



LIVE VIRTUAL – STRATEGIC HR – BUSINESS PARTNERSHIP

EXPERT / EXPERIENCED FACILITATOR



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Based in Bangkok, KF&A deliver a range of Strategy, Leadership and Advanced HR Services to clients in the Asia Pacific and MENA regions. Currently the Managing Partner, Joel previously enjoyed a 22year international HR career with HSBC, predominantly in Asia and including roles such as:

- Global Head of Talent, Learning and ODD
- Head of HR for Thailand, India and MENA
- Asia Pacific Training Adviser
- He has worked in 30+ countries with 50+ nationalities.

In both his permanent and consulting HR roles he has significant time in, and experience of, working with CEOs and Top Teams developing regional and local HR resources to deliver impactive services to international standards. Predominant focus on improving services that impact sustaining competitive advantage and business success – Strategic Advice, Performance, Rewards, Talent and ODD management. Emphasis also on the creation of appropriate key metrics to track progress and identify/action further improvement steps required. Essentially an agent and facilitator of change with an eye always on the output and impact of proposed and implemented improvements. Aided by his significant international and multi-cultural exposure, this has made him a sought-after HR adviser across the Asia region and beyond. On the Leadership and Strategy front his multi industry and geographic experience, combined with constantly updated research, has given him a proven approach to the development of today's and next generation leaders. Whether as a guest speaker or coaching 1:1 his incisive views of effective leadership and his counsel as to how this can be achieved continue to be requested from new and repeat clients alike.



CONTACT:



In addition to his MA in Management Learning, he holds Chartered Fellow status with CIPD and has had the benefit of significant personal development at such institutions as Michigan Business School and Roffey Park. He is accredited in the use of a number of assessment and development tools including De Bono's Six Thinking Hats, OPQ, PAPI and Myers-Briggs.

PROGRAMME SYNOPSIS

Strategic Human Resource Management is today a very different series of services than the administrative offerings of the past. It requires a radically different set of capabilities and an understanding/relationship with the organization/business that would not have been thought of just a few short years ago.

The journey to Strategic HR and Business Partnership (where HR) service and advice can actually impact business success has been a long and checkered one and even today some estimates still put the number of HR teams operating as an impactful strategic business partner at only 15% - or even less!!

THIS PROGRAMME WILL:

- Trace the evolution of HR from its administrative roots to a fully-fledged business partner that aids business success.
- Identify the key strategic services that the HR business partner of today needs to deliver to be truly impactful.
- Outline the capabilities required to design, deliver and influence the implementation of these business impactful services.
- Discuss and agree pertinent structures for a business driven HR service but in the context of capability always leading structural concerns.
- Determine key meaningful people metrics that add value and shape the HR services that aid business success.

OVERALL:

The programme will raise the capability and confidence of participants to design and deliver an HR service that impacts the business positively.



CONTACT:



PROGRAMME OUTLINE

By the end of this intensive training programme, the participant will be able to describe, critically examine the application of, and meaningfully utilize the following knowledge, attitude, skills and competencies in their respective workplace, for their specific job role:

Session 1:

- Introductions, Objectives and Outline
- HR Progress, Past, Present and Future
- 3 Influences and 5 Key Services.
- Strategic Advice and counsel

Session 2:

- Vision, Mission & Values
- Business Strategy – Strategic and Operating Plans
- Performance and Development Management
- Rewards Management

Session 3:

- HR Best Practice Structures
- The HRBP role & Metrics/Analytics
- HR and HRBP capabilities
- Resourcing, Talent & Learning Management

Session 4:

- Organisational Development – Brand, Values & Diversity, Engagement
- Learning Transfer and Closure

EVALUATION CRITERIA

Participants must have attended the sessions at least **75%** of the sessions in order to receive a CERTIFICATE from Bangkok School of Management.



CONTACT:



SESSIONS DELIVERY METHODOLOGY

Well-balanced theoretical and practical methodology, which includes interactive discussions, case studies, interactive activities/exercises and assignments to understand the concepts and their applicability.

SPECIAL FEATURES

Discussions are based on extensive practical experience, not just theory. Engaging interactions characterize the training sessions from start to finish, keeping everyone involved in the learning process, and applying what is learned to real-life work situations and circumstances.

Note: BSM confers *Nationally Recognized and Internationally Accredited Certification*. BSM Training programmes are duly accredited at Premier Status by ASIC (UK) – a U.K. Government-Recognized Accreditation Body



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