

ACI Asia-Pacific Young Executive of the Year 2013



Participate and contribute to innovative solutions to the most challenging problems facing our industry!

The challenges ahead of the aviation industry always drive us to rethink the way in which we run our business. The industry has gone through a number of unprecedented changes over the years.

Most of the time our experience can help us cope with these changes, nevertheless, we need innovative ideas to sustain our business in this difficult operating environment and to meet tomorrow's challenges. Many of these innovative ideas might come from younger generations.

The aviation industry is one that counts heavily on human resources and the ACI Asia-Pacific Young Executive of the Year Award (YEA) was established to honor the outstanding talents in the Asia-Pacific region. The award is to encourage and promote the contribution of innovative ideas and solutions to the current aviation industry issues.

What do the past winners of ACI Asia-Pacific Young Executive of the Year Award say about the award?



Hideo KANAYA

*Senior Manager, Investment Planning
Planning Department, Corporate Planning Division
Narita International Airport Corporation (NAA)
ACI Asia-Pacific Young Executive of Year 2012*

*Research Paper: Emergency Planning and Crisis
Management for Airport Business*

It is my great honor to be selected as the ACI Asia-Pacific Young Executive of the Year 2012. I am always proud of every aspect of my work in airport planning, construction, operations and maintenance and have a strong belief in the importance of the work. The YEA 2012 provided a valuable opportunity for me to demonstrate the ideas and expertise I have gained and accumulated so far. I wrote this paper with a desire to share my experience with my friends and colleagues working at other airports in the Asia-Pacific region and I would be most delighted if the readers find it useful. I am truly delighted to receive this prestigious award. I hope that the YEA program will continue for many years so that many of you can participate in the program to provide us with your new and valuable ideas.

Suresh KUMAR K.G.

*Senior Executive, Daily Operations
Bangalore International Airport Limited
Honorable Mention Recipient of ACI Asia-Pacific
Young Executive of the Year Award 2012*

*Research Paper: Airport Business and Local
Community Development*



I am extremely proud to have received the honorable mention for my contribution to the ACI Asia-Pacific Young Executive of the Year Award 2012. Representing Bangalore International Airport in this competition has been a real honor. It is comforting and encouraging to know that innovative solutions from young professionals are being sought for the issues faced by the aviation industry. This competition brings the best out of professionals serving this dynamic industry, which bodes well for the professionals and the industry. I am sure this award will remain the most sought after and intensely fought for, among aviation professionals which in turn will take this industry to enviable heights.

ACT NOW!

Who should participate?

ANY airport executives, at or under the age of 35, currently serving in a middle management position and has a minimum of two years experience in the field.

Why should you participate?

To be named as the ACI Asia-Pacific Young Executive of Year 2013 and showcase your brilliant ideas to tackle the challenges of the aviation industry!

When is the application deadline?

7 December 2012, 12:00noon Hong Kong Time

**For more information, please write to
young_executive@aci-asiapac.aero or
visit our website at
www.aci-asiapac.aero**



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How do I participate?

To enter this competition, you will need to submit a research paper on ONE of the following topics. **Candidate should be able to provide structural analysis with detailed observations and extensive researches on one of the following industry issues, demonstrate creativity and innovations to possible solutions, and show vision towards future aviation industry.**

Research Paper Topics

Innovative Approaches for Maximizing Commercial Revenue

Nowadays, some major airports are transforming from a pure aeronautical infrastructure to multi-functional complex which may consist of retail, entertainment, real-estate and many other diversified businesses and services. In some airports, commercial revenue is making comparable contribution to the airport's bottom line as the aeronautical revenue does.

In the research paper, candidate is required to:

- present and analyze the current situation of business diversification of airports and the future evolution; and
- provide innovative approaches to maximize commercial revenue in airport business.

Analysis of Airport and Airline Relationship

Most people would agree that airlines are the key business partners of Airports. The cooperation between the two entities is prime to the development of travel and aviation industry. Having said so, there are many challenges while the two works together.

In the research paper, candidate is required to:

- analyze in details the interaction between airports and airlines;
- present future evolution and development of the relationship; and
- present possible challenges that may arise to the relationship and propose solutions.

Innovative Approaches to Encourage Better Utilization of Airport Capacity by Airport

Many major airports worldwide are facing challenges of running out of airport capacity in airport terminals and runways. Instead of physical expansion of infrastructure, which requires scarce land supply and vast capital investment, better utilization of existing airport capacity is considered as a feasible and effective alternative for airport to sustain current operations and future business growth.

In the research paper, candidate is required to:

- present and analyze current challenges of lacking airport capacity; and
- suggest innovative ways to encourage better utilization of airport capacity by airports.

Eligibility and Nominations

Entry fee is not required. Each ACI Asia-Pacific airport member in good standing is entitled to nominate ONE candidate for this competition. Each entry must be accompanied by a signed nomination letter from the CEO of the airport supporting the nomination of the candidate.

