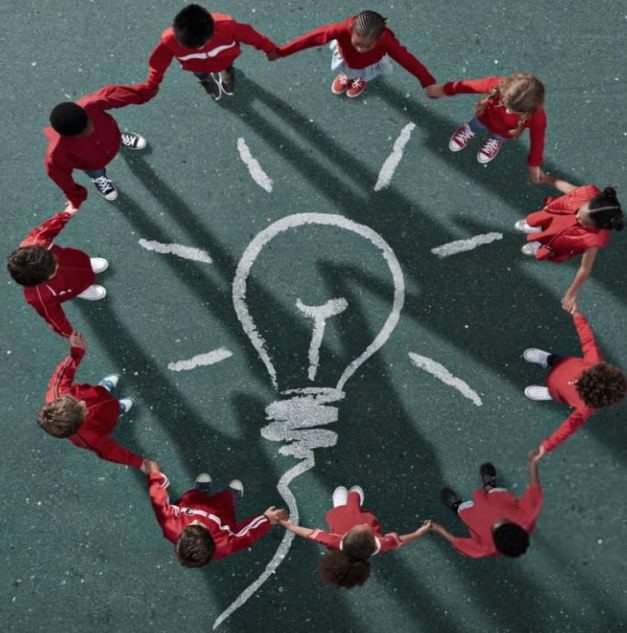
1. Master talent attraction through effective **interviewing skills** and the use of candidate assessment tools
2. Build a high-performance work culture by setting **SMART goals**, **measuring KPIs**, and **rewarding** based on performance
3. Efficiently plan **employee development**, providing guidance, feedback, and support for success in current and future roles
4. Understand key factors influencing **resource optimization**, strategies, and approaches
5. Create a conducive work environment, promoting employee connections to **retain talent**

## WHO SHOULD JOIN?

**First-time manager** overseeing staff unfamiliar with management and employee development seeks to enhance managerial skills and foster employee growth.



# PEOPLE MANAGEMENT SKILL FOR PEOPLE MANAGER



## AGENDA

### DAY 1

Opening: Introduction about course overview, course objective & role of People Manager

#### MORNING

1. Attracting and Selecting Talent
  - a. Workforce planning
  - b. Attraction - EVP
  - c. Selection – Competency Based Interview
  - d. Onboarding process

#### AFTERNOON

2. Effective Work Management
  - a. SMART Goal
  - b. Annual Performance Evaluation
  - c. Effective feedback & coaching
  - d. Improving Employee Performance and Dealing with Non-Compliance

### DAY 2

#### MORNING

1. Rewarding Employee Achievements
  - a. Overview of Rewards Policy and Pay for 3P
  - b. Linking Rewards Policy with Work Performance
2. Employee Development
  - a. Career Guidance & Development
  - b. Identifying and assessing key talent

#### AFTERNOON

1. Optimizing Resources
  - a. Key Factors Contributing to Resource Optimization
  - b. Change Management
2. Employee Engagement
3. Employee Retention
  - a. Understanding Essential Needs of Employees
  - b. Collaboratively Building Company Culture

# DISCOVER YOURSELF WITH EQ

Unlock EQ, unlock **success**, **happiness**, and profound understanding in your professional journey.



Trainer: Thanh Hương



1. Understanding and Mastering **Personal Emotions**
2. Fostering the development of **Emotional Intelligence**
3. Becoming a **Better Version**
4. Achieving inner **peace** and **happiness** through authenticity, embodying the best version of oneself.

## WHO SHOULD JOIN?

**Professionals, leaders, and individuals** across industries, providing the essential tools of emotional intelligence for workplace success, happiness, and effective collaboration.

## AGENDA

### MORNING

1. Emotional Intelligence - What Is EQ?
2. The Formation Process Of Emotions
3. A Fresh Perspective On EQ

### AFTERNOON

4. Mastering Emotions: The Think - Feel - Act Model
5. Internal Motivation Vs. External Factors
6. Summary - Sharing

**Training methodology:** 30% theory, 30% practical, 30% experience sharing, 10% self-reflection, immediate transformation within the classroom.

