

Value Based HR

Based on
the internationally
acclaimed VB-HR™
Masterclass series

Brand New
HR Focused
Course for 2005

– Gain a thorough understanding of value-based HR and the practical steps to implementation

Course Leader



Hear from the pioneer:
Nicholas J Higgins, CEO, VaLUENTiS

Nick will encourage you to examine and question:

- Human capital reporting
- The development of HR Scorecards
- How to establish measurement as a core HR discipline
- How to measure the value contribution of HR to the business
- The effect of VB-HR on traditional HR methods

*“... an invaluable insight into how
the HR paradigm can add value”*

Martin Reddington, MR Associates
Delegate comments from Value-Based HR 2003

IIR
Training

Tuesday 19th April 2005, ETC Venues, Mayfair, London
or
Thursday 22nd September 2005, ETC Venues, Mayfair, London

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'Innovation consists of seeing what everybody has seen, and thinking what nobody has thought'

Despite great strides over the past decade, there is still much evidence that HR remains anchored in its operational box. The debate as to whether or not this is by choice or by design is largely irrelevant.

The **real issue** is the **measurement of HR's value contribution**, or rather the lack of, which continues to undermine the HR function.

Value-based HR (VB-HR) fuses value-based management principles with HR best practice to provide a framework for advancement, particularly with regard to human capital reporting.

This one-day masterclass will provide you with both an understanding of value-based HR and the practical steps to implementation. It focuses on four critical areas of HR performance:

- Human Capital Management Practice
- HR Delivery
- HR/HC Measurement
- HR Strategy

Who Should Attend?

This event is aimed at senior HR managers and management teams with an objective to provide and/or clarify a **clear mandate for action** in increasing the performance and value of HR. It is also appropriate for CFOs, COOs and other executives with a similar remit.

Course Benefits

Value-based HR fuses value-based management principles with HR best practice to provide a framework to improve HR performance and effectiveness within an organisation. The one-day workshop combines leading edge thinking with practical application in an interactive and fun manner.

- Provides a comprehensive framework to identify HR's contribution to the organisation
- Exposes the HR team to leading-edge thinking and potential adoption of best practice
- Benchmarks current HR performance
- Engenders consensus amongst the HR team
- Combines learning and practical application
- Output focused in that a clear mandate for action is expected

The day is designed to deliver a full, fun packed schedule. The content of the day is broken down into two halves, with two sessions, the content of which are outlined below:

Understanding

Session One

- A review of the current economic environment
A look at what is impacting on organisations' performance from both external and internal factors/drivers
- A look at recent events and their implications for the HR domain
Reviewing recent related events recorded in the media, client 'best practice', research and trends
- An appreciation of HR: where does it stand and what does it do?
A number of exercises exploring the essence of HR, its activities and how common or different they are from organisation to organisation

Session Two – part I

- An introduction to the VB-HR™ system: What's different?
Unveiling the most comprehensive framework viewing HR as an interactive system linking activities, delivery, priorities with human capital management and reporting
- The real benefits of value based HR
Articulating a value based strategy aligned with delivery and the expectations of business through identifying and viewing current models of actual practice
- Deriving HR's value proposition to the business
What is a value proposition; how does it relate to HR; identifying the different 'people models' and the existence of multiple propositions

Session Two – part II

- Developing a model of HR delivery and mapping capability
A review of the current HR delivery model and channels and assessment of 'fit' utilising the HCM capability profiler™
- An introduction to the product-service concept and its application to HR
Picturing HR delivery as a combination of products and services as a portfolio to assist in 'commercialising' the HR function to the rest of the business
- Developing a new product-service focused mentality within the HR team
Distilling the product-service mindset to front-line activity and how this provides structure to HR activities undertaken in delivering to management/employee expectation

Session Three – part I

- Human Capital Reporting
Why it is on the agenda; current 'best practice'; the potential pitfalls if undertaken without due diligence
- The VB-HR™ scorecard
The internal reporting framework; examples of the wide variety of metrics in use and their 'effectiveness'

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Value-Based HR

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PROGRAMME

with a range of exercises and activities to maximise learning.
Understanding and Actioning, each containing 'bite-size'

Actioning

Session Three – part II

- Constructing a measurement framework
How to set up a project; what's involved? What resources are needed? What do we do if we don't have any?
- Drafting an HR scorecard for internal reporting purposes
Identifying the various layers of HR metrics; example templates; Capturing data and issues of data integrity; the drawbacks encountered in current 'in use' examples
- Developing the scorecard
Recognising that the HR scorecard is not static and putting a 'maintenance programme' in place

Session Four

- Designing a VB-HR™ transformation programme
Looking at the implications of effecting a step-change in HR performance and structure
- Designing a Routemap from 'current' to 'defined state'
What does it look like?
- Prioritising, implementing and planning the defined actions
Drawing up plans to take account of trade-offs between 'business as usual' and migration to the new 'way'

Session Five

- Reviewing and clarifying HR strategy in light of the day's output
- Developing a mandate for action with prioritisation of activity

Closing Plenary

- An interactive session to review the content of the day, arising questions, issues and actions

Commercial Opportunities

Whatever your needs, we have a solution that will fulfil both your business objectives as well as your budgetary constraints.

Amongst our many established solutions, we offer the opportunity to:

- Sponsor a lunch or cocktail reception at the event
 - Exhibit during the course
- Advertise in the delegate documentation packs

For further information please contact

Alex German on
+44 (0)20 7850 7603

About Your Course Leader



Nicholas J Higgins is recognised as Europe's leading pioneer of value-based HR. Nick has consulted to a number of top global companies, including AstraZeneca, Barclays, BASF, BOC, Euroclear, ExxonMobil,

Lloyds TSB, Oracle, Shell and Sony as well as a number of UK public sector organisations. He is the author of 'Value-Based HR', 'Human Capital Reporting' and 'Organisational Architecture'.

Nick has an MSc in Finance from the London Business School and an MBA and Diploma in Management from the Open Business School. He is the CEO of ValUENTiS, a professional services firm that provides clients with human capital management products and services (www.valuentis.com).

"I enjoyed the speaker interaction"

John Bennett,

*Senior Employment Relations Officer,
Labour Relations Agency*

Delegate Comments from IIR HR Course 2004

"The whole session was excellent!"

Tracey Price,

Contract Officer,

Dwr Cymru Welsh Water

Delegate Comments from IIR HR Course 2004

"Good interaction... style of presenter was very good"

Louise Williams,

Senior HR Business Partner,

NPOWER

Delegate Comments from IIR HR Course 2004

Due to unforeseen circumstances, the programme may change and IIR reserve the right to alter the venue and/or speakers

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Value Based HR

19th April 2005, ETC Venues, Mayfair, London

22nd September 2005, ETC Venues, Mayfair, London

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Additional Requirements

Please notify IIR at least one month before the conference date if you have any additional requirements e.g. wheelchair access, large print etc.

WHEN AND WHERE

KM1481
19th April 2005

Venue: ETC Venues, 36 Park Street,
Mayfair, London, W1K 2JG
Tel: +44 (0) 20 7297 6600
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KM1482
22nd September 2005

Delegates are responsible for the arrangement and payment of their own travel and accommodation. IIR has arranged a special room rate at a number of hotels. If you wish to book a room, please call **Venue Search** on **+44 (0)20 8546 6166** stating that you are an IIR delegate.

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