

Guest Speakers



Scott Bales

Managing Director, Innovation Labs Asia

A technology & innovation guru, Scott is a global leader in the cutting edge arena known as "The Digital Shift", encompassing innovation, culture, design and mobility in a world gone digital. As a thought leader, he thrives on the intersection between cultural and behavioral changes in the face of technology innovations.

Scott is currently based in Singapore and runs Innovation Labs Asia, an advisory firm.

He was previously the Chief Mobile Officer for Moven, the world's first ever digital everyday bank and former Vice President of Visa Company Fundamo, former Head of Technology for ANZ subsidiary WING Money and the founding member of Next Bank.



Richard Lam

Senior Counsel (Director) - APAC Employment Legal, Netflix

Richard is the Senior Counsel at Netflix having charge of the Asia Pacific region. Working closely with internal stakeholders and external counsels, he advises on employment law issues throughout the employee life cycle for Netflix's employees in its Corporate offices, as well as managing employee disputes and litigation. He also advises on issues throughout all phases of Productions, including the engagement of cast and crew, employee relations issues on and off productions sets, creating safe and harmonious working environments and ensuring compliance with regulatory requirements.

Prior to working at Netflix, Richard was the Assistant General Counsel, Employment - APAC for Nike supporting its retail, corporate and manufacturing businesses. Richard has also worked at Wong Partnership LLC and Baker McKenzie. Wong & Leow LLC, practicing general litigation, and thereafter, focusing on employment law.

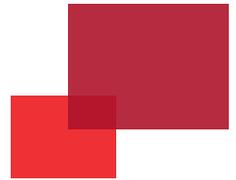


Thomas Thomas

ASEAN Corporate Social Responsibility Network (ACN)

Thomas played an integral role in the set-up of ASEAN Corporate Social Responsibility Network (ACN) in 2010 and as CEO, continues to provide oversight and strategic direction for the organization.

He was the lead writer of the baseline study on CSR and human rights in ASEAN for the ASEAN Intergovernmental Commission on Human Rights (AICHR) in 2014. He has extensive experience in CSR, in the region and globally, including the Steering Committee of the Global Business Network on Forced Labour. He served in the Eminent Persons' Group developing the Reporting and Assurance Framework Initiative (RAFI) for the UN Guiding Principles on Business and Human Rights. He was also involved in the drafting of the ISO26000, International Social Responsibility Guidance Standard.



Baker McKenzie Speakers



Michael Michalandos

Head of Asia Pacific Employment & Compensation Group, Sydney
Baker McKenzie

michael.michalandos@bakermckenzie.com

Michael has over 20 years of experience as an employment law and industrial relations lawyers, acting for numerous global and local clients in a range of industries, including banking and finance, life sciences, information technology, retail, insurance, health and pharmaceuticals, telecommunications, real estate, media and entertainment, and professional services. He advises on all aspects of employment and industrial law, including employee and executive agreements and remuneration schemes, human resources systems, performance management and termination, anti-discrimination and bullying, workplace investigations, redundancy and restructuring, work health and safety, independent contractors and outsourcing, and confidentiality and post-employment restrictions. He also regularly conducts employment-related litigation and acts for employers in a number of high-profile matters.



Aran Alexander

Local Principal, Singapore
Baker McKenzie Wong & Leow

aran.alexander@bakermckenzie.com

Aran leads the International Employment practice at Baker McKenzie in Singapore. With more than 13 years of experience, he is recognized as a "go to" lawyer for clients with APAC and Global multi-jurisdictional matters. He has unique experience leading large cross-border projects and is known for his practical, commercial approach. Legal 500 Asia Pacific 2019 ranked him as the only 'Next Generation' lawyer in the category of Labour and employment – Local firms for Singapore.

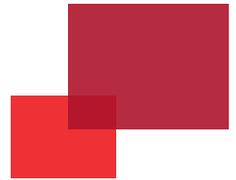


Celeste Ang

Principal, Singapore
Baker McKenzie Wong & Leow

celeste.ang@bakermckenzie.com

Celeste Ang focuses on corporate litigation and arbitration, both domestic and cross-border. She also has significant experience advising clients on compliance and regulatory issues in the context of investigations, and on a wide range of employment and employment-related issues. On the employment front, Celeste focuses on contentious or potentially contentious issues, including termination of employment, dismissal, retrenchment, breach of fiduciary duties and enforcement of restrictive covenants and confidentiality obligations. She has represented companies on employment and employment-related disputes in the Singapore courts as well as in arbitration and mediation.



