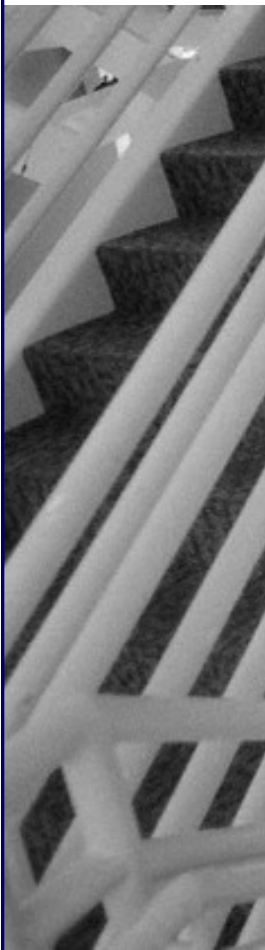




**INTERNATIONAL SCHOOL
OF
HUMAN CAPITAL MANAGEMENT**

www.ishcm.com



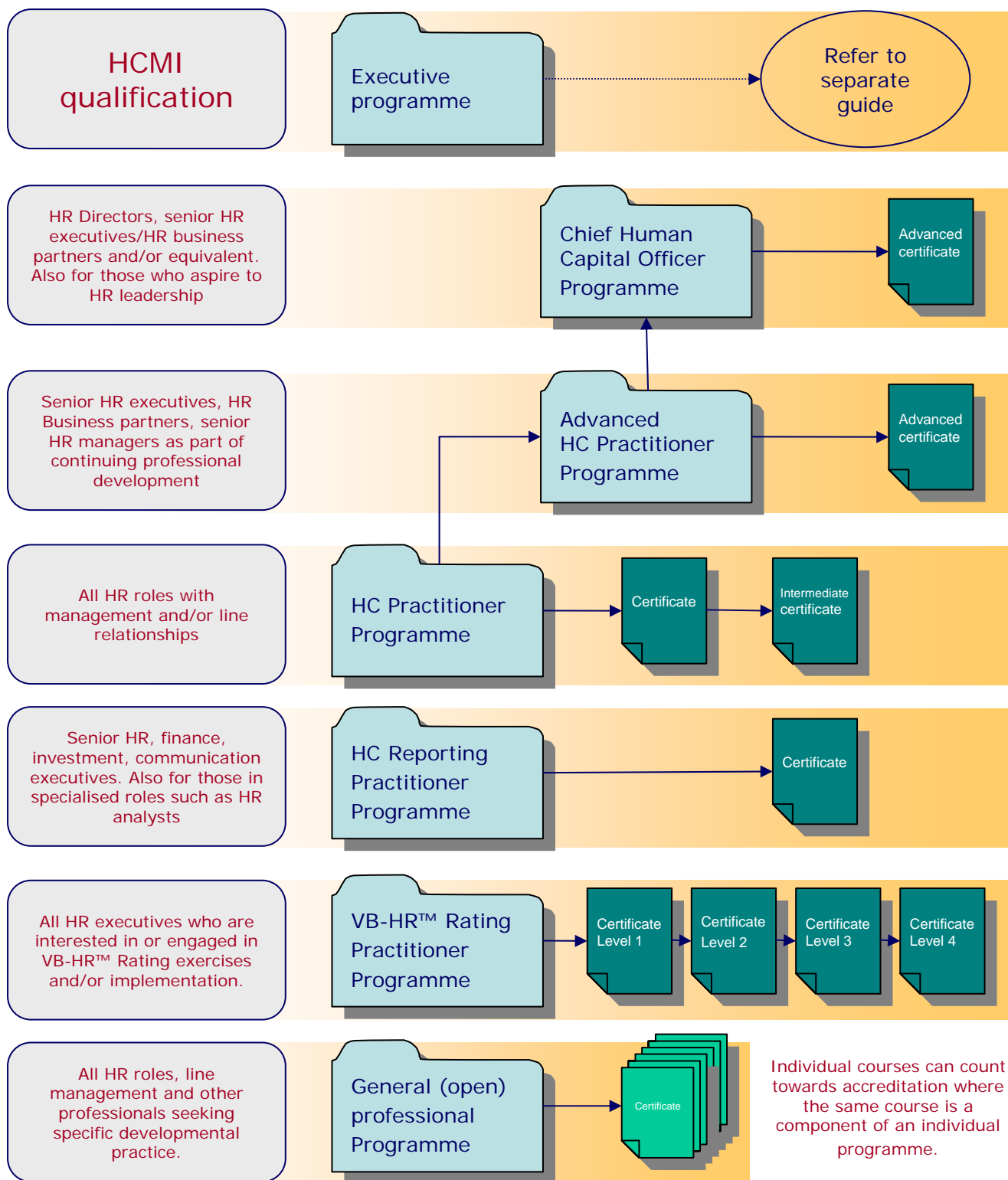
ADVANCED HC PRACTITIONER PROGRAMME

•Courses & Advanced certificate

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1.0 Programme routemap



2.0 Proposition & Benefits

Impact

Our programmes deliver exceptional learning experiences that are designed for practical implementation, and therefore impact. We provide tools and knowledge that is drawn from rigorous research and practical experience to enable changes in organisational performance.

