



**Invitation to 2 Days
International HR Seminar
UPDATING HRM NEW KNOWLEDGE
*New Idea, New Breakthrough***

Venue: Sen Viet Hotel, Conference Hall, 9th Floor, 31-33 Cao Thang, Dist 1,
Ho Chi Minh City, Vietnam

Date : Wednesday and Thursday, 20 – 21 December 2011

DISTINGUISHED HR TRAINERS / CONSULTANT:



Program Overview

In a business environment where the only constant is change, all firms face a profound challenge: How do you leverage your human capital to gain competitive advantage? This Advanced HR Seminar examines the strategic impact of human resources and delivers dynamic frameworks that enable your organization to quickly adapt to changing conditions and seize new opportunities as they emerge.

Human Resource Professionals today must be effective at simultaneously monitoring current performance, managing incremental innovation, and leading more revolutionary or discontinuous change efforts. The Advanced HR seminar explores how to manage this delicate balancing act by emphasizing methods to align HR strategy with the overall business strategy.

This Advanced HR seminar is specially designed to help human resource professionals to acquire the latest HR knowledge, methods, and skills needed to meet the challenges of today's changing workplace and workforce.

Organized By:



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Ifugao State
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Akamai University,
USA



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Macedonia

Objectives

Upon completion of this special Advanced HR Seminar, participants will:

- Understand how the HR planning and budgeting could maximize the allocation of Human Capital to maximize performance.
- Develop new methodology for interviewing potential talents to ensure organization hiring the right talents
- Avoid costly mistakes when hiring and dealing with HR issues
- Mastering the new BEIs interview skills
- Develop the right talents for key and critical positions within the organization.
- Learn the latest information and knowledge on why talent succession planning has huge potential for organizations in filling key and critical positions
- Learn how engaged employees produce better performance.

DAY ONE: Tuesday, 20 December 2011

Topic 1: HR Planning and Budgeting



As the world economy becomes more dynamic and intricately connected, the ultimate advantage for most business organizations is its Human Capital. However, in order to maximize the allocation of Human Capital, effective planning and budgeting is required. This short talk will provide the participants with insights and information on how HR planning and budgeting is to be done to maximize the allocation of Human Capital to maximize performance.

Topic 2: Behavior Event Interview



One of the most commonly used method for assessing potential employees or talents are via interview. However, traditional interviewing strategies and methods have not been very effective, especially with today's new generation of interviewees. Therefore, there is a need to shift the paradigm to a different tact and methodology for interviewing potential talents to ensure that the organization is hiring 'Real' talents instead of 'False' talents. Behavior event interview provides a prediction of an interviewee's future performance based on past behaviors, competencies, performance, perception and beliefs about specific circumstances. Hypothetical questions are not used in BEIs. In order to appreciate BEIs and learn its key points for questioning, the talk will guide you through some of the common questions used in BEIs and how to evaluate the responses.

DAY TWO: Wednesday, 21 December 2011

Topic 3: Talent Succession Planning



Despite extensive attention being paid by organizations on talent management initiatives, many organizations still find it difficult to develop the right talents for key and critical positions within the organization. Talent management initiatives are constantly being put into place to find and develop talent from within or recruit externally. However, most of these 'talents' generally fall short of expectations. This short discourse will provide participants with information and knowledge on why talent succession planning still has huge potential for organizations in filling key and critical positions, despite the challenges posed.

Topic 4: Engagement and performance



Many contemporary organizations of today, being pre-occupied with the challenges of the business and its environment, often spend time and effort in attempting to obtain commitment from employees. On the other hand, strategies adopted often end up doing more harm than good as today's employees differ greatly from previous generations. Consequently, there is a need for organizations of today to move away from the traditional measures and definitions of commitment, and instead focus on engagement. Researches as well as organizations adopting such practices have found that engaged employees, though not defined as committed, often produce better performance. The purpose of this talk is thus to provide the link between engagement and performance as well as to serve as a guide on how engagement can be enhanced to strengthen performance.

Who Should Attend?

The program attracts HR directors, human resource managers and senior executives to share the latest HR practices, innovative ideas and take away strategic frameworks for maximizing competitive advantage and driving bottom-line results through visionary Human Capital management.

Managers responsible for the strategic leadership and management of human capital and those whose career plans and goals include moving into increasingly senior HR positions with a comprehensive role in guiding their organizations using strategic HR initiatives are excellent program candidates.



EDS BUSINESS SCHOOL COMMUNITY SERVICE PROJECT

The objectives of **EDS Business School Community Service Project** is to share the latest management practices, success ideas, inspiration and insights to help entrepreneurs, intrapreneurs, managers and executives of business organization and non-governmental organizations (NGO) in Asia Pacific Region to enhance their competitiveness in today's challenging business environment and to improve their operation efficiency through a series of EDS Advanced Management Seminars with subsidized seminar fee or fully sponsored by EDS Business School, Malaysia.

This Community Service Project is also the platform to encourage CEO, Directors, Managers and Senior Executives towards continuous lifelong learning.

“The beautiful thing about learning is that no one can take it away from you”.

---B.B King

Distinguished Faculty



Professor Dr. Lee Karling, PhD

Professor Dr. Karling obtained her PhD from University Science Malaysia in early 2008. Her area of specialization is in Human Resource Management (HRM) with an emphasis on human resource development and learning. Her interest is also in industrial psychology and human behaviors at work. She has been involved in continuous research in linking personalities with job function and performance and hopes to present a research paper late next year. She also specializes in DOE (design of experiment) for the HRM function, specifically for HR development.

Professor Dr. Karling has many years of working experience in both the manufacturing and service industries with more years in the service industry as Head of Department. She has been involved in corporate training for more than 15 years and is a Certified Trainer from ACAP Australia. She also holds a unique Graduate Certificate in Adult Teaching and Learning from RMIT University, Australia.

She is currently the senior faculty of EDS Business School, Malaysia. She is also on a retainer with a listed company as a HR consultant in all HR related matters from HR planning and recruitment to industrial relations. The consultancy work also extends to the subsidiaries of the listed company.

Dr. Karling specializes in HRM related training as well as specific interpersonal skills and workplace behavior training aimed at improving workplace efficiency, effectiveness and relationships. She is committed to assisting organizations in their human resource development endeavors and specializes in assisting organizations design, execute, and feedback on training evaluation system for continuous development in the organization's human resource development efforts. Her current passion is in cross-generation management focusing on assisting organizations in tapping into the potentials of the millennial workforce and providing guidance to senior management in maximizing the talent of the new generation (Gen Y).

Professor Dr. Karling is also the visiting professor for Ifugao State University, Philippines; Laguna State Polytechnic University, Philippines; Akamai University, USA; and Thai Nguyen University, Vietnam.

SEMINAR FEE

Please be informed the original fee for this 2-day Advanced HR Seminar is USD300, EDS Business School and HNTC will sponsor 70% of seminar fee. Participants need to pay USD90/pax for registration on or before 6 December 2011. The fee will be USD160/pax if registration after 7 December 2011.

This seminar will includes 4 tea breaks, 2 lunches and the HR training notes. Upon full attendance of the 2-day Seminar the EDS Certificate of Attendance will be awarded.

ELIGIBILITY

Participants must have the following qualification and work experience to be qualified to attend this 2-days Advanced HR Seminar:

- participants must have bachelor degree or equivalent qualification
- holding the position of HR Officer, HR Manager and HR Director or equivalent position
- must have more than 5 years working experiences in executive position

For registering the seminar, please contact:



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