Paul Brown

Partner, Sydney

Baker McKenzie

paul.brown@bakermckenzie.com

Paul is a partner in the Sydney office of Baker McKenzie where he advises on employment law. He acts for a wide range of local and international clients on advice and litigation matters and is a highly recommended lawyer in directories including PLC Which Lawyer? Paul's practice focuses on advising clients in connection with employment law contracts, awards, negotiations and disputes with trade unions, anti-discrimination issues, outsourcing and occupational health and safety-related matters.



Ben Burke

Partner, Melbourne

Baker McKenzie

ben.burke@bakermckenzie.com

Ben is a partner in the Melbourne office of Baker McKenzie and has more than 20 years' legal experience advising clients across a diverse range of industry sectors. He advises clients on workplace relations, employment law, equal opportunity, discrimination law, work health and safety and risk management. Ben also advises clients on key industries: pharmaceutical, manufacturing, mining and mining services, waste and environmental services, transport and logistics, retail, government and information technology.



Kenneth Chua

Partner, Manila

Quisumbing Torres

kenneth.chua@quisumbingtorres.com

Kenneth is a partner and head of the Employment Practice Group and Services Industry Group at Quisumbing Torres, Baker McKenzie's member firm in the Philippines. He has close to two decades of experience advising clients on various labor and employment issues, particularly on general employment, compensation and benefits, pension funds, global equity services, and executive compensation and movement. Kenneth has represented numerous multinational corporations in labor and employment matters.



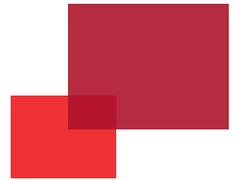
Clarence Ding

Senior Associate, Singapore

Baker McKenzie Wong & Leow

clarence.ding@bakermckenzie.com

Clarence is an associate in Baker McKenzie's Dispute Resolution and Intellectual Property groups. His practice covers all facets of dispute resolution, including litigation and arbitration. Clarence also has a strong emphasis on dealing with compliance, regulatory issues, employment and immigration matters. He regularly conducts internal investigations for clients, and assists with compliance and regulatory breaches.



Miguel Galvez

Partner, Manila

Quisumbing Torres

miguel.galvez@quisumbingtorres.com

Miguel is the head of Quisumbing Torres' Immigration Practice Group and a member of the Dispute Resolution Practice Group. He is also a member of Baker McKenzie International's Global Immigration and Mobility Steering Committee, where he represents the Asia Pacific Region. His practice includes immigration, commercial, criminal and administrative litigation, arbitration, anti-bribery and anti-corruption compliance. With 16 years of experience, he has represented and advised various global and local clients in these areas. Miguel has given various lectures on the subject of immigration law, remedial law, and anti-bribery and anti-corruption compliance.



Stephen Hardy

Partner, Sydney

Baker McKenzie

stephen.hardy@bakermckenzie.com

Stephen is a partner in the Employment & Industrial Relations team at Baker McKenzie, Sydney. Stephen works on a variety of employment-related matters for both local and international clients in the banking and financial services, insurance, retail, IT, manufacturing, mining, transport and recruitment industries. He regularly advises on executive contracts; executive remuneration arrangements; dispute resolution; post-employment obligations (protection and enforcement); OHS liability, prosecutions and associated matters; and industrial disputes. He helps clients with the employment aspects of due diligence processes in respect of mergers and acquisitions, and advises on harassment, discrimination and bullying issues. Stephen also conducts employment-related litigation before state and federal courts and industrial tribunals.



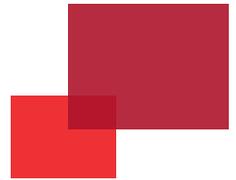
Guenther Heckelmann

Partner, Frankfurt

Baker McKenzie

guenther.heckelmann@bakermckenzie.com

Guenther was managing partner of Baker McKenzie Germany. He is admitted as a lawyer focusing on the area of labor and employment law. He advises companies on all labor and employment-related matters, particularly in conjunction with complex global reorganizations. He also counsels clients on employment issues arising from multijurisdictional mergers and acquisitions, divestitures and post-merger integrations. He likewise represents clients in negotiations with works councils and unions, and advises on European Works Council matters.



Jonathan Isaacs

Partner, Hong Kong

Baker McKenzie

jonathan.isaacs@bakermckenzie.com

Jonathan heads Baker McKenzie's China Employment Practice. He is experienced in advising multinational companies on labor unions, collective bargaining, overtime compliance, termination issues, and data privacy issues, as well as the employment aspects of M&A transactions in the PRC.



Susan Kendall

Partner, Hong Kong

Baker McKenzie

susan.kendall@bakermckenzie.com

Susan is a part of the Dispute Resolution practice group in Hong Kong. Her practice focuses on commercial litigation, with a particular emphasis on trust disputes, commercial fraud, privacy and contentious employment issues. She is also experienced in non-contentious corporate and commercial law. She has recently advised clients on issues such as employment disputes, trust disputes, injunctive reliefs and regulatory investigations.



