



Seminar for bankers in Serbia, Belgrade, March 1-3, 2010

HUMAN RESOURCES MANAGEMENT

ORGANISATION SHEET

Objective	Develop knowledge & skills in Human Capital Management with special focus on: <ul style="list-style-type: none">- Talent Search and Development- Career and Succession Planning- Reward and Compensation
Methodology	<ul style="list-style-type: none">- Presentations- Discussions- Case studies
Target group	HR Professionals with a first Business experience in the Financial Industry (either HR specialists who worked in another industry, or non-HR specialists who worked in the financial industry already)
Language	English
Number of Participants	Maximum 25 participants
Trainer	Thierry SCHUMAN, M.A. in Organisational Psychology, <ul style="list-style-type: none">- Member of the Fortis Management Committee- Member of the Management Board, Fortis Bank Luxembourg- Chief HR Officer, Fortis Retail Banking Group (16.000 staff)
Date	3 days March 1-3, 2010



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CONTENT

Day 1 :

- Introduction
- Where does everybody stand? (experience + expectations of participants)
- The Changing face of the financial industry
- The Strategic and Operational roles of HR
- Models and Missions of HR Organisations
- Alignment of HR policies with the overall Strategy

Day 2 :

- Why life-long Learning in Financial Institutions?
- How to create a learning culture
- Primary, Secondary and Tertiary Development
- tailor-made programs for specific audiences
- Preparing for the future - Next Generation Programs

Day 3 :

- from Compensation to Reward to Recognition
- Alignment of Compensation & Benefits to the overall Strategy
- Reward and Development – two sides of the same coin
- From Concept to Decision to Implementation
- Questions not yet answered
- Wrap-up