HUMAN RESOURCE PROFESSIONAL DEVELOPMENT PROGRAM

Learning Objectives:

- Build capability in assessing and aligning HR processes to ensure they deliver what the organization needs and expects e.g., workforce planning, attracting top talent, performance management, talent and leadership development and coaching, retention of key people,

- Learn the new competencies that describe HR business partner excellence

- Gain an “outside in” perspective on the key challenges affecting your organization, and what HR must deliver

- Identify and develop the key skills required to progress to more senior professional and leadership roles

- Learn practical tools, frameworks, and methods to more effectively manage change

- Increase in personal influence; build strong executive relationships

- Develop a personal action plan to increase contribution, reputation, and influence

PROGRAM DATE
Hong Kong
Nov 16 – 18, 2016

FEE // US$5,900
Program fee includes:
• Tuition
• Individual coaching calls
• Instructional materials
• All lunches, and coffee/snack breaks

CONTACT
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enquiry@umich.com.hk

WEB
Overview

There is no doubt that expectations on HR continue to grow. Recent studies point out the strategic importance of attracting, developing and retaining top talent. Studies further reinforce the need for HR professionals to be skilled internal consultants who are able to assess needs for improvement and effectively manage change.

In short, HR professionals have a unique opportunity to contribute to their organizations if they are able to operate as business partners, and combine functional excellence with insight and appreciation for how HR must contribute strategically to the business.

In this workshop, Dr. Jon Younger, a leading author, educator, and consultant in strategic HR will help HR professionals to gain practical insight on what it means to be an effective business partner. The program will develop capability in core areas and provide the tools, frameworks, and methods participants will need to significantly improve their performance and development.

The program will combine several learning methodologies: case, team work, role play, and action learning. In addition, participants will apply what they are learning by working on a “back home” project of importance to them and their organization.

Who Should Attend

HR professionals and specialists who are committed to broadening their influence and impact in their organization. This program is intended for mid-level HR professionals who have a strong basic foundation in HR or specialist HR functions, and are ready to build the partner and consulting skills they need to play stronger, broader and more senior future leadership roles in their organizations. It is also applicable to mid-level consultants who wish to improve their contribution to clients and play a more strategic role in their firms.

Senior HR leaders may wish to consider the longer and more intensive Michigan Ross Strategic Human Resource Planning (June 6 – 10, 2016 Hong Kong).

Benefits of Attending

- A participative, highly interactive workshop approach
- The workshop is led by a global thought leader in strategic human resource management
- Participants each receive copies of the book HR From the Outside In (Ulrich, Younger, Brockbank and Ulrich, 2012) and copies of several articles
- Practical tools, frameworks and models that are immediately applicable back on the job
- Comprehensive workbook containing the frameworks, models, tools and methods described in the workshop
- Work on a “back home” project of importance to you and your organization, supported by peer coaching
- Feedback on strengths and opportunities for improvement
- Development of a personal development plan based on 360 feedback
- Individual 30 minute coaching calls with Dr. Younger following the program

By attending this program, you will receive 1 credit towards our Distinguished Leader Certification and will personally be rewarded with Life-time Scholarship and Peers Vouchers to develop your chosen peer. Visit our website for more details: http://www.michiganexecutiveeducationasia.com/distinguished-leader/
Program Focus:

Day 1: The architecture of great HR

- Welcome, goals, introductions
- A brief history of HR and the challenges ahead: influencing from the “outside in”
- What great organizations do better
- Case: How do we fix this company fast?
- The new HR competencies: the results of the Michigan-RBL global study of HR competence
- The role of HR in transformation: what strong HR professionals make happen
- Assessing and aligning effective HR systems
- Introduction to back home action learning projects
- Team time for back home projects: peer coaching I
- Feedback, discussion and close of the day

Day 2: Attracting, developing and retaining top talent

- Review and preview
- Why talented employees stay and why they leave: the Career Orientations research
- Creating a powerful employee value proposition
- Managing performance: ensuring “give” and “get”
- Developing talent: the research on the Four Stages of performance and development
- Case: How ready are we to change?
- Building your change skills: tools for change management
- Growing your network and your influence: Managing your stakeholder map
- Team time for back home projects: peer coaching II
- Feedback, discussion and close of the day

