

# Effective Leadership and Human Resource Transformation in Organisations

(5-day program)

CeDRE International Training Program

## Program Overview

This training program is about Effective Leadership and Human Resource Transformation in Organisations. It identifies and discusses management leadership as the Key Success Factor, main catalyst and driver for change in organisations.

Top managers must lead and commit themselves to the development of human resources in their respective organisations. Mere lip service is not enough by Top Management. They must provide adequate financial and human resources for the transformation of their organization. Also needed are concrete examples of leadership by good examples, so that others in their organization can emulate them.

For human resource transformation in organisations, it must be recognised that PEOPLE are the most important asset for an organization and that ultimately it is “people who really do make quality happen” in organisations.

## Learning Outcomes

One of the strong points of this program is that participants discuss and obtain real-life understanding of organisational leadership and human resource transformation in an award-winning Quality Organization by way of case analysis. Thus, they should be able to apply lessons learned and discussed when they return to their respective organisations.

This course is designed to help produce the following preliminary outcomes

- ◆ Improved understanding of good leadership practices and ideas for implementing more effective leadership strategies that organizational leaders can adopt to improve their organization.
- ◆ Improved understanding of the role of key areas in Human Resource Management that can be transformed to manage the organization better in achieving higher productivity and efficiency

## Course Outline

### Part 1

- ◆ Leadership and its Importance
- ◆ Traditional leadership vs New Paradigm Leadership
- ◆ Factors that influence Leadership
- ◆ Satisfaction and Frustrations of Leadership
- ◆ Elements of "Caring" Leadership
- ◆ Transformational Leadership
- ◆ Ethics, Values and Leadership by example
- ◆ Leadership and Empowerment of People
- ◆ Leadership and Change
- ◆ Case study and Analysis

### Part 2

- ◆ Understanding Transformation
- ◆ HRM Transformational change
- ◆ How to bring about HRM Transformational change
- ◆ Recruitment for Transformational change
- ◆ Retention of people
- ◆ Training and development
- ◆ Performance management and Appraisal system
- ◆ Inter / Intra department communications
- ◆ Empowering and Teamwork
- ◆ Pay, Compensation and Reward System
- ◆ Motivation of Personnel
- ◆ Internal and External Customer satisfaction

## Who Should Attend

- ◆ CEO of organisations
- ◆ Other Top Managers in organisations
- ◆ Human resource managers
- ◆ Divisional and Department Heads
- ◆ Supervisors of People in Organisations
- ◆ Program/Department Heads

## Course Details

### FEES

USD 950 per person

### DATES


22-26 June, 24-28 Aug,  
21-25 Sept, 14-18 Dec

### VENUE

Kuala Lumpur,  
Malaysia (exact  
venue to be  
announced)

### METHODOLOGY

- ◆ Action learning program
- ◆ Substantive participatory sharing/learning
- ◆ Case studies
- ◆ Hands-on development, design and application work.

 Contact us below to register (registration deadline 1 month prior to course date)

## Contact Us

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