We believe that the various course options available for delegates provide the most attractive offer, which we term 'progressive flexibility' – the ability to choose one-off appropriate learning but with the option of structuring combinations to allow for sought-after accreditation.

Our Proposition

Innovation

Our ethos is to combine rigorous, analytical research together with actual client-related project experience to generate thinking that is at the forefront of market intelligence. and structured content that produces leading edge application-based knowledge. Our published white papers are acknowledged as a testament to this.

As a result we are able to offer unrivalled course content that is delivered in an effective modular-based format. We focus beyond 'best practice' using our fundamental '*why-what-how*' approach that is transforming the way in which we have traditionally managed people and measured their contribution.

Individual focus

The course content and facilitation is designed to provide continuing professional development with a learning environment that is both supportive and challenging, backed up with peer networking.

The essence of this focus is to enhance individual capabilities and critical thinking – that links with organisational performance.

All school delegates are automatically enrolled with the Human Capital Management Institute (HCMIglobal.com).



2.0 Proposition & benefits (continued)

Completion of International School of Human Capital Management courses provides participants with a wealth of additional benefits, beyond individual course learning. These represent an unprecedented range of benefits to allow participants to access best practice, expert advice, insightful research and new opportunities. These potential benefits are set out below.



- Automatic enrolment as a member of the Human Capital Management Institute

- Membership to practitioner communities with related interests

- Access to networking events held for course participants and Certificate holders

- Access to executive/management coaching and mentoring from Faculty members

- Automatic enrolment in the Human Capital Management Institute with access to its publications

- Access to leading edge white papers and research in the field of human capital management

- Opportunities to contribute articles and/or case studies to the Journal of Applied Human Capital Management

- Invitation to attend the International School of Human Capital Management's annual 'Top Gun Academy' of leading HR professionals and course graduates, with Annual Award Ceremony.

Whilst some of these benefits are provided as part of course attendance and successful completion, certain services are provided on a subscription basis or part of a separate contract in force.

Please contact our admissions department on +44 (0) 207 887 6121 for any further information.



3.0 Adv HC Practitioner programme

Advanced HC Practitioner series

Overview

The International School of Human Capital Management's Advanced HC Practitioner course provides a suite of nine courses, with certification to ensure that HR professionals, build on previous HC Practitioner learning.

Participants can select individual courses as appropriate to their development requirements, provided that they have gained previous accreditation in the HC Practitioner based programmes.

These courses are presented by a senior VaLUENTiS expert practitioner in interactive, workshop-type formats and include individual and group exercises.

1-day course fees range from £595 to £795.

Certificate

- Effective HC management: The performance-reward-decision rights triangle
 - Assessing the effectiveness of the HR value proposition
 - HC modelling analytics: Linking HC metrics to provide performance based assessment
 - An introduction to risk: A human capital perspective
 - Establishing and applying an employer brand (index)
 - HR service excellence: From good to great - principles and methods to effect performance
 - HR outsourcing: Determining the business case
 - Technology options for HR: Upgrading HR functional capability and performance
 - Strategic leadership for HR
-

In-house option

Courses are also available for customised in-house delivery – please contact one of the ISHCM team via info@ishcm.com if you wish to discuss this alternative.



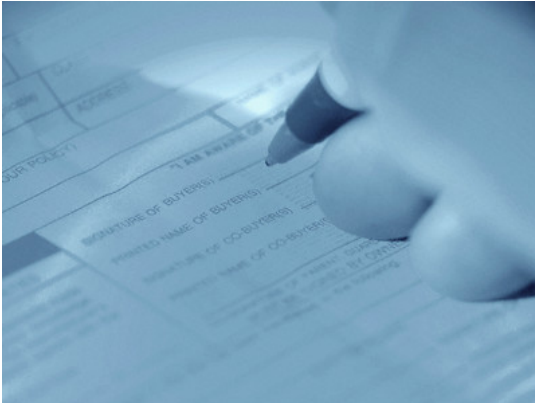
Advanced HC Practitioner series

All courses can be booked on an individual basis or in combinations. The programme schedule allows for certain linked courses to be conducted on consecutive days which delegates may find useful if booking multiple courses. Please refer to the schedule for further information.

