

STRATEGIC

HUMAN CAPITAL

MANAGEMENT

A 2-days intensive course by
Andrew Cheah who has more than
18 years of practical industry experience.

PEOPLE - Our Most Valuable Asset!

'People are our most valuable asset' is a cliché which no member of any senior management team would disagree with. Yet, the reality for many organizations is that their people remain under valued, under trained, under appreciated and under utilized.

The rate of change facing organizations has never been greater and organizations must absorb and manage change at a much faster rate than in the past. **In order to implement a successful business strategy to face this challenge, organizations, large or small, must ensure that they have the right people capable of delivering the strategy.**

The market place for talented, skilled people is competitive and expensive. Taking on new staff can be disruptive to existing employees. Also, it takes time to develop 'cultural awareness', product/process/ organization knowledge and experience for new staff members.

Who will Benefit?

- ✓ All personnel and professionals from the Human Resource or Human Capital fields
- ✓ Managers / Senior Managers
- ✓ General Managers
- ✓ Directors
- ✓ And those who wish to improve their organization in the areas of strategic human resource.



For more information, please contact

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HRD Approved "Class A" Training Provider (since Year 2002). Registered with Ministry of Finance.

STRATEGIC HUMAN CAPITAL MANAGEMENT

At the end of this workshop, participants will be able to:-

- ✓ acquire a comprehensive understanding on what strategic human resource management is
- ✓ engage in the step by step guide to strategizing human resource
- ✓ learn how to motivate and retain good employees
- ✓ understand & apply the psychological contract of people handling
- ✓ realize the power of job re-designing
- ✓ gain insight into the better utilization of your human talent

Trainer's Background

Mr. Andrew Cheah has more than 18 years of consulting and training experience; specializing in the areas of productivity improvement, cost savings, behavioral change survey and training. He has extensive consulting experience in Indonesia, Thailand and Malaysia.

Andrew has an MBA degree qualification with the University of Portsmouth, UK. His experience in international consultancy has earned him a membership with the Association of Productivity Specialist (New York), also a qualified ISO 9000 assessor (QMI/SIRIM).

Andrew was invited to speak in the International Conference on Best Practices which was graced by senior officials from the Ministry of International Trade and Industry (MITI), sharing the stage with Professor Michael Gregory of the University of Cambridge, Mr Dieter Heyl (Vice President of DaimlerChrysler Malaysia), and Dr Marcus Chao, President of Lean China Enterprise Inc.

His clients came from diverse industries; Electronics & Electrical, Steel Mill, Food Processing, Fertiliser, Garment & Knitting, Furniture and Yarn/Thread. His last position was the Vice President of Operations before joining the manufacturing fraternity as Head of Departments with multiple responsibilities in the areas of Training, Facility, Industrial Engineering, Productivity, and Safety. Under his leadership, the company won the National Productivity Award in 1999, organized by the National Productivity Corporation (NPC) and presented by the previous Malaysian Prime Minister, Tun Dr. Mahathir. He became the General Manager for an organization listed on the main board in Bursa Malaysia before setting up his own management consultancy practice.

Topics to Be Covered

1. Introduction to Human Capital Management
2. What is "Strategic"?
3. How to think Strategic and Do Strategic: the ideal employer
4. The Alignment: Why align?
5. The 7 Steps Approach to Strategizing
6. Attraction, Recruitment and Retention
7. The Issue of "Labour Shortage"; real or perceived?
8. Why people leave?
9. How to make people stay AND contribute?
10. Is organization over-managed and under-led?
11. Succession Planning
12. Peter's Principle
13. The "Ideal" employees
14. Motivating Employees
15. How to pursue win-win: interests of workers and of organization
16. Job Design or Job Re-Design
17. The Compensation dimension
18. The Management of Change
19. Inculcating the healthy attitudinal landscape: the COPS checklist
20. Why isn't everyone looking at the psychological contract?
21. The Warning Indicators

Clients trained by Andrew Cheah

- Antah Schindler
- Dell Asia Pacific
- Hicom-Honda Mfg (M) S/B
- Infineum Singapore P/L
- Intel Products (M) S/B
- Kah Motor (Honda) Co S/B
- Samsung Electronics Malaysia
- Schmidt Electronics (SEA) P/L

And more....