Day 3: Performing as a business partner

- Review and preview
- Thinking about your organization: what’s the S.W.O.T
- Setting personal priorities for impact
- How do I increase my impact and effectiveness: HR 360 feedback
- Back home plan: what have I learned, what’s my plan, what will I do when I get back home
- Dealing with the cultural challenges of change and business partnership, personally and organizationally
- Closing comments and end of program
Faculty:

Jon Younger

*Visiting Faculty Member of the Ross School of Business*

*Partner Emeritus, RBL Group*

This workshop is led by Dr. Jon Younger. Jon is a visiting faculty member of the Ross School of Business and has taught on the Michigan Ross Human Resource Executive Program in Hong Kong. Jon has co-authored several books and many articles with Dave Ulrich, Wayne Brockbank and Norm Smallwood, including: *HR From the Outside In* (2012), *HR Global Competencies* (2012), *HR Transformation* (2009) and *HR Competencies* (2007). Prior to joining RBL, Younger was Senior Vice President and Chief Learning and Talent Officer for one of the largest banking and financial services companies.

Dr. Younger teaches in the executive education faculties of the Ross School, University of Michigan as well as the Indian School of Business in Hyderabad, and in 2014 will also be a visiting faculty member at the Copenhagen Business School in Denmark. He sits on two boards of directors, and is an advisor on HR Transformation to the Public Service of the Government of Singapore. He knows Asia well, and teaches and consults widely in Asia as well as Europe and the Americas. His PhD is from the University of Toronto.

You may also be interested in our Comprehensive Leadership Program Series.
Contact and Registration Info

Once you have registered for one of our programs, a unique registration number is assigned and an acknowledgement letter is sent within 3 working days. The participant will also receive a confirmation via e-mail within 3 working days, along with a softcopy of the invoice. This communication ensures that a place will be reserved for you in the program. Due to costs associated with establishing, holding, and refilling participant slots, along with the associated costs of pre-course materials, the following cancellation charge schedule has been established. The program fee includes tuition, tea breaks & lunches, and all instructional materials. In order for you to have sufficient time to prepare the pre-reading materials and settle the program fee, we suggest sending us the registration at least 8 weeks prior to the program.

If You Need to Cancel

Cancellation fees are based on the number of weeks from the class start date your request is received. You must notify us of your cancellation in writing via email, fax, or postal mail.
You may cancel six or more weeks prior to the start of a program without incurring a fee. Due to the inherent costs of establishing, holding, and refilling participant slots along with associated costs of pre-course materials, the following cancellation fee schedule applies:

- Two to six weeks prior to program start - 50% of program fee
- Within two weeks of program start - 100% of program fee

Transfer and Substitution Policy

We can accept transfers to an alternate program offering. All transfer notices must be received by email, fax, or mail before the start of the program. Transfer requests received within 2 weeks of the program start are subject to a US$250 transfer fee. Qualified substitutes for registrations can be accommodated with advance written notice.
If you choose to defer or substitute your program fee to a future program session, that program must be attended or all funds previously paid will be forfeited. Only one deferral or substitution per registration is allowed and the new session must occur within one year of the original session date. Please note that 100 percent of the full tuition will be forfeited if one of the following occurs:

- The registrant does not enroll in another program within one year of the original start date
- The registrant has not requested a refund within one year of the original start date.

The Setting (to be confirmed)

Hong Kong
Kowloon Shangri-la
64 Mody Road, Tsim Sha Tsui East, Kowloon, Hong Kong
Tel: (852) 2821.2111 Fax: (852) 2723.8688
Email: ksl@shangri-la.com Web: www.shangri-la.com

Or

Hong Kong
The Royal Garden Hotel
69 Mody Road, Tsimshatsui East, Kowloon, Hong Kong
Tel: (852) 2721 5215 Fax: (852) 2369 9976
Email: htlinfo@rghk.com.hk Web: www.rghk.com.hk

PLEASE note: The hotel can make room reservations only.
Program registrations must be directed to enquiry1@umich.edu or 852.2509.9228 (fax).

Please indicate you are a University of Michigan Executive Education participant when making reservations and you will receive a discounted room rate (subject to availability).
Participants are responsible for their own accommodations and travel arrangements.

If you have special dietary concerns, please contact us as soon as possible at the Asia Pacific Regional Office.

