

“A great peer learning experience.
Excellent & well prepared facilitators.
Great campus & accommodation, including location!!”

“Flawless execution.”

“Very relevant to our needs & challenges.”

“Immediate added value.”

”This program had the right balance of theory, practice, and reflection to increase self-awareness.”

“A real experience in breaking silos & establishing effective communication.”

“Very clear principles established & taught well, many of which were new to me. Enjoyable & motivating.”

“One of the real powerful outcomes of the first programme was the understanding that was built between line managers and HR managers in how to better work together.”

“We would like to roll this out to our other HR professionals.”

“I will definitely recommend this programme to my colleagues.”

“The materials were extremely useful & and innovative. The presentations were extremely engaging, hence learning greater.”



AHRMIO – WHARTON HUMAN CAPITAL LEADERSHIP CERTIFICATION PROGRAMME

Philadelphia, Pennsylvania (USA), 11 – 15 January 2010

As AHRMIO has grown in breadth and depth, we have sought to develop a tailored Certification programme with one of our founding academic collaborators – The Wharton School of the University of Pennsylvania – that meets the special needs of our organizations and is cost effective.

In 2008-2009, the Wharton School worked together with several members of the AHRMIO Board to develop a tailored programme aimed at providing Certification in Human Capital Leadership to all those who successfully completed it.

In April 2009, this five-day, residential programme was rolled out for the first time, with 35 participants from a range of organizations. See some of the testimonials about its incredible success on the back page of this brochure

We are delighted to announce that this programme is being offered again from 11-15 January 2010. The schedule is provided inside. The cost of this residential programme is USD 6,000 per person, excluding room and all meals at Wharton’s Steinberg Conference Center.

The Programme Director is Professor Peter Cappelli, the George W. Taylor Professor of Management at The Wharton School and Director of Wharton’s Center for Human Resources. For the c.v.’s of all faculty members on this programme and the registration form, see details on our website at www.ahrmio.org.

BOOK EARLY AS PLACES ARE LIMITED.



The Aresty Institute of Executive Education
 The Wharton School of the University of Pennsylvania
 AHRMIO Human Capital Leadership Programme
 Philadelphia, PA
 January 11-15, 2010

dimanche, janvier 10	lundi, janvier 11	mardi, janvier 12	mercredi, janvier 13	jeudi, janvier 14	vendredi, janvier 15
Program Information	Registration & Breakfast 8:00-9:00	Breakfast 8:00-9:00	Breakfast 8:00-9:00	Breakfast 8:00-9:00	Breakfast 8:00-9:00
Classes and Accommodations: Steinberg Conference Center 255 South 38th Street Philadelphia, Pa 19104 215.386.8300 (tel) 215.573.3426 (fax)	9:00 - 9:30 Welcome & Program Overview <i>Peter Cappelli</i>	9:00 - 10:30 Leading and Sustaining Change <i>Greg Shea</i>	9:00 - 10:30 Acting as a Strategic Partner within your Organization <i>Peter Cappelli</i>	9:00 - 10:30 Ethics Issues in International Organizations <i>Tom Donaldson</i>	9:00 - 10:30 HR Analytics: Using Data to Make Strategic HR Decisions <i>Wayne Cascio</i>
	9:30 - 11:00 Implications of the Global Crisis on Human Capital <i>Mauro Guillen & Peter Cappelli</i>	Break 10:30 - 10:45	Break 10:30 - 10:45	Break 10:30 - 10:45	Break 10:30 - 10:45
	Break 11:00 - 11:15	10:45 - 12:15 Leading and Sustaining Change <i>Greg Shea</i>	10:45 - 12:15 Acting as a Strategic Partner within your Organization <i>Peter Cappelli</i>	10:45 - 12:15 Strategic Persuasion: Managing Culture <i>Mario Moussa</i>	10:45 - 12:15 HR Analytics: Using Data to Make Strategic HR Decisions <i>Wayne Cascio</i>
	11:15 - 12:30 Strategic Decision-Making <i>Kathy Pearson</i>	Lunch 12:30-1:30	Lunch 12:15-1:15	Lunch 12:15-1:15	Working Lunch 12:15 - 1:15 Persuasion, contd.
	1:30 - 3:00 Strategic Decision-Making <i>Kathy Pearson</i>	1:15 - 2:45 Emerging Perspectives on Inclusion & Diversity <i>Panel Discussion</i>	1:15 - 2:45 Strategic Persuasion: Silo-Busting <i>Mario Moussa</i>	1:15 - 3:15 Influence in Action: Peer Coaching Session <i>Mario Moussa</i>	1:15 - 2:45 Beyond HR <i>John Boudreau</i>
	Break 3:00 - 3:15	Break 2:45 - 3:00	Break 2:45 - 3:00	Break 2:45 - 3:00	Break 2:45 - 3:00
	3:15 - 4:30 Adaptive Strategic Planning & Introduction to Group Projects <i>Kathy Pearson</i>	3:00 - 4:00 Adaptive Strategic Planning <i>Kathy Pearson</i>	3:00 - 4:30 Strategic Persuasion: Silo-Busting <i>Mario Moussa</i>	3:00 - 5:00 Adaptive Strategic Planning: Final Scenario Presentations <i>Kathy Pearson</i>	3:00 - 4:30 Beyond HR <i>John Boudreau</i>
	Group Work 4:30 - 6:00	Group Work 4:00 - 6:00	Free Time 5:15 - 6:00	5:00 - 6:00	4:30 - 4:45 Program Closing <i>Peter Cappelli</i>
	Dinner 6:00 - 8:00	Dinner 6:00 - 8:00	Dinner 6:00 - 8:00	Closing Reception	Free Time 4:45 - 6:00
	Free Evening	Free Evening	Group Work (during or after dinner)	Free Evening	Optional Dinner 6:00 - 8:00