PART 5

**Meet**

# the Facilitators





## THUAN LE

Principal  
Talentnet Group

### EXPERIENCE

Thuan Le has more than 35 years of experience working in various industries including Oil & Gas, FMCG, Manufacturing, Hospitality, Financial Services and HR Management Consulting in Vietnam and Asia Pacific and Australasia Region.

Over the last decade, he has trained over thousand individuals all over Vietnam and conducted training programs on human resources management for corporates, universities, communities and public. He is the key trainer of Talentnet to conduct public courses on total rewards management in association with Mercer for Vietnam market and Talentnet Academy on human resources management.

He also has been the Project Leader and key project member for many HR Consulting Projects related to Job Description and Functional Matrix, Job Evaluation, Salary Structure, Performance Management System, Competency Framework Development & Assessment, Outplacement Services, HR Due Diligence...

Before joining Talentnet, Le Duc Thuan was the Vice President/ Director of Human Resources in Vietnam/ Northeast Asia for well-known corporations such as Nestlé, Transocean, Schlumberger, KS Drilling, BlueScope Steel, Pavo Capital, Ho Tram Project Company and Empire Hospitality. He also was the Total Rewards Manager for Transocean, Asia Pacific and Australasia Region.

### EDUCATION

After graduation from the National Economics University, Ha Noi, Vietnam, Thuan Le attended several training programs on Recruitment and Selection Skills, Organizational Change Management, Organizational Development Initiatives, Train the Trainers, and Leadership Development Program organized by world leading companies such as Schlumberger, Nestle, Transocean, BlueScope Steel... He also joined training courses of Mercer and HAY on total rewards management.



## HOA NGUYEN

Senior Principal  
Talentnet Group

### EXPERIENCE

Hoa Nguyen has more than 18 years experience working in HR Consulting field. Before working for Talentnet-Mercer, she has worked for various multi-national companies. Her background and experience has been highly focused on HR consulting in Vietnam, and financial management in Canada.

Ms. Hoa Nguyen has extensive experience working with leading local and multinational companies across industries such as Banking, Financial Services, Real Estate, Consumer Goods, High Tech, Manufacturing, Oil and Mining, Pharmaceutical, Chemical, Education, ... in the areas of reward and non-reward HR consulting. She has consulted clients for projects related to job description design, salary structure design, bonus program design, benefits scheme design, performance management system design, HR audit, M&A, ....

In addition to HR consulting, Ms. Hoa Nguyen has also conducted HR related public workshops and speaking at numerous local events of Talentnet, Amcham, Eurocham, ... and regional and global events of Mercer to share with audience the most updated trends and practices of Vietnam labour market.

### EDUCATION

Hoa Nguyen graduated with a Bachelor of Commerce from the Economics University of HCM city, Vietnam. She then continued her study in Canada, obtained a Diploma in Finance (with distinction) and final level of the Certified General Accountant (CGA) professional program. Since working in HR consulting field, she has taken numerous HR professional training workshops provided by leading local and international HR training providers, and joined prestigious seminars both in Vietnam and overseas to be updated with the latest HR trends in the world.



## HUONG NGUYEN

Country HR Director -  
AkzoNobel Vietnam

Executive Board Member -  
Vietnam Human Resources  
Association (VNHR)

### EXPERIENCE

She has more than 20 years working in human resources in different industries and different working cultures, including Electronics and Fast Moving Consumer Goods in Japanese, British and Dutch companies. Her knowledge and experience span many different areas from operations to strategy of HR and leadership.

Huong Nguyen is a Member of Management Board, responsible for Training & Development for Vietnam Human Resources (VNHR) Association – a not-for-profit professional organization of 1.200 members nationwide.

Besides her knowledge, expertise and experience, Huong Nguyen has also developed a local and international network of contacts, which provides her with opportunities to share knowledge and business issues from different perspectives.

### EDUCATION

She graduated MBA from University of Queensland – Australia.



## THANH HUONG

Founder & CEO  
Liberal Leadership  
Organization

Former Deputy CEO  
Talentnet Group

### EXPERIENCE

Thanh Huong was a key player in setting up Talentnet's Payroll and HR Outsourcing Department and currently being a very prestigious leader in her field in Vietnam market. With extensive experience gained from designing, executing and monitoring payroll internal control processes and procedures for internal projects and external clients, Huong is considered as a pioneer of innovative and technology-based payroll & HR outsourcing services in Vietnam.

