

The Dave Ulrich **HR Academy**

SPECIAL INDONESIAN COHORT:

AGENDA:

16 modules (8 weeks)
@60 minutes per module
(4-week option is also available)

DATE:

Starts Aug 13 (Orientation)
Aug 16 – Oct 8, 2021

TARGET AUDIENCE:

HR Directors / Chiefs of
People Management

Who should enroll in the Dave Ulrich HR Academy?

The Dave Ulrich HR Academy is designed for all HR professionals that seek to create value, build capability, drive change, and lead their organization into the future. Groups that would particularly benefit from the academy include:

- HR Leaders and Leadership Teams
- HR professionals in centers of excellence
- HR Business Partners
 - Senior Partners
 - Mid level Generalists
 - Junior Specialists

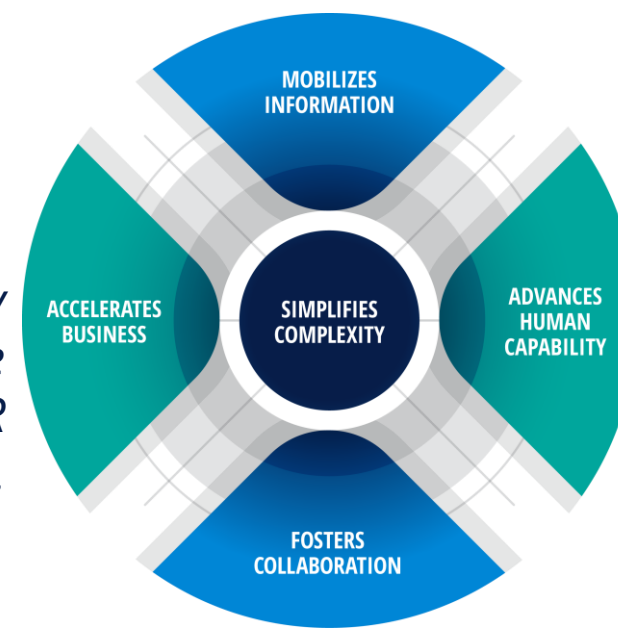
Individually enroll in a public workshop or set up a unique program for your local and global teams.

www.cdhx.gmlperformance.com



HRCS 2021

*The Dave Ulrich HR Academy integrates the latest findings from the **largest and most global study** of HR competencies and functions.*



The Dave Ulrich HR Academy offers a best-in-class virtual, tailored development program



Flexible

16 modules over 8 weeks, 60 minutes per module
(a 4-week option is also available)



Instruction from Dave Ulrich

Personalized videos from Dave Ulrich and other HR and industry experts



Consultant-Led Education

Weekly consultant facilitated live sessions



Focused on Individual Development

Personal coaching and HRCS Competency Assessment



Collaborative

Collaboration and dialogue that taps the collective genius within your HR and leadership teams



Accredited

Earn continuing education credits through HRCI and SHRM



"In HR, we are in a unique position to impact our current financial performance and, more importantly, create capabilities that will grow our future value. This requires a strategic approach to value creation and a deeper understanding of our stakeholders."

Learn from the "Father of Modern HR"
– HR Magazine

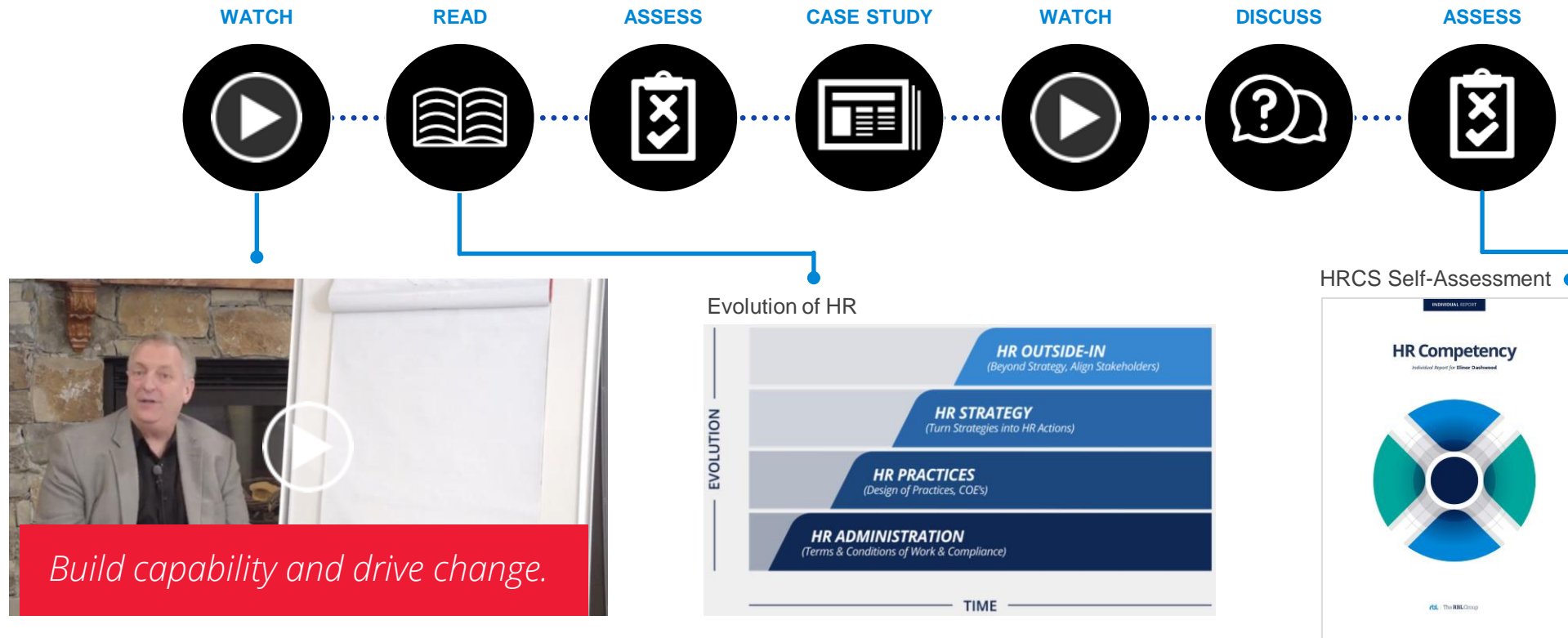
Dave Ulrich,
Co-Founder, The RBL Group

Why the Dave Ulrich HR Academy is the **most relevant program** for HR professionals in your organization?