All candidates should be at or under the age of 35 at the deadline of submission. They should be currently serving in a middle management position at any ACI Asia-Pacific member airports and have a minimum of 2 years working experience in the aviation field.



The Winner



The winner will be awarded the *ACI Asia-Pacific Young Executive of the Year* and he/she will be invited to present the paper at the 8th ACI Asia-Pacific Regional Assembly, Conference & Exhibition, which will be held in Phuket, Thailand, 22-25 April 2013.

In addition, the winner will be awarded with paid airfare and accommodation to attend the ACI Asia-Pacific Regional Assembly and Conference with a cash reward of US\$1,000. The profile of the winner and the research paper will be widely promoted and published throughout ACI Asia-Pacific.

Deadline and Submission Guidelines

Deadline for submission will be on **7 December 2012, 12:00noon Hong Kong Time.**

All submissions must be in English. The research paper submitted should be **12 – 15 pages of A4 paper** (Times Roman 10pt, maximum 15 pages), including references and appendices. All submissions must be in Microsoft® Word .DOC format or PDF file and sent via email to young_executive@aci-asiapac.aero by deadline. Hard copies of application form and recommendation letter should be followed after email submission and mailed to Airports Council International Asia-Pacific, Unit 5, 2/F, Airport World Trade Centre, 1 Sky Plaza Road, Hong Kong International Airport, Hong Kong.

Confidentiality

ACI Asia-Pacific will not use any material submitted for this competition without the candidate's permission.

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Panel of Judges

The panel of judges, represented by the ACI Asia-Pacific Regional Board, Regional Director of ACI Asia-Pacific and other distinguished aviation and HR experts, will review the entries. We are pleased to have Ms. Kerrie Mather to lead the judges as the chairperson of the panel for the competition this year.

Panel Chairperson

Kerrie MATHER

*Chief Executive Officer &
Managing Director
Sydney Airport
Board Director, ACI Asia-Pacific*



Bringing more than 15 years of aviation sector experience to Sydney Airport, Kerrie Mather was appointed as Chief Executive Officer in June 2011 with a brief to strengthen the airport's relationships with airlines, government, industry and community.

Kerrie has had a long involvement with Sydney Airport, joining the board and strategy committee in 2002.

Welcoming more than 36 million passengers a year, Sydney Airport is Australia's busiest airport and Australia's international gateway, serving 37 international airlines, 8 domestic and regional airlines and 10 dedicated freight carriers.

Delivering 40 per cent growth in passenger numbers since 2002, but with barely any increase in aircraft movements, Sydney Airport has invested \$1.9 billion in improving the services and infrastructure since 2002 and is working with industry and community on achieving further sustainable growth in the decades to come.

As CEO of Sydney Airport's former parent company Sydney Airport Holdings Limited, Kerrie has worked in a number of international jurisdictions delivering major airport initiatives including long term commercial agreements with airlines, significant capital investment programs resulting in upgraded and expanded facilities for all airport users, commercial projects and financing programs.

Kerrie brings to Sydney Airport a broad international perspective and demonstrated ability to develop strategic alliances with airlines, commercial partners and tourism bodies both in Australia and around the world and is a director of Airports Council International, the peak global body for airports around the world.

She drove a restructure of Sydney Airport Holdings Limited in 2011, making Sydney Airport the company's sole focus. MAP was renamed "Sydney Airport" in November 2011.

Prior to becoming CEO of Sydney Airport Holdings Limited and CEO and MD of Sydney Airport, Kerrie was an Executive Director at Macquarie Capital where she worked for 18 years. She holds Bachelor of Arts and Masters of Commerce degrees from UNSW. Kerrie resides in Sydney.

Mokhtar A. AWAN

*Regional Director
ICAO Asia & Pacific Office*



Mr. Awan joined ICAO as Regional Director since January 2008.

He serves as Representative of the Secretary General of ICAO to States to which the Regional Office is accredited for the purpose of providing advice and assistance on the implementation of ICAO plans and policy.

He is responsible for planning and directing the work of the Regional Office to ensure that the functions and work programme of the Office are performed efficiently and in line with the Strategic Objectives of the Organization and support the Global Air Navigation Plan (GANP) and Global Aviation Safety Plan (GASP).

In his capacity as Regional Director, Mr. Awan provides technical advice and assistance to States on the development and implementation of Regional Plans, consulting with States and appropriate international organizations on the need for amendment of Regional Plans to keep these Plans up-to-date and ensure the coherent and progressive development of the air navigation and air transport systems in the Region. He coordinates performance of work in the air navigation, aviation security and safety, air transport, technical assistance, legal, administration and services, public information and external relations fields, within the Regional Office, with States and regional or sub-regional groups as appropriate.