Huong has over 10 years experience in Accounting, Finance and Operations with PwC Vietnam before becoming a Department Head with Talentnet Corporation in 2007, and more than 10 years experience in payroll and HR Outsourcing Services.

With over 20 years of experience in human resources consulting, personal development, and business management. A practitioner of Emotional Intelligence (EQ), Zen, and Coaching, with a profound understanding of happiness. Currently serving as the CEO and co-founder of Happy Leaders and the Deputy General Director of Talentnet Company. A member of the International Coaching Federation (ICF), Chair of the Conscious Entrepreneur Club, and a member of the Hanoi Association of Women Entrepreneurs (HAWEE).

### EDUCATION

Huong got a BA Degree in English and a member of ACCA Program (British Association of Chartered Certified Accountants), **EQ Practitioner, EQ advanced facilitator, EQ assessor certified by 6 Seconds**. She also finished a number of HR professional courses such as 3P Compensation Management, HR Strategy- Becoming an Effective HR Business Partner, Leadership Assessment and Development...



## PHUONG NGUYEN

Director of HR Consulting  
Talentnet Group

### EXPERIENCE

With more than 25 years of experience in the Executive Search and Recruitment fields, Quynh Phuong is deeply experienced as an HR Advisor, specializes in the Consumer Goods, Pharmaceuticals, Manufacturing, Trading, Sourcing, Oil & Gas, Mining, Maritime, Logistics, Hi-Tech, Construction, Property, Banking & Financial Services industries.

She has conducted many training programs such as Effective Leaders, Competency Based Interview, Leadership, Coaching Skills, Questioning Skill, Assessment Center, Inside Customer Service, and Fundamental Compensation & Benefits, etc. Moreover, she is a keynote speaker in the Education Open House Seminar hosted by the US Consulate and Australian Trade Commission and also an advisor for the American Chamber of Commerce (AmCham) Scholarship Program for 5 years.

### KEY PROJECTS

She is an integral member of the HR Advisory team for different consulting projects such as Outplacements – Workforce Reduction (Credit Agricole, Philip Morris, Diageo, Nokia Siemen, Ikea); Competency Assessments (Unilever, Thai Tuan, Diageo, Vietinbank); CBI Training (VP Bank, Lien A, Yusen Logistics, Vinafco); Performance Management Systems (PPOC); Competency Framework Development (Vinamilk); Salary Structures (Thai Tuan, Digiworld, Phu My Fertilizer, Huda-Carlsberg Beer, PV Oil, BIDV, MCredit, SeABank); Sales Incentive Scheme (BIDV, SeABank); Salary Benchmarking (Generali, Prudential, Yusen Logistics, VinCommerce); Organizational Restructuring (Vinamilk); and Functional Matrix & Job Descriptions (Yeah1, Nhat Tin Logistics, Masan), etc.

### EDUCATION

Phuong Nguyen graduated with a Bachelor degree in Business Administration from Education University, Hue, Vietnam. Throughout her exciting career in the HR field, Phuong Nguyen continues to extend her professional knowledge in Human Resources Management, Leadership Development Program by local and international HR providers.





## TRANG VU

Head of Client Development  
Talentnet Group

### EXPERIENCE

Trang Vu is a seasoned business development and consulting leader driven by a passion for psychology and neuroscience, instrumental in shaping transformative strategies that drive exponential growth. She has 20 years of working experience not only “the execution team – the doer” to “the outsider team – the advisor, possesses different angles from operational excellence to investors’ point of views about business management.

She has led multi successful projects such as Vietnam Total Compensation Survey 2011, 2012, 2013, 2014; job architecture, job leveling and C&B benchmarking, market entry and rewards philosophy.

Before joining Talentnet, Trang was working as Head of Client for Willis Towers Watson and used to be Country Leader for Vietnam Data Services Business for 5 years. Prior to joining HR Consultant Industry, she had worked in financial services industry with different roles (Business Development/Investors Relations). Her early years of career was her own trading start-up and various sales roles. Her experience is very diversified in working with clients from different industries and nations.