The University of Michigan reserves the right to change without notice any statement in this bulletin concerning, but not limited to, curricula, courses, faculty, tuition, fees, policies and rules. If course or curriculum changes take place after you commence the program we will make every effort to implement the changes in your best interest.
Registration Form - Stephen M. Ross School of Business at the University of Michigan
Human Resource Professional Development Program

Please mail or fax the completed registration to our offices

Hong Kong
Executive Education
Asia Pacific Regional Office
Stephen M. Ross School of Business
University of Michigan
12/F Winsan Tower, 98 Thomson Road, Wanchai, Hong Kong
Tel: 852.2509.9088  Fax: 852.2509.9228
Email: enquiry1@umich.edu

You may also register online on our website at:


☑  Hong Kong  Nov 16 – 18, 2016  US$5,900  Reg. Code: M003311

If you have a Distinguished Leader Scholarship Voucher, please quote your voucher reference. no: __________________________

Registration Deadline: 4 weeks before the program
Registrations are accepted on a first come, first served basis.

Participant Information

☑  Mr.  ☑  Ms.  ☑  Dr.  ☑  Miss  ☑  Mrs.

Full Name  ____________________________________________  (As appears on the course roster and your diploma)

First Name  ____________________________________________  (As appears on your name badge)
Last Name  ____________________________________________

Title of Present Position

Company Name

Company Address  ____________________________  (Please include street address and appropriate postal code for international courier delivery)

City  ____________  Postal Code  ____________  Country  ____________

Telephone  ____________________________  Facsimile  ____________________________

Email  ____________________________  Company Website

Department

List language(s) in which you are fluent
(Applicants must be proficient in English)

All information submitted will be kept confidential

Continued on next page >>
How Did You Hear About Us? (You May Choose More Than One)

- Advertisement
- Newspaper
- Magazine/Journals
- Promotion - Brochure
- Catalogue
- E-mail
- Seminars/Exhibitions
- Recommendation by Supervisor
- HR/T&D
- Past participant
- I have attended Michigan Executive Education program(s)
- I have met with a Michigan representative

Billing Information

(Please provide the following information if the invoice should be directed to someone other than the participant)

Name __________________________ Position Title __________________________

Company Name __________________________

Company Address __________________________

City __________________________ Postal Code __________ Country __________

Telephone __________________________ Facsimile __________________________ Email __________________________

Person In Charge Of Executive / Management Development For Your Company

By providing this information, this person will subscribe to our mailing list for regular updates of our program information.

Name __________________________ Position Title __________________________

Company Name __________________________

Company Address __________________________

City __________________________ Postal Code __________ Country __________

Telephone __________________________ Facsimile __________________________ Email __________________________

Do you plan to make a hotel reservation? ☐ No ☐ Yes - We will provide information of recommended hotels upon confirmation

By submitting this registration form, I have read and hereby agree to comply with the policy of Michigan Ross Executive Education, I also understand that payment of the program fee is required prior to the program. Upon registration, the University shall issue an invoice for payment and a confirmation via e-mail within 3 working days.

The University of Michigan, as an Equal Opportunity, Affirmative Action Employer, complies with applicable federal and state laws prohibiting discrimination, including Title IX of the Educational Amendments of 1972 and Section 50 of the Rehabilitation Act of 1973. It is the policy of the University of Michigan that no person, on the basis of race, sex, color, religion, national origin or ancestry, age, marital status, handicap, or Vietnam-era veteran status, shall be discriminated against in employment, educational programs and activities, or admissions. Inquiries of complaints may be addressed to the University’s Director of Affirmative Action, Title IX and Section 504 coordinator, 4005 Wolverine Tower, Ann Arbor, Michigan 48109-1281, 1734.763.1281, T.D.D. 1734.647.1398. For other University of Michigan information, call 1734.764.1817.
Rankings

Across a wide range of criteria, Michigan Ross Executive Education and the Stephen M. Ross School of Business are consistently ranked among the world’s elite institutions.

This global ranking evaluated the top-rated universities, based on a survey of 6,000 academics and 2,000 recruiters.

This ranking evaluated university and business school-based executive education programs on criteria related to leadership development.
- No. 1 executive education programs for five consecutive years

This global ranking evaluated the top-rated universities, based on a survey of 6,000 academics and 2,000 recruiters.

Bloomberg Businessweek “Top 10 Open Enrollment programs” | November, 2013
Bloomberg Businessweek’s 2013 ranked Michigan Ross Top 10 for our open enrollment executive education programs.