Nam-Ake Lekfuangfu

Legal Professional, Bangkok

Baker McKenzie

nam-ake.lekfuangfu@bakermckenzie.com

Nam-Ake is active in various areas concerning employment laws, corporate and commercial law, merger and acquisition, environment and trade regulations. During his over 10 years of practice with the Firm, he has advised and assisted various multinational companies, particularly those in the industrials, manufacturing & transportation industry, on various employment issues ranging from day-to-day employment matters to non-traditional and transaction employment aspects such as employment issues concerning joint ventures, corporate structures and restructuring as well as mergers and acquisitions.



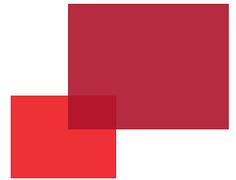
Selwyn Lim

Local Principal, Singapore

Baker McKenzie Wong & Leow

selwyn.lim@bakermckenzie.com

Selwyn's practice areas cover general corporate and financial advisory matters. A particular area of focus is the insurance industry, where he has acted on multi-jurisdictional banc assurance transactions and insurance acquisitions. He also advises on cross-border and domestic transactional work, and has represented multinational corporations on initial public offerings, public takeovers, private acquisitions and disposals, restructurings and early stage and venture capital fund raising. Selwyn focuses on matters involving fintech and regulatory laws, insurance, as well as mergers & acquisitions.



Zheng Lu

Partner, Shanghai

Baker McKenzie

zheng.lu@bakermckenzie.com

Zheng routinely leads massive employment projects, such as mass layoffs, restructuring, investigations, and employee unrests/strikes, involving challenging and complex considerations. She also specializes in strategic employment counseling and developing creative employment solutions for multinational corporations in their global transactions and day-to-day operations. She regularly advises clients on all aspects of human resources management, including wages and hours, bonus and benefit plans, handbooks/code of conduct, hiring and terminations, compliance and investigation, data privacy, global assignments, sexual harassment, union issues, strikes and unrests and labor disputes.



Rowan McKenzie

Partner, Hong Kong

Baker McKenzie

rowan.mckenzie@bakermckenzie.com

Rowan has extensive experience in all aspects of employment law. He is consistently called upon to advise on the challenges of implementing HR strategy, anticipating problems and reducing legal risks in Hong Kong and across the region. His recent work includes advising on employment structures and mobility arrangements as well as policy creation and implementation, downsizing and redundancy programs, and employment-related disputes involving discrimination and sexual harassment claims, enforcement of post-termination restrictions and bonus and equity entitlements on termination.



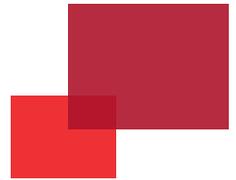
Kellie-Ann McDade

Partner, Melbourne

Baker McKenzie

kellie-ann.mcdade@bakermckenzie.com

Kellie-Ann is a partner in the Employment and Industrial Relations team at Baker McKenzie, Melbourne. She helps clients with a wide range of employment and industrial relations issues including advising on terminations, occupational health and safety and risk management, employee benefits and entitlements, anti-discrimination law, and changes to workplace legislation matters. She has advised a variety of clients, including those in the construction, mining and manufacturing industries, as well as the public sector.



Spiro Mellos

Partner, Sydney

Baker McKenzie

spiro.mellos@bakermckenzie.com

Spiro is recognized as a leading employment lawyer in Australia. Currently a partner in the Firm's Sydney office, he has over 20 years of experience advising clients on all aspects of employment and industrial relations law. Spiro's practice focuses on drafting executive contracts (including executive remuneration) and advising on corporate fraud, director duties and confidential information. Representing clients from a diverse range of industries, he advises on certified agreements, unfair dismissals, antidiscrimination law, workplace policies and all aspects of occupational health and safety law.



Sujintana Mongkolthanit

Senior Associate, Kuala Lumpur

Wong & Partners

sujintana.mongkolthanit@wongpartners.com

Sujintana specializes in Malaysian employment and labor law and has represented multinational companies in workforce restructuring, union-involved industrial disputes, collective bargaining matters, employee management as well as foreign labor outsourcing issues. Her practice also extends to advising on immigration, anti-corruption, data privacy as well as sexual harassment compliance issues. She has also advised and assisted on various cross-border civil and commercial matters.



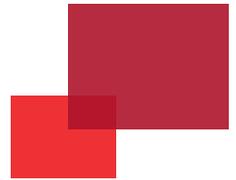
Tomohisa Muranushi

Partner, Tokyo

Baker McKenzie (Gaikokuho Joint Enterprise)

tomohisa.muranushi@bakermckenzie.com

Tomohisa handles matters relating to labor/employment laws, including designing terms and conditions of employment, reduction in force, and labor disputes. He has also been involved in various mergers acquisitions, including due diligence, structuring, documents drafting, negotiation, and integration, especially from an employment and labor law perspective. Tomohisa manages internal investigation relating to compliance, litigation/disputes resolutions and counsels on general corporate/commercial matters, including matters relating to company act and regulations, unfair trade regulations and data privacy.



