



PAPUA NEW GUINEA HUMAN RESOURCE INSTITUTE

non-profit professional organization, committed to integral people development and professional excellence and sustainable national development through organizational excellence since 1973.

Post Office Box 2035 PORT MORESBY, NCD, PNG | Unit No. 02, Top Floor, IEPNG Haus,
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Human Resource Practices Competency Based Professional Development Course.

Professional Award of

LEVEL 3: ADVANCE CERTIFICATE IN HRM -HR LEADERSHIP & GLOBAL BEST PRACTICE HRM FOR PNG-

October 2015

This course is targeted at the serious HR practitioner who has aspiration to consolidate his/her responsibility and furthermore excel professionally and climb up the ranks of the corporate ladder into senior management roles over time. This course also validates experienced HR professionals. This course brings together into one course all the critical HR leadership and strategic and leading edge HR thoughts, concepts and practices to position the PNG HR profession at the same level as that of anyone else from around the world. This is the course for the next generation HR professionals and Managers. Only those who have completed level 1 and 2 will be eligible to register and attend this course. Professionals undertaking this course with grade 10 education and 5 years work experience will be eligible to undertake the UPNG Business Management Degree Program and majoring in HRM. This is an intensive, demanding and requiring critical thinking and hard work.

LEVEL 3: COURSE OUTLINE

SESSION ONE: INTRODUCTORY REMARKS

1. HR Leadership for the Future Workplace
2. Advocates of the HR Profession

SESSION TWO: CONTEXT TO STRATEGY

3. HR's Role in the Digital Workplace: A Time for Reinvention
4. The Case for Change Capability: How HR Can Step Up and Stand Out as a Strategic Change Leader
5. Environmental Scanning: An Emerging Challenge for HR Professionals
6. Twelve Predictions for a New World
7. What HR Needs to Do to Help Develop Global Talent
8. Ethics: The Price of Admission in High-Performing Organizations
9. The Reluctant HR Champion
10. Knowing the Internal and External Public-Sector Environment: Applying HR Competencies for Results
11. Context Matters: Building Strategic HR From the Outside In
12. HR as Orchestra Conductor

SESSION THREE: ORGANIZATION

13. The Importance of Culture to Achieving Superior Business Performance: A Leadership Opportunity for HR
14. The Future of HR Is beyond "HR"
15. HR as Guardian of the Future
16. Stop Advising, Start Leading
17. HR and Transparency
18. HR From Around the World ... Let's Unite
19. Think Like a Marketer
20. CHROs Need to Move From Influencing to Being Actively Engaged in the Business
21. From War for Talent to Victory Through Organization
22. Winning in the Mobile Internet Era: What Should HR Know and Do to Be Effective

SESSION FOUR: TALENT SUPPLY

23. HRCI Certification as a Leading Indicator of High-Potential HR Talent
24. CEOs Want Better Performance. Great Culture Can Make It Happen
25. Strategic Workforce Planning: Preparing for Today and Tomorrow
26. Wake up, HR! Your Talent Supply Chain Has a Problem
27. Driving Time to Value in the Human Age

SESSION FIVE: TALENT OPTIMIZATION

28. HR as Organizational Leader and Champion of Diversity and Inclusion
29. The HR and CSR Partnership: Talent-Related Benefits for Employee Volunteerism
30. Leave No Slice of Genius Behind: Selecting and Developing Tomorrow's Leaders of Innovation
31. Finding Our Resilient Center
32. The Wisdom of Women (and Madonna)
33. HR Imperative: Raising the Bar on Engagement
34. Engaging White Men to Drive Diversity and Inclusion
35. Attracting and Retaining Talent Through Differential Treatment

SESSION SIX: INFORMATION & ANALYTICS

36. HR Analytics and Metrics: Scoring on the Business Scorecard
37. HR's Role in a World of Pervasive Information
38. HR Disrupted: The Next Agenda for Delivering Value
39. Workforce Analytics for Strategy Execution
40. Don't Forget About the Machinery
41. Developing an Evidence-Based HRM Through the Conscientious Reliance on Evidence, Sound Decision Process, and Stakeholders Perspectives
42. Optimizing Talent: HR's Key Role for Tomorrow