Trang Vu holds MBA Executive degree from RMIT Vietnam.

### HUMAN CAPITAL CAPABILITIES

- HR transformation
- HR strategy design
- Rewards philosophy
- Workforce analytics
- Strategic workforce planning
- Grade and salary structure design
- Short-term incentive plan design
- Job architecture and job leveling
- Compensation and benefits (C&B) benchmarking



## HUONG PHAN

Professional facilitator,  
Trainer, Coach

### EXPERIENCE

Thu Huong has more than 38 years experience working for leading multinational companies such as Fujitsu, Bosch, Schaeffler, AkzoNobel with 30 years in management level. She also has 10 years in PR and 5 years in HR consulting & investment consulting.

In HR Management, Huong starts from HR operation to set up HR professional system from hire to retire then responsible for organization design, workforces strategic planning, talent management & development, including grooming young talents, designing and facilitating various training and coaching programs, provide consulting project to clients.

Huong has joined in the consulting projects related to Organization Restructure, Performance Management System, Refine Remuneration System, HR Audit, Corporate Culture, Employee Career Path, Team Leader Development, High Performance Culture, Competencies Framework....

Huong has been delivered training & coaching to clients, e.g. Cau Tre, Asian Trail, Hyundai, IBM, Intel, P&G, Coach, Vinasoy, Yamaha, Binh Minh Plastic, Prudential,...). Huong is also providing career & life coaching to management & employees.

### EDUCATION

Huong has graduated from EMBA of International Consulting Management. She holds certificate of Insights Discovery train the trainer (International Certificate) & ASPIRE Leadership training from Global company.



## **ANH LE**

Leadership & Talent Development  
Director

**Masan Group**

### **EXPERIENCE**

Ms. Hong Anh started her career with more than 5 years working for finance and audit institutes as PricewaterhouseCoopers and Grant Thornton. She shifted her career to Human Resources management with more than 19 year-experience at top multi-national companies as Unilever, Johnson & Johnson, Novartis Vietnam & Sanofi Vietnam. Currently, she works as Leadership & Talent Development Director at Masan Group.

Over 19 years working as HR professional helps Hong Anh building her people skills that are really the big assets to bring the success in her talent management work and personal life. She successfully plans and implements many big projects in building, developing and retaining talents in Vietnam and Asia countries. Those works help bringing her companies become best companies to work for not only in Vietnam but also in Asia / Global.

### **EDUCATION**

Hong Anh holds Bachelor specialized on Finance and Commercial Law in 1999.



## NGAN NGO

Seasoned HR leader

### EXPERIENCE

Ngan Ngo is a seasoned HR leader with established career track record of driving business and operational efficiency, on national and international levels, through strategic talent acquisition and performance management. She possess hands-on experience in leading international HR teams in diverse countries and brings with her more than 15+ years of experience in various industries including FMCG, Sportswear, Financial services, Chemical, Oil & Gas, Fashion and Human Resources Management Consulting for Vietnam and Asia Pacific region.

She has conducted various training programs on HR Management, HR Business Partnering, Talent Acquisition, Learning And Development, Employment Relations, Career Counselling, etc. for international and local organizations including Finstar, Under Armour, Brooks, EVN, Gro 247, RMIT University, Foreign Trade University, VNHR, etc.

She has been gaining professional experience through various positions for multinational corporations such as Head of HR for Gro247, Head of HR for Finstar Financial Group, Asia Regional HR Manager for Brooks Sports Inc, etc with demonstrated success in developing effective HR strategies focused on partnership building and staff engagement/ retention.

### EDUCATION

With regards to academic qualification, she holds a Master degree in Business Administration, Bachelor of Foreign Trade Economics and SHRM SCP (Senior Certified Professional of Human Resources Management).



# Contact Us

**(Ms.) Phan Ngoc Kim Xuan**  
*Business Development Supervisor*

**E.** [xuanpnk@talentnetgroup.com](mailto:xuanpnk@talentnetgroup.com)

**P.** (84 – 28) 62914188 – ext 5

**Zalo.** 0931450677