Workshop on
HR as Strategic Business Partner

June 11 to 13, 2015
9:00am – 5:00pm
Venue: CEE@IBA, Karachi

OVERVIEW
This workshop is designed to give participants an insight as to the current challenges facing HR and how it can evolve as a Strategic Business Partner.

With the constant drive to be better and faster for the growth of Business, it is critical to realize the pivotal role HR has. This calls for a transformation in the way HR operates and the need to align with Business and key Company decisions.

If the role of HR is established then answering the question “How can HR make the strategic difference?” can be comfortably resolved.

LEARNING OBJECTIVES
- Learning how to be the catalyst for Change.
- Transforming into a HR consultant within a Company
- Be able to be seen as an arbitrator and being impartial.
- How to drive Culture for better retention.
- To learn how to partner successfully.
- Move from the Typical HR to Modern HR.

PARTICIPANTS’ PROFILE
HR Heads / HR Managers (Preferably Senior & Middle Management)

* Based on Kirkpatrick’s Feedback Rating Model on the scale of 5
BENEFITS
The session will provide the participants an opportunity to evaluate the difference between an effective HR Manager who can bring about a change and add value versus the HR manager who may get used as a door mat. Participant will learn as to what are key characteristics important to make the HR Manager heard in the organization. Training to revolve around:

- How can HR strategically position itself whether it is in a Multinational or a local organization.
- How it can influence without being seen as an interference in the business.
- How all elements of HR be it Training, Recruitment, OD, Compensations are seen as adding value and not seen as being stereo typed.

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FACULTY
Shakeel Mapara is the Director Human Resources, Training & OD of Sanofi-Aventis Pakistan Ltd. since January 2007 and is based at the Head Office in Karachi, Pakistan. Shakeel Mapara has a Master’s Degree in Business Administration. Prior to joining SA he was the Head of Human Resources, at American Express for both their entities, Bank & travel, in Karachi. He started off his career as a Sales Officer in Engro Chemical Pakistan Limited in the Sales & Marketing Department before moving to Human Resources and Purchasing at Engro. He has conducted various training programs on Leadership & Management. He was certified at Amex for the Situational Leadership. He is also a facilitator for Explore, a Global Development program for High Potentials in Sanofi and has trained in various countries.

TOPICS COVERED

- Managing change & culture
- Compensation
- Role clarity (the divide between role of manager and role of HR)
- Staff retention
- Building HR bridges
- Employee Engagement
- Succession planning
- The cultural context of work
- Right person for the job
- Workshop Fees
  PKR 40,000/participant
Inclusive of Course material, IBA Workshop Certificate, Lunch, Refreshments & Business networking

Experience
EXECUTIVE
EDUCATION
Centre for Executive Education, IBA, Karachi

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