- 1 **Changes mindset and language** from an internally focused, "traditional HR" to an **outside-in, business impact** orientation
- 2 Builds skills to **co-create solutions** with stakeholders that **shape business results**.
- 3 Defines a **clear path** to respond to the **changing business context**.
- 4 Enhances ability to develop the right organizational capabilities to **succeed in the new economy**.
- 5 Identifies specific HR outcomes in **organization, leadership, and talent** required to **deliver strategy and target capabilities**.
- 6 Expands capability to **generate competence, contribution, and commitment** for individuals.
- 7 Increases understanding of how to succeed through the **organization of your own HR department**.
- 8 Boosts **individual competencies** and **HR practice effectiveness**.

A day in an academy sprint

In two 60–90 minute modules per week – individuals will learn from experts that teach leading-edge ideas, show leaders how to use new tools on the job, and illustrate how to apply what they learn each day.



Less is more—minimum effective dose for people who have lots of other things to do.

Program overview & outcomes: Modules 1–8 A-Synchronous Learning

Week 1: HR from the Outside-In

1

How HR brings value from the outside-in

2

Anticipate environmental, stakeholder & digital trends



Consultant-facilitated live session

Week 2: HR Outcomes

3

Key outcomes in talent, organization & leadership

4

How HR can align and build the right talent



Consultant-facilitated live session

Week 3: HR Outcomes

5

Reinvent and align your organization to *target capabilities*

6

Build the *right culture* to impact customer & employee experience



Consultant-facilitated live session

Week 4: HR Outcomes

7

Increase agility and effect meaningful change

8

How HR drives a distinctive leadership brand



Consultant-facilitated live session

Participants complete two 60-minute sprints during each week in which experts guide participants to discuss concepts, shape them to their challenges, and create action plans and drive successful change. At the end of each module there is a live consultant-facilitated session for further education.

Program Overview & Outcomes: Modules 9–16

Week 5: HR Department

9

Defining & utilizing
HR analytics for
strategic
advantage

10

Critical dimensions
of an effective HR
department



Consultant-
facilitated live
session

Week 6: HR Practices

11

Managing HR
practice areas
more strategically

12

Creating a diverse,
equitable &
inclusive culture



Consultant-
facilitated live
session

Week 7: Strategic Competencies

13

HR Competency:
Information &
Collaboration

14

HR Competency:
Business Acceleration
& Human Capability



Consultant-
facilitated live
session

Week 8: HR Agenda

15

HR Competency:
Simplifying
Complexity

16

Creating an agenda
for HR competency
development



Consultant-
facilitated live
session

Participants complete two 60-minute sprints during each week in which experts guide participants to discuss concepts, shape them to their challenges, and create action plans and drive successful change. At the end of each module there is a live consultant-facilitated session for further education.

Facilitated by Dave Ulrich and RBL Senior Experts



Dave Ulrich

Ranked as the #1 management guru by Business Week, profiled by Fast Company as one of the world's top 10 creative people in business, and listed as a top 5 coach in Forbes, Dave Ulrich has a passion for ideas with impact. In his writing, teaching, and consulting, he continually seeks new ideas that tackle some of the world's thorniest and longest-standing challenges.

Contributing Consultants



Ernesto Uscher

Ernesto has more than 30 years of experience working as a consultant and coach helping organizations, leaders and HR teams become highly effective in the global markets.



Joe Hanson
Program Leader

Joe is an experienced consultant recognized for partnering with HR and business teams in complex business turnarounds and successful organizational transitions. He has redesigned numerous HR and other functional organizations and has created comprehensive development programs aligned to new designs.



Jessica Johnson

Jessica serves as an executive coach, teacher, and facilitator and is dedicated to advancing the fields of Leadership and Strategic HR by connecting leaders with practical tools, leading-edge theory, and opportunities to learn from each other.



Anne-Marie Law
Strategic Advisor

Anne-Marie is an Executive HR Leader with 25+ years of successful experience transforming diverse global organizations across geographies, industries, and cultures.



Darryl Wee

Darryl is a dynamic communicator, a strategic thinker, and a change agent who is able to distill complex situations into executable action plans to align the organization to common goals.



Allan Freed

Allan has worked with over 100 organizations on HR transformation, HR strategy development, HR executive education, and leadership development projects.



The Dave Ulrich **HR Academy**



Individuals

\$2,600/participant*

Investment



Teams

\$2,340/participant*

**Learn what you need to know, do, and be to
become a more effective HR professional.**

- ✓ Daily lessons from Dave Ulrich and other top HR leaders
- ✓ Weekly live facilitated sessions with an RBL consultant +
Chiefs of HR from Global Corporation
- ✓ Collaboration with global HR professionals
- ✓ Case studies from the world's top companies

For more information:
Indonesian Partner Contact us:

Name: Yenny
HP : 0819-0882-0992

