



FSMDB Development & Finance Training Institute

Human Capital Development & Management and Organization Development for Business and Economic Growth, November 11-15, 2019

We are offering a training workshop on Human Capital Development and Management (HCDM) for Business Owners and Leaders, HCDM Practitioners, HR Managers and Specialists and Personnel Officers.

OBJECTIVES

The workshop will benefit business owners, leaders, managers, human resources managers and practitioners and enable people to be engaged meaningfully and productively in works that matter most to their business and their future. In this workshop, participants will learn how HCDM may actively help businesses accelerate their sales, multiply growth, innovate, attain or sustain competitiveness, and aspire for next level of greatness by:

- Identifying and measuring business success indicators, optimizing capacity, and aligning processes, functions, jobs, and performance scorecards towards influencing business outcomes, aspired and shared future (Organization Development)
- Profiling target leader and individual contributor talents, positioning the company as employer of choice to these talents, and organizing the HCDM Function to acquire, retain, and grow increasingly productive Human Capital (HR Planning and Organizing the HR Function)
- Selecting “best-fit” talents, and onboarding them to navigate the business organization, and to adapt to its culture and processes quickly and meaningfully (Talent Acquisition)
- Growing and retaining increasingly productively engaged talents (Talent Management & Development I: Succession Planning & Career Development; Organizing Learning & Development Curriculum; Running Trainings that Pay Off; Culture Development)
- Compensating engaged talents fairly, recognizing them meaningfully, and fulfilling them personally (Talent Management & Development II: Designing Compensation & Benefits that Motivate & Retain; Employee Relations Building; Handling Disciplinary Actions)
- Coaching, mentoring, and supporting the CHANGE LEADERS – or “leaders in transition” who will lead their respective team in synchronizing its increasingly productive work to their aspired and shared next level of business greatness (C.H.A.N.G.E. Leadership: Coaching for the Coaches, Leading for the Leaders).

TRAINING METHODOLOGY:

This 5-day course will consist of lectures and workshops. Participants will be asked to prepare and bring relevant company or institutional information such as their Vision, Mission, and Values statements, strategic plans and scorecards, business or institutional process map and organization structure, a brief description of their existing HR structure, plans and programs, and an overview of their business operations. During the course, they will be guided through the understanding of how their HR functions enable their Human Capital and their business organization (as their “Economic Engine”).

WHO SHOULD ATTEND?

This course is designed for Business Owners and Leaders, and those in charge, involved or interested, or being prepared to fulfill their institution’s Human Capital Management and Development. In order to gain maximum benefit from this HCDM Program, they should have intimate knowledge of their institutional operations, past years’ performance, and future plans. They may be well-experienced, new or just about to embark in HCMD. AT BEST, both Business Owner or Leader AND HR-in-charge-of-HCMD (as described in About the Course above) should attend because the HR-in-charge can only do for the business what the Business Owner or Leader finds meaningful to allow to do.

LOCATION, DATE AND TIME

Town Plaza, FSMDB Building, Kolonia Pohnpei 96941

November 11-15, 2019. From 8:00 am to 4:30 pm.

A Participant pays a \$500.00 for registration and participation fee. Fees will cover for the trainer fees, daily refreshment, training materials and other related costs.

ABOUT THE TRAINER

Efren L. Elane has 34 years of experience in organization and people development: 15 years as executive (CHRO level), 13 years as manager, and 6 years as supervisor, specialist, and staff. Currently, he holds a Senior Certified Professional (SCP) status from Society of Human Resource Management (SHRM) based in Virginia, USA, which boasts of close to 300,000 members globally. He is also a Conversational Intelligence Coach certified by the Creating WE Institute based in New York City, USA. In 2016, he was awarded 100 Most Influential Global HR Professionals by CHRO Asia during the World HR Forum in Mumbai, India. He is currently a Strategic HR and OD Consultant, and Executive Coach of the Association of Development and Financing Institutions (ADFIAP).

Telephone: (691) 320-2840/5300/2419; Fax (691)320-2842

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TRAINING REGISTRATION FORM

Instructions: Please fill out this Registration form completely and return it along with course fee payment to FSM Development Bank Headquarters or at any of its Branch offices before or on **November 01, 2019**.

FSMDB Development & Finance Training Institute

**Topics: Human Capital Management Development and Organization Development for
Business and Economic Growth Training**

Dates:

November 11-15, 2019

Location:

Kolonia, Pohnpei FM 96941

Training sessions are scheduled to start from 8:00 am to 4:30 pm.

Registration Fee \$500.00 per participant (full-week)

Registration fee of \$500.00 per participant is required for confirmation for the above training courses to be made payable to FSM Development Bank, Headquarters in Kolonia, Pohnpei FM or any of its branch offices in Chuuk, Kosrae and Yap State.

PARTICIPANT INFORMATION

Full Name: _____

Position Title: _____ Gender: Male ☐ Female: ☐

Mailing Address: _____ Telephone Number: (_____) - _____

Email Address: _____ Company/Organization Name: _____

Signature: _____ Date: _____

PAYMENT INFORMATION

FSMDB reserves the right to cancel the scheduled courses if the minimum number of participants is not met. Please choose a payment option below:

☐ Payment by Cash ☐ Payment by Check ☐ Payment by Credit Card ☐ Other forms (specify): _____

Authorizing Officer: _____ Title: _____

Signature: _____ Date: _____

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