

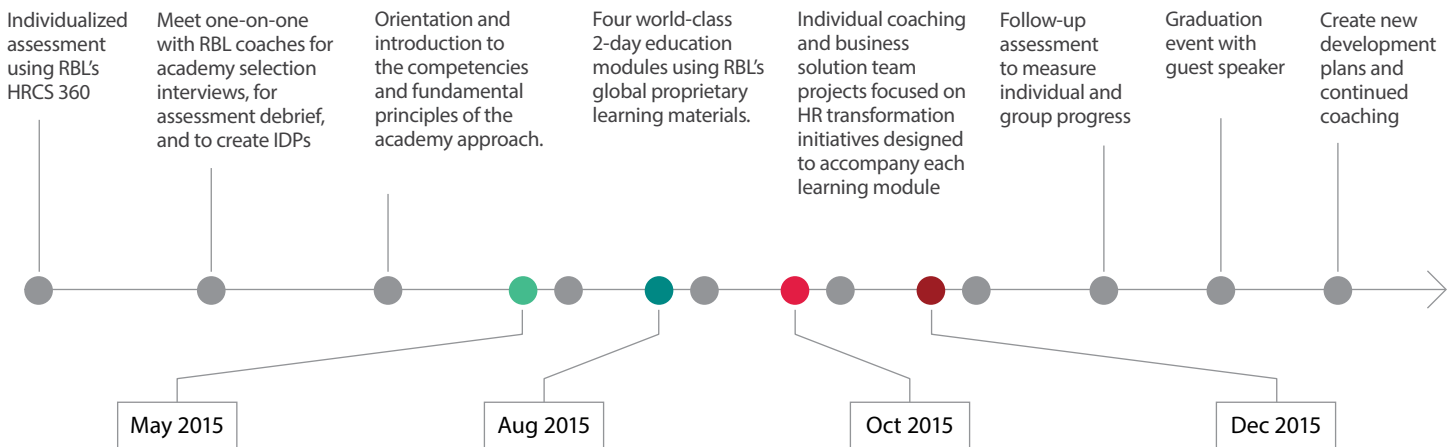
# HR ACADEMY



Karachi, Pakistan

RBL in partnership with Engage Consulting is bringing, for the first time in Pakistan, a world-class HR development experience that is customized to accelerate the professional development of HR leaders and improve business results. More than ever before HR leaders are expected to contribute to sustainable business success. They do this by (a) helping to shape a strategic response to global and local market conditions (b) building key organizational capabilities and (c) innovating and aligning HR practices in ways that build talent and leadership capable of executing results. The HR Academy is a nine-month program of intensive development designed to produce HR leaders of the highest caliber capable of delivering on increased expectations.

## Academy Timeline



### Module 1

I know how to create an Outside-In strategy based on what our key stakeholders require. After setting the strategy, I can build organizational capabilities to execute on this strategy. I know how to shape and design processes in my business to increase impact.

- Strategist
- Capability Builder
- Organizational Design

### Module 2

I understand modern business & external trends and champion new technologies and ideas to maximize our value. I design and deliver HR practices that create and sustain the desired culture. I make the whole organization greater than the sum of the parts.

- HR Innovator & Integrator
- Technology Proponent
- HR Metrics

### Module 3

I can facilitate an organizational level change process. I can sponsor crucial change initiatives and set the direction and pace of change. I understand our unique leadership brand and competencies. I build leaders that generate value and wealth for our stakeholders.

- Change Champion
- Leadership Brand

### Module 4

I help define and breathe life into the values of our organization. I help my function develop a credible point of view about key business issues. I have applied the competencies covered in this program in my business solutions project and have positively impacted our businesses success through my project.

- Credible Activist
- Business Solutions Project
- Graduation



The modules are based on the findings of the latest round of the Human Resources Competency Study —the worlds largest and most trusted point of reference for excellence in human resources. The above modules describe competencies & behaviors that participants are expected to learn and exhibit upon completion of the program.

## Participant Comments of RBL Programs

*“HRLP was, without exception, the best professional development experience of my career. The program provided me theoretical grounding, immediately applicable skills, and an amazing network of friends and colleagues with whom to learn, practice, and grow.”*

– Debora Bubb, Intel

*“This [HRLP] was a brilliant course! You folks are the best ambassadors for professional HR.”*

–Jorrit van der Togt, Royal Dutch Shell

## Program Faculty



**Dave Ulrich**  
(Program Design)

Dave Ulrich is the Rensis Likert Professor at the Ross School of Business, University of Michigan, and a partner at The RBL Group. He has helped generate award-winning data bases that assess alignment between strategies, organization capabilities, HR practices, HR competencies, and customer and investor results.

He has published more than 200 articles and book chapters and more than 25 books. He edited Human Resource Management 1990-1999, served on editorial board of four journals, on the Board of Directors for Herman Miller, and Board of Trustees at Southern Virginia University, and is a fellow in the National Academy of Human Resources.



**Adam Rampton**  
(Managing Director)

Adam is the Managing Director for RBL's Middle East office. He has worked with clients throughout the region to advance business objectives through leadership development and strategic alignment of Human Resources. Some of the key regional clients he has worked with are Oman Oil Company, Saudi Aramco, ADIA, Emirates NBD, Mobily, along with other leading organizations.

Prior to joining The RBL Group, Adam worked for General Electric (GE) where he graduated from GE's HR Leadership Program.



**Paul Keijzer**  
(Faculty Leader)

Paul operated for 18 years in the fast moving consumer goods company Unilever. He has held positions in the Netherlands and the UK and has spent 13 years in Asia in senior HR positions of Unilever operations in China, Vietnam and Pakistan.

He has a bold HR vision. He is a firm believer that outstanding results can only be achieved through people: engaging people and teams, building commitment by creating a new paradigm between company and employee, delivering extraordinary results year-after-year.



**Kanwer Anwer Saeed**  
(Faculty Member)

Kanwer has extensive experience in HR transformation, shaping up 'people' strategies, performance and talent management, employee relations and leadership development.

He has over 18 years of experience with leading global and local companies in FMCG, Fertilizers & Chemicals & Banking industries and has led various strategic and transformation initiatives throughout his career.

He is passionately involved in the development of the HR profession in Pakistan and has launched various initiatives to build and develop an HR fraternity throughout the country

### Key Start Dates

Orientation: .....April 2015  
 Module 1:.....May 2015  
 Module 2:.....August 2015  
 Module 3:.....October 2015  
 Module 4:.....December 2015  
 Graduation:.....December 2015

### Certifications

Participants that complete this course will receive the RBL Strategic HR Leader Certification and will be eligible for HRCI Certification.

### Cost

Full participation in the RBL Academy is Rs 550,000 per participant.  
 Participation in 4x 2-day RBL's proprietary global learning program only is Rs 400,000 per participant