
EXPLORING HR BEST PRACTICES - MULTINATIONAL PERSPECTIVES

ORGANISATION SHEET

Objectives	<p>At the end of this programme, participants will:</p> <ul style="list-style-type: none"> - Be familiar with current HR best practices in Luxembourg as well as in a broader international environment in key areas of HR management including teambuilding, talent management, competency model, performance, management, learning & development, employee engagement. - Be able to draw on a diverse range of practical ideas and tools to lead and manage change in these areas in their own organisations - Have a deeper understanding of the strategic impact of their own roles and the challenges facing HR in the future - Have access to an expanded network of HR professionals from different cultures and organisations to continue a rich exchange of ideas and learning after the programme
Methodology	<p>The programme will revolve around practical exercises, workshops and discussions of participants' current HR challenges. Local HR experts will add context, concepts, insights to the discussion and share tips and techniques from their own experience.</p> <p>The candidates must submit by 11 June a short description of a working situation or challenge which they are confronting and which they would like to share with their peers and the experts, in order to find new options, approaches and solutions.</p>
Target group	<p>Human Resources Directors/Managers of commercial and central banks / financial institutions</p>
Language	<p>Candidates must have a good level of spoken English</p>
Participants	<p>20 participants</p> <p><u>Invited countries</u> : Azerbaijan, Bosnia-Herzegovina, Bulgaria, China, Croatia, Cyprus, Czech Republic, Egypt, El Salvador, Estonia, Georgia, Hungary, Kazakhstan, Kosovo, Latvia, Lebanon, Lithuania, Macedonia, Malta, Moldova, Mongolia, Montenegro, Poland, Romania, Russia, Serbia, Slovakia, Slovenia, Tunisia, Turkey, Ukraine</p>
Date	<p>8 days seminar 12-21 September 2010 Arrival date: Saturday 11 September 2010 Departure date: Wednesday 22 September 2010</p>



Experts

Experts from Luxembourg-based banks with extensive HR experience and locally recognised as leaders in their field.

Mr Freddy Vanderloven
Managing Partner FV Consult
ATTF Official Senior Expert
Moderator

Mrs Viviane Harnois
Senior Vice-President
ABN Amro Group, Luxembourg
ATTF Official Senior Expert

Mrs Yvonne O'Reilly
Leadership Coach & Consultant

Mrs Olga Grintsevitch
Administrative Director
East West United Bank

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TOPICS

Teambuilding and Personal Challenge

During these sessions the participants will have the opportunity to get to know each other, to do group exercises outdoors and to discover hidden personal strengths.

Teamwork and Leadership

Based on the conclusions resulting from the teambuilding session, participants will analyse ways of working in a team and the role of leaders. Further teamwork concepts and an exercise will complete this session.

Talent management

Talent management is a vision supported by processes to identify, assess and develop potential future managers/decision-makers and specialists of the company, support the development of succession strategies.

Competency Model

The participants will learn how to establish a robust approach to competency management for individuals and teams.

Performance management

The focus here will be on exploring best practice in developing high performance individuals and teams through goal-setting, coaching, feedback and evaluation.

Learning and Development

Managing this key HR practice requires a strategic understanding of the business and the future plans as well as the management of the links to all the other HR practices.

Employee Engagement

This is a key success factor for organisations. Through workshops and debates we will explore the various facets of this topic.