Zhao Yang Ng
Senior Associate, Singapore
Baker McKenzie Wong & Leow
zhao.yang.ng@bakermckenzie.com

Zhao Yang Ng specializes in employment law and immigration issues in Singapore. He assists clients through the life cycle of employment from both legal and commercial perspectives. Further, he also advises clients on various immigration issues relating to their foreign workforce in order to assist clients in achieving the desired outcome in an increasingly tricky space.



Thuy Hang Nguyen
Partner, Ho Chi Minh City
Baker McKenzie
thuyhang.nguyen@bakermckenzie.com

Thuy Hang is a partner at Baker McKenzie's Ho Chi Minh City office. She is also a member of the steering committees for the Firm's Asia Pacific Employment Practice Group and the Global Immigration and Mobility Group. As the head of the employment and labor practice in Vietnam, she is in charge of developing and providing strategy, training and coaching team members, and coordinating the global and regional employment practices when related to Vietnam. Her practice focuses on employment and labor, M&A, and corporate and compliance matters. Thuy Hang's diverse working experience, broad knowledge in various areas of law, and business management qualifications allow her to provide clients with practical and commercially-savvy legal advice, creating effective, strategic and innovative solutions to navigate around the ever-changing legal landscape of Vietnam.



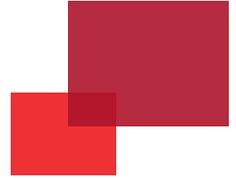
Anne Petterd
Principal, Singapore
Baker McKenzie Wong & Leow
anne.petterd@bakermckenzie.com

Anne focuses on technology, telecommunications, customs and export controls, and consumer and commercial law issues. Much of her practice involves online, telecommunications and IT businesses as well as defense and government procurement. She handles projects involving digital economy, cloud computing and large-scale IT supplies in the Asia Pacific. Her work focuses on the retail, telecommunications, defense, government and financial services sectors, and often involves new business models and test regulatory issues on privacy and telecommunications. Anne also advises on customs assessment, compliance and export control requirements as well as related trade and product compliance issues.



Howard Shiu
Partner, Taipei
Baker McKenzie
howard.shiu@bakermckenzie.com

Howard's practice is concentrated on labor and employment, antitrust and dispute resolution. He has considerable experience assisting and representing local and foreign corporations in labor and employment matters, including resolution of labor disputes, employment issues in M&A transactions, negotiation of collective bargaining agreements with unions, mass severance, and compliance of employment regulations.



Suriyong Tungsuwan

Partner, Bangkok

Baker McKenzie

suriyong.tungsuwan@bakermckenzie.com

Suriyong leads the Trade & Commerce, Customs, and Labor and Employment practice groups in Bangkok, and co-leads the Japan Advisory Group. With over 30 years of experience with Baker McKenzie, he is well-recognized for advising and applying his knowledge in serving of multinational and local companies in various industries across a broad range of commercial transactions and matters. Suriyong's extensive experience lies in foreign direct investment, mergers and acquisitions, executive transfers, labor and employment, real estate, hotel/resort and property development, customs and trade matters, and corporate and commercial law.



Alvira Wahjosoedibjo

Associate, Jakarta

Hadiputranto, Hadinoto & Partners

alvira.wahjosoedibjo@bakermckenzie.com

Alvira is part of the Employment Practice Group specializing in Employment law. She has many years of experience acting for foreign and Indonesian corporations in a wide range of employment-related matters. Her main expertise includes general employment, compensation and benefits, overtime, leave policies, social security, organizational restructuring, termination of employment, expatriate employment, immigration, outsourcing arrangements, employee transfers, secondments, employee data privacy and cross-border data transfers.



Vivien Yu

Registered Foreign Lawyer, Hong Kong

Baker McKenzie

vivien.yu@bakermckenzie.com

Vivien is a registered foreign lawyer in the Firm's Employment practice group based in Hong Kong. She is a qualified solicitor and a Registered Migration Agent in Australia. She has been with Baker McKenzie for over 8 years, leading the Greater China Immigration practice since 2013. Vivien advises corporate and individual clients on a wide range of immigration and mobility matters with a focus on Greater China. She works closely with a team of professionals in Beijing, Hong Kong and Shanghai, and advises multinational corporations across a variety of industries on business immigration and mobility requirements for the movement of personnel across Greater China. She also advises individual clients on investment visa options and related citizenship and residency issues.