

# Your Professional Development Project for 2017



**Want to develop and extend your Human Resources competencies over a fun, interactive series during the first 6 months of the year?**

**Join other professionals and Stewart Forsyth for regular breakfast sessions to pick up the latest in what contributes to effective HRM approaches, and get the support to push ahead with your own practical initiatives.**

## **Some of the benefits:**

- A small group ensuring opportunity to share and learn
- Syndicate groups to support ongoing learning initiatives – helping your application of skills and knowledge
- Comprehensive coverage of what is happening and how it works across key HRM areas – ensuring that your HRM initiatives will deliver credible results
- Linkage to the HRINZ professional competencies – building readiness for HRINZ professional membership and ensuring ongoing professional competence
- Support to your personal or work-based project

## **Practical stuff:**

- Monthly 7.30 – 10.30 sessions, for five months (February – June)
- \$495 for the programme, or \$750 for two people who sign up together

## **Your facilitator:**

Stewart is well equipped to share HRM knowledge and to support your growth. He has lectured HRM at post-graduate level, he has published in peer-reviewed and in popular journals, and provides executive coaching services. Stewart loves learning, and his popular blogs on careers and “active mindfulness” – [www.fxc.co.nz/yourdevelopment](http://www.fxc.co.nz/yourdevelopment) demonstrate his evidence-based and engaging style of keeping up with what works and what matters.

Stewart is a Fellow of HRINZ, previous coordinator of the HRINZ professional standards committee; a registered psychologist and experienced HR leader. He has worked as a consultant, HR Director, led significant projects and teams. He has coached and mentored HR professionals and led post-graduate HRM courses for the University of Auckland – [www.linkedin.com/in/stewartforsyth](http://www.linkedin.com/in/stewartforsyth)

**Registration — by Monday, 20 February**

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**[www.fxc.co.nz](http://www.fxc.co.nz)**



# Your Development Project: Session Outline

## February – HRM for growth and profit

- Review your organisation against what the New Zealand and international research indicates are the factors critical for business survival and success
- Review your individual HRM capabilities against the HRINZ professional HR competences
- Match your development priorities against those of your organisation – and draft your development plan
- The future of work – robots vs. people?
- Future-proofing your development
- Workforce planning and talent management
- Draft of HRM project plan

Addresses the HRINZ competencies of Resourcing, HR Measurement and Policy Implementation

## March – Workforce capability – “buying in talent”

- Resourcing: Plan, attract, process, select, onboard and socialize
- Selecting on IQ and EQ
- Managing unconscious bias, getting the best from diversity
- Managing deceit – conscious and unconscious

Resourcing, Legal Compliance and Employment Relations, Cultural Awareness and Diversity Management

## April – Workforce capability – “building talent”

- Performance management for development
- “Unfair rewards”
- Learning and Development; Coaching and leadership development

Learning and Development/ Performance Management, Remuneration and Reward

## May – Change Management

- The fundamentals of change management
- Aligning behavior and values
- Measuring and strengthening employee engagement
- Using the Balanced Score Card – reinforcing the new normal

Change Management and Organisation Development

## June – Well-being, Health and Safety

- Ensuring your personal well-being
- The cultural basis of Health and Safety – making this the way we do things around here
- Personal review and planning

Health, Safety and Well-being, Legal Compliance and Employment Relations, HR Measurement and Policy Implementation

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