

ATTRACTING, ENGAGING & RETAINING TOP TALENTS

Building a High-Performance Organization

Date : 08th - 09th Mar, 2010

Location: Singapore

WHO WILL BENEFIT MOST

Anyone in a leadership position, especially

- Senior Executives who want to develop a high-performance culture
- Business Owners who are looking for professional tools to attract and keep the best people
- HR Professionals who want to be better equipped in driving high performance in their organization

PROGRAM OVERVIEW

Building a high-performance organization is a matter of getting the right people on the bus and assure they are not only able to do what they have to do but also are passionate about it.

Sounds like the impossible? Certainly not easy, but definitely possible!

It starts with effective recruitment but doesn't end there. It has been shown that engagement levels are mostly high when people start in a new position but then tend to drop to considerably lower levels down the road.

If people are effectively recruited for the job, that's an important first step. Then it takes effective leadership to assure that the engagement levels stay high and that the best talents don't leave the organization.

This seminar includes one follow-up group coaching session to assist the participants in the implementation of their action plan.



This program includes a personal assessment that participants will do online before the program. The report of this assessment will be used during the program to gain a better understanding how it could be used to improve selection and development of top talents.

Objectives:

- To understand the secrets of a high-performance organization
- To learn how to select more reliably the best talents
- To gain a deeper understanding of the drivers for high engagement based on latest research
- To realize what it takes to keep the best people in your organization, other than monetary rewards

Benefits for Participants:

The outcomes that participants can expect, include:

- Practical tools for selecting the best talents among job candidates
- A clear roadmap how to drive more engagement within your organization and as a result top performance
- Creative ways of retaining the best talents and assure their continuous contribution to your organization

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“ Many thanks for giving me an inspiring session. It helps me not only in coaching people, but in self-development too. ”

----- Senior Training Officer, CSTDI

“ This course presented a great learning experience for me. Thank you for making the session interesting and make me want more. ”

----- Training Manager,
Tesco International Sourcing

METHODOLOGY

Latest Research

This program is based on the latest research on top performance and high engagement in Asia. We will not only share the findings but help you understand how you can apply them to your own situation.

Interactivity

We emphasize the need for highly interactive learning. We noticed that soft skills aren't developed by being told what to do but by being inspired through novel thinking and meaningful experiences. Besides using group coaching methodology, we also integrate "real plays", as opposed to "role plays, making practice as close as possible to the real issues that the participants face in their daily work.

Practical Learning

Participants need very practical tools that they can use right in the middle of the action. We believe that theory is needed if, and only if it makes it easier for participants to master the tools they need.

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FACILIATORS

Charlie Lang and Sabreena Andriesz are certified professional coaches (Corporate Coach-U). They coach senior and middle managers at multinational companies with a strong presence in Asia-Pacific, to help them become more successful leaders. Some clients they have served include: HP, Airbus, Bayer Material Science, Sprint, Chanel, Veolia Water, Johnson & Johnson, Bayer Health Care, Otis, Saint Gobain, Allianz, Lego, L'Oreal, Tesco, HSBC, Alcatel-Lucent, Logitech, Gemalto, Macquarie PGA, Barclays, and many more.

They have a cumulated business experience in Asia of over 20 years. Some of the modules, but not all, will be co-delivered by both trainers.



CHARLIE LANG

Trainer & Executive Coach, Managing Partner of Progress-U Limited

Charlie Lang is known for his innovative approaches towards leadership. He combines the latest findings in research combined with his own experience in international management and leadership (13-year corporate career, as Managing Director and VP Sales and Marketing). He is the author of "The Groupness Factor", a book on First-Class Leadership which was published in August 2005.

His articles got printed in Human Resources, CareerTimes, FZ Asia Magazine, AsiaPreneur, South China Morning Post, Banking Today and many more. He delivers a 120-hour course on coaching at the University of Hong Kong. He is a highly experienced executive coach, and the President of the Hong Kong International Coaching Community.

SABREENA ANDRIESZ

Trainer & Executive Coach, Progress-U Limited

Professionally trained by Corporate Coach U (CCU), Sabreena is an ICF Associate Certified Coach, Facilitator and Psychotherapist holding a Masters Degree in Social Science (Counseling). Known for her integrative approach Sabreena has devoted the past decade to teaching unique, life-changing practices through her thorough knowledge in behavioral analysis, leadership development and whole brain technology using advanced coaching techniques and psychometric tools. She also provides corporate coaching and training for middle to senior management.

She extends her reach by writing motivational articles and her monthly column featured in Shape Magazine (SG) from 2004 – 2007. Sabreena is a member of the SG Association for Counseling and the American Society for Training & Development. She serves on the Editorial Advisory Panel of Simply Her Magazine and is the current President of the Internat. Coach Federation.

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PRACTICAL INFORMATION

Date & Time: Mon - Tue, 08th-09th Mar, 2010 9.00am - 5.00pm

Venue: To be advised in Singapore

Cost for 2-day program: S\$1260 per person includes Harrison Assessment (value S\$100)

10% Early-Bird Discount: S\$1140 for registration before 22nd Feb 2010

Registration Closing Date: 01st March 2010

For enquiries please contact Ms Siti Hinchliffe at +65 8448 8992 or email siti.hinchliffe@progressu.com.

REGISTRATION

Please reserve _____ place(s) at regular fee

Please reserve _____ place(s) at 10% early bird discount

CONTACT DETAILS

Please print in BLOCK LETTERS

Name (Mr./Mrs./Ms/Dr) _____ Date _____
(Surname) (First Name)

Company Name _____ Title _____

Tel _____ Fax _____ Email _____

PAYMENT

By Telegraphic Transfer

Account Name: Progress-U Pte. Ltd.
Bank: UOB Limited, Singapore
Account No: 357-301-863-8
SWIFT: UOVBSGSG
Bank Code: 7375; Branch 018

By Cheque

Payable to Progress-U Pte. Ltd.
Please send in your cheque together with registration form to
Progress-U Pte. Ltd.
583 Orchard Road, #09-01 Forum, Singapore 238884

* Please email your registration and telegraphic transfer acknowledgement to siti.hinchliffe@progressu.com