

8th HUMAN RESOURCES

FOCUS FORUM



USING HR METRICS FOR MAXIMUM BUSINESS IMPACT

The Harvard Business Review in its August 2015 cover page displays a headline saying :

“Its Time To Blow Up HR and Build Something New”

Why? What has happened and how to go about it?

The Event will consist of:

3 WORKSHOPS | PANEL DISCUSSION | WORKING GROUPS

14TH DECEMBER 2015

AWALI BALLROOM - SHERATON BAHRAIN HOTEL
KINGDOM OF BAHRAIN

ORIGIN[®]
GROUP

WHY THIS EVENT?

Unfortunately the HR function is being dealt within different parts of the world as a secondary administrative and support function. This is totally incorrect as many researches and studies find that the importance of such a function in turning around a business is paramount. People in any organization are the ones who will make it or break it.

The Harvard Business Review raised a question as to why operations departments loves to hate HR. Peter Cappelli shares a historical perspective that points to an increased reliance on HR when talent is scarce, as line leaders lean on HR to help recruit, retain and develop employees. The HR business needs to be reinvented with a priority to develop and integrate all the elements of organizing and managing talent into a coordinated approach to support, complement and indeed drive business strategy. This one day focused event is being staged to enhance the HR function as strategic player in the business to meet the present and future goals of any organization.



TODAY AND FUTURE

In today's business world there is pressure on HR to deliver results, hence the emphasis on HR metrics and analytics. This forum will address all the issues surrounding HR metrics and analytics with emphasis on:

- Ensuring that measurement of HR is aligned with organizational priorities.
- Maximizing return on the skills and abilities of people .
- Measuring HR effectiveness and impact.

WHO SHOULD ATTEND

- HR Directors
- Senior Managers
- HRM / HRD Managers
- Line Managers
- HR officers
- HR specialists and supervisors from government and private sectors.

LANGUAGE

All Workshops and panel discussion will be in English language

WORKSHOPS

WORKSHOP 1

LEVERAGING OF SOCIAL MEDIA FOR TALENT ACQUISITION AND DEVELOPMENT



In today's world, organizations that fail to adjust their learning management practices and solutions often struggle with organizational growth or productivity. As a result, leading companies are abandoning traditional methods of learning in favor of more effective solutions—often involving technology innovation—that engage talent and improve performance. This report highlights key trends affecting the future of enterprise learning and recommendations for selecting the right provider.

WORKSHOP 2

UNDERSTANDING METRICS: HOW TO CONNECT HR GOALS TO YOUR BUSINESS STRATEGY



HR is required to add value to the overall objectives of your organization by ensuring that your department's goals align with your company's business strategy. In order for this parallel to occur, you must have a firm understanding of the key metrics and how they impact the overall success of your organization. The speaker will guide you through the sometimes overwhelming world of business metrics and more importantly, how to make HR more competitive by connecting the dots between HR metrics and business strategy so that they become one and the same.

WORKSHOP 3

HR METRICS : CONVERT DATA TO INTELLIGENCE






Having great talent intelligence – that is an accurate understanding of the skills, expertise, and qualities of your employees - is essential for the decision makers in every organisation. However, the available evidence suggests that despite the importance of having accurate talent intelligence, it is often not done well. Why is it, that in 2015, this is still the case?

The reason lies in how organisations go about gathering and using information about the talents of their employees. It seems that this crucial task is often taken for granted, not well understood, or undertaken in ways that limit its value.

PROGRAMME AT A GLANCE

14th December 2015

| | |
|---------------|---|
| 07.30 - 08.30 | Registration & Networking over Tea & Coffee |
| 08.30 – 09.45 | <p>Panel Discussion</p> <div>      </div> <p>MATTHEW MEE AHMED AL BANNA BAHJA AL MUBARAK ALI SABKAR GARY CASEY</p> |
| 09.45 – 10.00 | Break |
| 10.00 – 10.45 | <p>Workshop 1</p> <p>Leveraging of Social Media for Talent Acquisition and Development</p> <p>Speaker: Mr. Ali Sabkar</p> |
| 10.45 – 11.30 | <p>Workshop 2</p> <p>Understanding Metrics: How to Connect HR Goals to Your Business Strategy</p> <p>Speaker: Mr. Matthew Mee</p> |
| 11.30 – 12.00 | Prayer Time / Networking over Tea/Coffee |
| 12.00 – 12.45 | <p>Workshop 3</p> <p>HR Metrics : Convert Data to Intelligence</p> <p>Speaker: Mr. Hussain Redha</p> |
| 12.45 – 02.00 | <p>Group Work (Round Table Exercises)</p> <p>This working group session will be practical and will consist of exercises and group work where participants have to express their opinions, experiences and shared knowledge. Team leaders will be selected to present on behalf of each group in order to come-up with solutions to the findings.</p> |
| 02.00 – 02.30 | Recommendations & Closing |
| 02.30 | End of Event & Lunch |

WORKSHOPS PRESENTERS



MR. MATTHEW MEE (FCIPD)

Managing Director – GCC & Middle East
Chartered Institute of Personnel and Development (CIPD) -
Dubai, UAE



MR. ALI SABKAR

President
Social Media Club
Kingdom of Bahrain



MR. HUSSAIN REDHA

Former GM HR
Bapco
Kingdom of Bahrain

PANEL DISCUSSION

- How HR Can Play a Bigger active Role in Driving Growth
- How can Datafication support the HR Function
- HR as a Business Partner

STRATEGIC PARTNERS

CIPD



مملكة البحرين
وزارة العمل

LEVY CLAIMABLE



MEDIA PARTNERS



LOGISTICS PARTNERS

AWARDING BODIES WORKING WITH ORIGIN TRAINING CENTRE



Fees in Bahraini Dinar

BD. 380 per delegate

Levy Refundable

الرسوم بالدينار البحريني

٣٨٠ د.ب للمشارك الواحد

* سعر خاص للمجموعات
Corporate rates available

Fees Inclusive of:

- Free pass to all workshops.
- Full Forum materials.
- Tea / Coffee Breaks & Lunch.
- A certificate.

في حالة الإلغاء: لا يسمح بإلغاء التسجيل بعد اعتماده، ولكن يسمح باستبدال الأسماء.

Cancellation/Substitutions No cancellation will be permitted once a registration form is received. However, substitution is allowed.

ORGANIZER

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GROUP

HOW TO REGISTER

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Pleasure to see your
feedbacks on social media on
#8thHRD

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