


ORGANIZATIONAL DEVELOPMENT, TALENT & CHANGE MANAGEMENT



Magnify Talent. Maximize Impact.



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PART 01

Introduction.

WELCOME TO OUR COMPREHENSIVE 3-DAY TRAINING PROGRAM FOCUSING ON ORGANIZATIONAL DEVELOPMENT (OD), TALENT AND CHANGE MANAGEMENT.

This program is designed to equip participants with essential skills and knowledge to effectively manage and lead their organizations through the dynamic landscape of change and talent development. Each day is meticulously structured to cover critical aspects of these domains, providing participants with practical tools and actionable insights that can be applied immediately within their organizational contexts.

PART 02

Participants.

Who should attend this program?

This program is designed for

-  Vice Presidents
-  HR Directors
-  HR Managers
-  OD
-  Practitioners and Senior Executives responsible for HR functions

PART 03

Learning Objectives

After the program, the participants will be able to:

-  **Strengthen** personal credibility by building a set of partnering competencies that will make a difference to the business in strategy, change management, and organizational development and performance front.
-  **Examine** in depth what is Talent Management.
-  **Deliver** a differentiated and distinct integrated talent management capability to the enterprise.

Objectives and Contents.

Objectives and Contents.

Learning Contents

MANAGING CHANGE

- 🔍 3 Levels of Change Management (Design, Implement, Sustain)
- 🔍 Managing Expectations of Stakeholders
- 🔍 Overcoming Change Resistance; Change Readiness Diagnostics
- 🔍 Review of 3 Change Models (ADKAR, Kotter, GE CAP)

OD-CONSULTING

- 🔍 The 7Cs of Effective Internal Consulting
- 🔍 OD - Sx, Hx, Dx, Tx - Diagnostics & Design Thinking
- 🔍 Tools & Methods for Organization Vitality Check
- 🔍 Organization Capability-Vitality Audit

TALENT MANAGEMENT AND LEADERSHIP

- 🔍 Talent Definition & Talent Segmentation
- 🔍 Future Centricity of Talents = Future of Work
- 🔍 Setting Up an Integrated Talent Management Capability
- 🔍 Managing the Talent Brand
- 🔍 3 Perspectives on Succession Planning
- 🔍 Strategic Career Coaching

PART 04

Trainer's Profile.

KC YAN.






Course Leader

- 🔍 Senior Principal Consultant at ITD World; Sr Human Resources Director, Asia-Pacific & Japan of Freescale Semiconductor;
- 🔍 Responsible for business HR in 9 countries (Japan, Korea, China, Taiwan, Hong Kong, Malaysia, Singapore, India, Australia);
- 🔍 Major milestones - spin off from Motorola SPS, set up new performance culture, win in business, strategic talent life cycle development, from public to private LBO, build best in class regional HR leadership team;
- 🔍 Human Resources Director, Asia-Pacific & Japan of Motorola Semiconductor Product Sector;
- 🔍 Major milestones - major cost driven restructuring; RIFs;
- 🔍 Sr Human Resource Business Partner Reinsurance Asia of Swiss Reinsurance Co., Head of Human Resources, Asia-Pacific;
- 🔍 Dual reporting to Group Executive Council Member & CEO of Asia Division in Hong Kong and Group Management Board Member & Group Head of Human Resources in Zurich (for Head Asia HR role) and MD Head of HR for Reinsurance;
- 🔍 Professional Certificate in Supply Chain Management - ITC, United Nations, Geneva, Switzerland;
- 🔍 Certified Coaching & Mentoring Professional;
- 🔍 Master in Industrial Management from University of East Asia, Macau.

PART 05

Program Fee

Learning Investment.

-  **INDIVIDUAL**
\$900/pax ~ 23.004.000 VND/pax
-  **GROUP FROM 3-5**
Discount 5%
-  **GROUP 5+**
Discount 10%



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