

SUBSTITUTES/TRANSFERS AND REFUNDS

If an executive is unable to attend a registered programme, we will accept a substitute until two working days before the programme. Substitute candidates will be subject to the same selection process as the original candidate.

If you wish to cancel your name from a programme, please notify in writing at least five working days before the programme. Course fee will be refunded after deducting an application processing fee of Rs. 10,000. There will be no refund for cancellation received after the withdrawal date or in case of no-show.

It is possible to transfer to another programme within 2 years. The deposited fee will be carried forward after deducting the application-processing fee of Rs. 10,000. Please note that only one transfer is permitted. After 2 years the deposited fee will be forfeited. Transfers should be notified at least five working days before the programme.

All notifications of cancellations, substitutes and transfers must be confirmed in writing.

PAYMENT

After screening, an acceptance letter along with an invoice will be sent to the participant/sponsoring authority. Payment is due upon receipt of the acceptance letter along with the invoice. Please ensure that the payment reaches the office BEFORE the start of the programme. Space in the programme may only be ensured after we receive the fee.

Our preferred mode of payment is by cheque/banker's draft payable to **Lahore University of Management Sciences**.

Please send the cheque to:
Marketing Officer – Rausing Executive Development Centre
Lahore University of Management Sciences
Sector 'U', DHA, Lahore Cantt. 54792
Pakistan.
Tel: 92-42-35608243 & 35608119

* The income of the University is exempt from tax under Clause 92 of Second Schedule of the Income Tax Ordinance 2001. Therefore, no tax is deductible from the fee at source.

Note: REDC may cancel or postpone a programme due to insufficient enrolment or unforeseen circumstances. In this case, University will refund registration fee and is not responsible for any other related charges/expenses including cancellation or change charges by airlines and travel agencies.

In case of postponement the fee may be transferred to the rescheduled offering of that programme or any other programme as an alternate to refund. The University reserves the right to make changes in its programme policies and fees at any time.

“The learning experience at LUMS emanates from its world-class faculty, and the unique integrated approach helps broaden vision from a functional to a strategic business outlook.”

Syed Khalid Noor
Unilever Pakistan Ltd.

<http://redc.lums.edu.pk>
Rausing Executive Development Centre (REDC)

Lahore University of Management Sciences
Sector 'U', DHA, Lahore Cantt. 54792 - Pakistan.

Tel: 92-42-35608333-4
Fax: 92-42-35722691
Email: rec@lums.edu.pk

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STRATEGIC
HUMAN
RESOURCE
MANAGEMENT

we provide **the** executive education experience

MARCH 07 - 09, 2011



People and business remain the two dimensions on which organisations compete and succeed. Understanding and integrating both is the key to strategic leadership, competitiveness, performance and long-term sustainability of any organisation. Strategic Human Resource Management is an intensive three-day programme which offers a dynamic opportunity for human resource professionals to participate in strategic decisions and to enhance organisation's business performance. The HR leaders learn how to work in partnership with the top executives and make a powerful impact on the organisation's success.

PROGRAMME FEE:
RS. 60,000
RESIDENTIAL FEE:
RS. 26,000

BENEFITS

The objective of the programme is to equip the participants with critical business foundations and skills crucial to effectively assuming the dual role of being a part of a senior management team and the leader of the human resource function. The participants develop the perspective and capability to position themselves as strategic partners within their organisations and contribute productively to the decision making processes in their organisations.

The participants learn to create strategic value for HR department in their organisations. They develop a leadership mindset that will influence strategic decision making, identify areas of change that build value for the stakeholders and transform key systems and processes.

During the programme, the participants will learn to;

- Participate in boardroom meetings & top executive deliberations
- Contribute to the formulation of business strategy
- Translate business strategy into HR strategy & action plan
- Diagnose and formulate enablers such as appropriate structures, organisational culture and systems necessary for implementation of business and HR strategy
- Develop leadership mindset that transforms organisations through people focused initiatives

COVERAGE

The topical coverage of the programme is as follows:

- Evaluate external business environment, competition & industry structure
- Assess core competencies of the business
- Align Business Strategy and Strategic Human Resource Management
- Communicate Business Strategy across the organisation
- Build enablers needed to implement HR strategy
- Inspire and influence people to change

PARTICIPANT PROFILE

- Chief Executive Officers
- Human resource directors/heads
- Senior HR professionals being groomed for HR head positions
- Business heads who contribute to formulation of human resource strategy in their areas
- Organisational development heads
- Leaders of change initiatives

PROGRAMME DIRECTOR

Arif Nazir Butt
PhD, McGill University

Dr. Arif Nazir Butt teaches Organisational Behaviour, Human Resource Management and Managerial Negotiation to the MBA students. He has taught several courses in the Rausing Executive Development Centre at LUMS including Negotiation Skills, Building High Performance Teams, Performance Management, Human Resource Management, Management Development Programme, and Retail Management in Pakistan.

Dr. Arif Nazir Butt has presented papers at several conferences including the Academy of Management, International Association of Conflict Management, and North American Case Research Association, International Conference on Work Values and Behaviour, and Frontiers of Entrepreneurship.

OTHER FACULTY

Zafar Iqbal Qureshi
PhD, University of Pittsburgh

RESEARCH INTERESTS:

Transforming HR Organisations; Managing Change in Organisations; Organisation Building Models; Organisational Effectiveness; Managerial Ideology; Organisation Theory; Problem-Formulation Process and Strategic Policy-Making.

APPLICATION PROCESS

We encourage you to apply early because class size is limited and enrolment is on a first come first served basis. To apply to the programme, participants are required to submit an online application form which is available at our website:

<http://redc.lums.edu.pk/calendar.php>

If you require any assistance while applying online, please do not hesitate to contact us.

PROGRAMME AND RESIDENTIAL FEE

The programme fee of Rs. 60,000 includes tuition cost, reading material, tea and lunch served during the programme. If you wish to avail accommodation at LUMS, there will be additional fee of Rs. 26,000. It includes accommodation, breakfasts and dinners for the duration of the programme. However, any extra charges such as telephone calls, extra meals, laundry etc. should be cleared at the time of check-out. You may check-in on the evening preceding the start date of the programme and check-out the morning after the programme ends. You are, however, requested to inform us of the time of your arrival and departure.

ACCOMMODATION

We offer single bed accommodation at the Rausing Executive Development Centre. Each bedroom with attached bathroom is equipped with a mini-fridge, well-lit writing desk and direct dial ISDN telephone and cable TV. Each bedroom also has data transmission facilities that may be used by the participants to log on to the internet. The number of rooms is limited and reservations are made on space-available basis.

Please note that we do not provide accommodation for drivers/attendants accompanying the participants.

DISCOUNT POLICY

For any executive programme, if more than two executives from the same organisation participate, each additional participant after the first two gets a 30% discount on the programme fee. The discount is not applicable on the residential fee.