

Becoming an HR Business Leader

A high impact workshop for HR senior managers



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Dubai, United Arab Emirates



7 March 2012
Sheraton Karachi Hotel

9 March 2012
Pearl Continental Hotel, Lahore

9:00 am to 5:00 pm

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Introduction

The essential challenge for HR senior managers is to stake their credibility and expertise in the executive ranks of their company. Traditionally, HR is relegated to creating policies and procedures, implementing company strategy, and abiding by its mandates. Then, HR gained a seat at the executive table. As business partners, for example, they contributed to high level discussions on strategy, operations, and budgets.

These roles are critical for an effective HR organization. But as a profession and a function, HR has great opportunities to have an even wider impact on the business. For example, it can assert itself as a shaper and driver of strategy for the company, and advise on HR issues within the business context and not as an isolated function.

This one-day workshop serves this purpose for HR senior managers, and presents a new paradigm and involves practical activities.

Why you cannot miss this event

This workshop promises to be an active, enjoyable learning experience! It will strengthen your influence in the company, and raise your impact on business priorities, strategies, and performance. Moreover, it will enhance your efforts to engage, manage and mentor staff in your HR organization.

Who should attend

This workshop is intended for senior HR managers, that is, those whose direct reports are supervisors or superintendents. Also, senior managers from the business lines are also welcome to attend, if they have a vested interest in HR becoming business leaders.

4 Key Learning Objectives

1. to grasp the key HR roles in the Challenge Paradigm, and review your HR organization in relation to this;
2. to strengthen your business acumen and credibility;
3. to shape an HR business leadership style that works best for you; and
4. to develop your action plan for becoming such a leader in your company.

COURSE OUTLINE

● Warm Welcome and Introductions

- Workshop objectives and agenda
- Participant expectations or goals
- Symbols of HR business leadership

● The Challenge Paradigm

- The Tactical Role - Advising on Policies and Procedures
- The Relational Role - Putting the Human back in Human Resources
- The Partner Role - Getting a Seat at the Executive Table
- The Leadership Role - Belonging at the Executive Table

● Practical Discussion and Activity

- Review own HR organization vis-à-vis this paradigm and these four roles
- Do SWOT analysis (strengths, weaknesses, opportunities and strengths)

● The Business Challenge

- Thinking strategically (“big picture”)
- Understanding your products and services
- Identifying market trends and customer opportunities
- Grasping competitive strategy

● Practical Discussion and Activity

- Case studies on becoming HR business leaders
- Review own company on strategy, products, market, and competition (SWOT analysis)

● The Leadership Challenge

- Thought Leadership
- People Leadership
- Results Leadership
- Personal Leadership

● Practical Discussion and Activity

- Identify a leader who is a role model for you, and assess him or her on the four leadership challenges
- Formulate your own leadership style, in relation to company requirements and career aspirations
- Identify own strengths and weaknesses against this profile

> Review and Integration of the HR Challenges

> Practical Action Plan for Becoming an HR Business Leader

- SMART objectives
- Guidance, support and accountability

Course Benefits

You will have a greater grasp of what it takes to become a strong HR business leader –that is, The Challenge Paradigm, The Business Challenge, and the Leadership Challenge – through mini-lectures, group discussions, and practical activities.

Accordingly, your deliverable from the workshop will be a practical action plan for becoming such a leader in your organization, which you can implement when you return to the office.

Finally, the workshop will offer opportunities to network actively with your fellow professionals, and forge meaningful, useful relationships with them.

Meet Your Expert Course Leader



Ron Villejo, PhD

Managing Director
Dr. Ron Consulting FZ LLE
Dubai, United Arab Emirates

Ron Villejo received his Ph.D. in clinical psychology from Northwestern University Medical School in Chicago. He has 30 years of experience in consulting, speaking, training, and coaching thousands of clients in the Middle East, US and Europe. He worked as a clinical director, assistant professor, and training director for different organizations focused on psychology.

In 1999, he parlayed this into a career in business psychology and management consulting – with a specialty in leadership assessment and development, doing so with major multinationals such as: Saudi Aramco, SABIC, McDonald's, Wal-Mart, and Shell. Recently he was senior management consultant and trainer for Emirates National Oil Company in Dubai. Dr. Ron is now heading up his own management consulting firm – Dr. Ron Consulting FZ LLE – focusing on business consulting and executive coaching, HRD effectiveness and ROI, and high potential identification. He's innovated on corporate algorithms, one of which helps CEOs hit tougher targets. He has presented at several conferences in Dubai, Abu Dhabi, Kuwait, London, Singapore, Cairo and Chicago, for example: on assuring ROI, identifying high potentials, business process excellence, and engaging multicultural teams. He has been rated among the top speakers at these conferences.

On a personal note, Dr. Villejo was born in Manila; but grew up, went to school, and began his career in Chicago. He lived in the US for 38 years, before landing in the UAE (Dubai) in 2006. Here, he is active in the business, professional and social communities – from the Capital Club, American Business Council, American Chamber of Commerce, and the Philippine Business Councils; to the Dubai Roadsters (cycling) and Dubai cultural and arts scene. From a philanthropic standpoint, he has participated in charity sports challenges (Gulf for Good and Foresight). He has also conducted workshops for the Filipino community, and advised friends and colleagues, on jobs and career.

He has written several articles, and been interviewed by newspaper reporters for his expert advice on wide range of topics, including recent ones in the Gulf News (UAE) on: the importance of the first job, the psychology of dreams and goals, and the role of environment in gender identity.

Finally, he has received fine accolades from business colleagues, e.g., "He is truly a professional with rich experience, and masters unique and inspiring methods of transferring knowledge and information to others."



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Workshop Investment:

Rs. 28,000/- per participant

Early Bird discount: (Before 27 February 2012)

Rs. 25,000/- per participant

Special Discount:

10% discount to first **10** participant

For ICAP Members:

25% off and **7 CPD Hours**

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