

CHINA CROSSROADS

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Why Building a Learning Culture Should be the #1 Priority at Your Organization

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Work is going to look significantly different in 20 years. Technology and innovation are of course key to securing an organization's future, but what about the "people" factor? What happens when your workforce is forced to adapt to new things and new ways of working if the people refuse to change? What happens when leaders have a fixed mindset on how to take a company forward? What happens when traditional L&D can no longer "teach" the skills required to do a job well because that job is now done by a robot? Building a learning culture is no longer a "nice-to-have" objective for your HR department; it should be the cornerstone of every organization's vision and growth plans. A learning culture cannot be built overnight; it takes a lot of work, and a lot of time, and needs to start now. This talk will discuss why it's so important to rethink your organization's learning strategy. The success of every organization is determined by the capability of its people, and therefore the investment in people should be #1 on every business agenda.

[Andrew Nip](#) is Asia Head of Talent, Learning & Development and Recruitment for global specialist recruitment leader Hays. He is a Board director with experience in HR, recruitment and learning and development across the Asia-Pacific region. With a double degree in Psychology and Human Resource Management, Andrew's expertise ranges from talent attraction to talent management across a wide range of industries. He is currently responsible for the overall people strategies across the firm's 12 offices in Asia. Andrew is also the Chairperson of the Australian Chamber of Commerce Employability Committee in Shanghai, and is also a regular speaker at career forums, university summits and leadership conferences. Prior to his role in Asia, Andrew specialized in recruiting in the investment banking sector with Hays Australia.

[China Crossroads](#) hosts talks on all topics related to China, including business, foreign policy, and other areas as they relate to China, the idea being that China is both already a "crossroads" of the world and itself at a "crossroads" in terms of its future global influence. For more information, contact Frank Tsai at editor@shanghai-review.org.