

PEOPLE & TALENT MANAGEMENT

In CMA, we recognise that people are our greatest asset and it is their passion, professionalism, talent and commitment that form the backbone of our success. We adopt an integrated human capital strategy to recruit, develop and motivate employees.

TALENT MANAGEMENT

In line with our rapid growth in Singapore and overseas, we actively seek talents internally and externally to strengthen our bench strength and fuel future expansion. Talents are recruited at different transition points in their career path, from fresh graduates to young, mid-career professionals and industry veterans.

Our robust succession planning and talent management strategies support talent cross-fertilisation where employees are given the opportunity to rotate to different malls, functions, cities or countries as part of their career development.

Committed to being a learning organisation, we offer comprehensive training and development programmes for staff to acquire the relevant knowledge and skills to achieve business excellence. These include study visits to Australia, Japan, The United Kingdom and Hong Kong for staff to gain exposure on exciting/new retail trends and mall management concepts in different parts of the world.

Our core in-house training initiative – CMA Immersion Programme (commonly referred to as “Boot Camp” in China) remains key to our talent development strategy. It is a 5 to 10-day immersion programme aimed at integrating new hires quickly and effectively into our culture and systems. Regular study visits to Singapore are also organised for new hires from China and other overseas offices to familiarise themselves with CapitaLand Group’s businesses and operations.

For members of the Senior Management team with proven track record and leadership potential, we partner with CapitaLand Institute of Management and Business (CLIMB) to provide leadership and management programmes to sharpen their management, leadership and business skills.

COMPETITIVE COMPENSATION AND BENEFITS

We provide a comprehensive and competitive remuneration package which includes short-term cash bonuses and long-term equity-based reward plans such as restricted shares for key managers. Regular benchmarking against different markets and innovation in compensation strategies ensure we remain competitive and continue to attract and retain talent.

ENGAGING OUR PEOPLE

In line with our growth strategy, we believe it is important to integrate and engage staff in all countries through regular communication. Staff communication sessions by senior management are conducted regularly to keep staff abreast of our financial results and strategic business thrusts. Department teambuilding and retreats are also organised to foster greater team spirit in a fun and informal way.

CARING FOR OUR PEOPLE

Key to our human resource management philosophy is total wellness for our employees. Workplace total wellness initiatives in 2010 included regular talks and outdoor recreational activities to promote healthy lifestyle and work-life harmony. In October 2010, CMA conducted an Employee Engagement Survey across our five countries with the aim of providing a better work environment for all our employees.

In CMA, we believe our success is shaped by our people and we will continue to manage and develop our human capital.

DELIVERING SOLID PERFORMANCE

S\$1.4billion

REVENUE UNDER MANAGEMENT

S\$472.4million

EARNINGS BEFORE INTEREST
AND TAX

S\$1.50

NET TANGIBLE ASSETS
PER SHARE

8.7%

NET PROFIT GROWTH