Prior to the current appointment as ICAO Regional Director, Mr. Awan was serving his Government as Deputy Secretary in the Ministries of Defense, Interior/Narcotics Control. He has dedicated most of the period in Civil Aviation Division of Pakistan Government in fostering and promoting international civil aviation starting from planning and development of airport infrastructure, coordinating flying operations and corporate affairs of the Pakistan national flag carrier (PIAC), overseeing implementation of National Aviation Policy both from regulatory and operational angles, administering aero-meteorology services, creating airport security force, and finally heading a technical mission in ICAO to represent his country on the Council of ICAO.

Mr. Awan remained Permanent Representative of Pakistan on the Council of ICAO from 2002 to 2006. During his assignment as Permanent Representative, he served several bodies of the ICAO Council. He also served as member of IFFAS (International Financial Facility for Aviation Safety) Governing Board during the currency of his representation at ICAO Headquarters.

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He has significant exposure in working together with worldwide multilateral inter-governmental organizations like WMO, WHO, regional civil aviation bodies (ECAC, LACAC, AFCAC & ACAC) and air transport industry partners such as IATA, ACI, CANSO, IFALPA, and IFATCA.

Mr. Awan's extensive experience in international civil aviation combines policy, practice and procedures for the planning and development of the international/regional air transport system.

Mr. Awan holds a Master's degree in Political Science, major in Public Administration, a post graduate degree in Law, a Diploma in Security Studies and a Certificate in Air Transport Economics.

Patti CHAU

*Regional Director
Airports Council International (ACI),
Asia-Pacific*



Patti Chau was appointed Regional Director of Airports Council International (ACI), Asia-Pacific on 1 November 2011. She has been with the association since 2004.

Based in Hong Kong, Patti is responsible for developing and leading the ACI Asia-Pacific region's efforts to enhance member services and grow membership while maintaining the mission of promoting the interests of 95 airport members from 42 countries. Prior to joining ACI, she was with Vantage Airport Group (previously known as Vancouver Airport Services) and oversaw the internal auditing and financial activities of the Canadian and international operations.

Originally from Canada, Patti is a Certified General Accountant (CGA) and has a degree in Financial Management.

Theresa FLEIDL

*Vice President
Professional Training Policy and
HR-Marketing
Munich Airport
Chairperson, Europe HR Net*



After having finished her studies in Economics, Theresa Fleidl has been working for Munich Airport in different areas, e.g. Financial Controlling, Personnel Planning and Budgeting as well as Staffing Policy and Professional Training.

Theresa Fleidl's present position in the Munich Airport Group is Vice President, Professional Training Policy and HR-Marketing.

She also holds a training position as a lecturer at the University of Applied Sciences in Landshut/Germany. Moreover, Theresa Fleidl is a speaker for different issues at national and international conferences.

Theresa Fleidl has been nominated as member of numerous national and international committees dealing with HR and educational issues.

She was Vice Chairperson of the ACI Europe HR-Committee until 2001 and has then become Chairperson of its successor expert group "Airport HR-Net Europe", a network of HR-representatives of more than 20 European Airports.

Theresa Fleidl has initiated various innovative HR-projects on international level, such as "Airport HR- Expert Platform", a web-based knowledge platform for HR-experts of the aviation branch or "EncourAGE", a European project dealing with the impacts of the demographic change.

On national level Theresa Fleidl is committed, among others, to issues of professional education. In this context she has recently developed the study course "Bachelor Aviation Management" at the University of Applied Sciences in Frankfurt.

Navin ROY

*Head of Human Resources Business Support
Abu Dhabi Airports Company – ADAC
Chairperson, ACI Asia-Pacific
HR Committee*



Navin is a Human Resources professional with over 17 years of experience in the Aerospace, Education and Courier/Logistic sectors internationally, including 8 years in the Middle East. He is experienced in the strategic and operational elements of HR with particular emphasis on HR policy development, HR system implementations, performance management, recruitment, organizational effectiveness, talent management, and total rewards.

Navin holds a Bachelor's Degree in Science from York University and a Post-Graduate Diploma in Human Resources Management from Seneca College, both based in Canada. He is currently pursuing his Masters Degree in Human Resources Management.

Prior to his involvement in aviation, Navin was employed with United Parcel Service Canada (UPS) as the Employee Services Supervisor reporting to the Director of Human Resources for the Canada region. In this role he was responsible for the HRMS, policies and procedures, benefit plans and strategic HR processes for a Canadian workforce of 7,000 employees.

Over the last six years, Navin has been working in aviation organizations based in the UAE. He was involved in the startup of Dubai Aerospace Enterprise (DAE) in the capacity of Human Resources Manager. Reporting to the Vice President of Human Resources, he was responsible for compensation and benefits, policies and procedures, job design and evaluation across DAE's six unique businesses.

He is currently working at ADAC (Abu Dhabi Airports Company) in the capacity of Head of Human Resources Business Support. Proactively working with the business leaders to support the delivery of their strategic plans by developing, advising on, and aligning people strategies to business plans and organizational goals, and helping to create and maintain a high performing workforce.