SESSION SEVEN: HR GOVERNANCE

43. The Future of HR: Will You Be Ready, Willing and Able to Lead
44. Avoiding the "Profession" Trap by Reaching Out and Retooling HR
45. The Future of HR: A Context of Change and Opportunity
46. HR Challenges and Solutions for Small, Medium-Sized and Family-Owned Businesses
47. HR as the Cultivator of Organizational Paradoxes
48. The HR Leadership Diet: Trimming the Fat and Building Up Muscle for a Sustainable Future-Ready Workforce
49. HR: Think Big and Bold
50. To Usher in the Age of HR, We Need to Start By Tearing It Apart
51. Balancing Respect and Opportunity: When Is It Time to Press the Reset Button
52. Renaissance HR
53. Hilton Worldwide: CHRO Lessons Learned From Our IPO Journey
54. What Do HR Departments Need to Know in the Future

SESSION EIGHT: HR PROFESSIONALS

55. Lessons learnt - Developing Human Resource Professionals in India
56. Always Global, Always Digital
57. HR as Business Partner
58. Succeeding as a CHRO: Advice From an Observer
59. Creativity, Innovation, and Leadership as Key Factors in HR's Future
60. Behavioural Characteristics of Highly Successful HR Leaders: A Subjective View
61. How Do We Get There From Here
62. Leveraging Employer Branding as a Key Business Strategy
63. The Status Quo Is Your Biggest Threat
64. From Banking to Berries: Acquiring Business Knowledge All Over Again to Create Impact
65. How HR Can Get the Squeaks Out of an Organization
66. Health and Financial Wellness as Keys to Productivity
67. Speak the Language
68. Marketing, Measurement, and Modern HR
69. Tests and Trials to Certify Human Resources Professionals

SESSION NINE: CONCLUDING REMARKS

Now What? Implications for the Profession and for You, the HR Professional



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- REGISTRATION FORM -

This course is targeted at the serious HR practitioner who has aspiration to consolidate his/her responsibility and furthermore excel professionally and climb up the ranks of the corporate ladder into senior management roles over time. This course also validates experienced HR professionals. This course brings together into one course all the critical HR leadership and strategic and leading edge HR thoughts, concepts and practices to position the PNG HR profession at the same level as that of anyone else from around the world. This is the course for the next generation HR professionals and Managers. Only those who have completed level 1 and 2 will be eligible to register and attend this course. Professionals undertaking this course with grade 10 education and 5 years work experience will be eligible to undertake the UPNG Business Management Degree Program and majoring in HRM. This is an intensive, demanding and requiring critical thinking and hard work.

The duration of this course is 80 hours (10 days). The course content covers the each Sessions:

- INTRODUCTORY REMARKS • CONTEXT TO STRATEGY • ORGANIZATION • TALENT SUPPLY • TALENT OPTIMIZATION • INFORMATION & ANALYTICS • HR GOVERNANCE • HR PROFESSIONALS • CONCLUDING REMARKS •

You add value to yourself when you invest in your ongoing learning and personnel development.

Your employer benefits from an effective and efficient and highly motivated employee—that is you!

PLEASE LIST DOWN NAME(S) of ATTENDEES HERE

1.	2.	3.
4.	5.	6.
7.	8.	9.
10.	11.	12.

Training Registration FEES (+VAT)

	FEES	NUMBER REGISTERED	TOTAL
Members:	K 3,600.00 (inclusive of 10% VAT)		K
Corporate members:	K 4,400.00 (inclusive of 10% VAT)		K
Non-members:	K 6,600.00 (inclusive of 10% VAT)		K
TOTAL DUE:			K

Your fees are tax deductible under Training Levy Act. If you are paying as an Individual, you can claim reimbursement through the end of the year tax return as this course is considered to be part of your continuing professional development.

CONTACT PERSON:		ORGANIZATION:	
POSTAL ADDRESS:			
TELEPHONE:		EMAIL:	

CONFIRM APPROVAL FROM SUPERVISOR OR MANAGEMENT: YES () NO ()

NAME:		POSITION:	
SIGN:		DATE:	

Please make cheque payable to PNG Human Resource Institute Inc. or deposit to BSP Account No.1000584131 Waigani Branch and produce receipt to confirm payment. You can also bring your payment to the PNGHRI office and make payments there.

TERMS & CONDITIONS: Up on confirmation from Supervisor, the registration fees will be used in the workshop budget and the fees will become non-refundable. Participants who cannot attend will have to attend on the next schedule. The fees cannot be refunded.

FOR MORE INFORMATION ON REGISTRATION, PLEASE CONTACT US ON THE FOLLOWING ADDRESSES | Phone: (675) 323 5022 | Fax: (675) 323 5344 | Email: dannfrancis@gmail.com or salome.walo@gmail.com or jttona@yahoo.com