2007 schedule

	<u>Apr</u>	<u>May</u>	<u>Jun</u>	<u>Jul</u>	<u>Aug</u>	<u>Sep</u>	<u>Oct</u>	<u>Nov</u>	<u>Dec</u>
<u>Certificate</u>									
Effective HC management: The performance-reward-decision rights triangle	Tue 03.04		Tue 05.06		Tue 07.08	Tue 04.09		Tue 06.11	
Assessing the effectiveness of the HR value proposition	Wed 04.04		Wed 06.06		Wed 08.08	Wed 05.09		Wed 07.11	
HC modelling analytics: Linking HC metrics to provide performance based assessment	Thu 05.04		Thu 07.06		Thu 09.08	Thu 06.09		Thu 08.11	
An introduction to risk: A human capital perspective		Tue 08.05		Tue 10.07			Tue 09.10		
Establishing and applying an employer brand (index)		Wed 09.05		Wed 11.07			Wed 10.10		
HR service excellence: From good to great - principles and methods to effect performance		Thu 10.05		Thu 12.07			Thu 11.10		
HR outsourcing: Determining the business case				Thu 25.07			Wed 24.10		
Technology options for HR: Upgrading HR functional capability and performance				Thu 26.07			Thu 25.10		
Strategic leadership for HR		Wed 16.05		Wed 18.07			Wed 17.10		

4.0 Enrolment form



Please complete all of the questions 1-20 below, ensuring that the application form is signed before submitting either by fax or post as below:

Fax: Admissions department
+44 (0)20 7887 6100

Post: Admissions Registrar
International School of Human Capital
Management

2nd Floor
Berkeley Square House
Berkeley Square
London
W1J 6BD

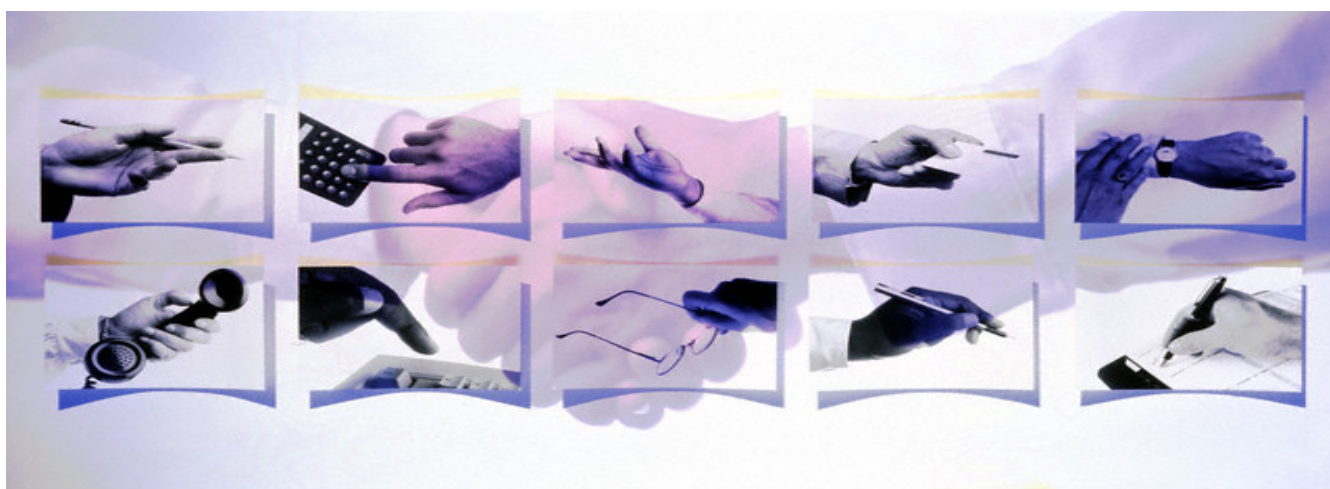
Course details:			
Title:			
Code:		Date:	
Fee:		Eligible discount:	

Delegate details:			
Title: (Dr/Mr/Mrs/Ms/Miss)			
Surname:			
Name:			
Job title/role:		Time in role:	
Organisation:			
Organisation address:			
Office no (include international code):			
Work mobile:			
Fax:			
E-mail:			
Previous role		Time in role:	
Professional qualifications:			
Sponsoring organisation (if different from above):			

Confirmation of admission request: I AGREE TO BE BOUND BY THE TERMS & CONDITIONS AS SET OUT ON THE NEXT PAGE OF THIS DOCUMENT.

Name:	
Delegate/authorised signatory:	
Organisation:	
Date:	
PO number (if applicable):	

4.0 Terms & conditions



More detailed course descriptions and fees are available in our separate publication:

The 2007 ISHCM Programme Guide downloadable at www.ishcm.com

To reserve a place on one or more the School's courses you can:

- Register on-line at www.ishcm.com via the various individual programme links
- Telephone our **admissions department** on: +44 (0)20 7887 6121
- Fax the course registration form to: +44 (0)20 7887 6100
- E-mail: admissions@ishcm.com
- Post the course registration form to:
Admissions Registrar
International School of Human Capital Management
2nd Floor
Berkeley Square House
Berkeley Square
London
W1J 6BD

Multiple course registration and/or group bookings

Where several courses are booked for a delegate or delegates, and/or group bookings are sought, certain discounts may be available. Please contact the admissions department for further information.

In-house (customised) options

In-house programme/course options exist for organisations who wish to provide ISHCM courses and/or programmes under an internally based delivery approach. Please contact the admissions department to discuss your particular requirements.

Payment terms

Payment must be received before start of course or within 14 days of invoice date whichever is the sooner. For international bookings, payment must be made prior to the start of the course.

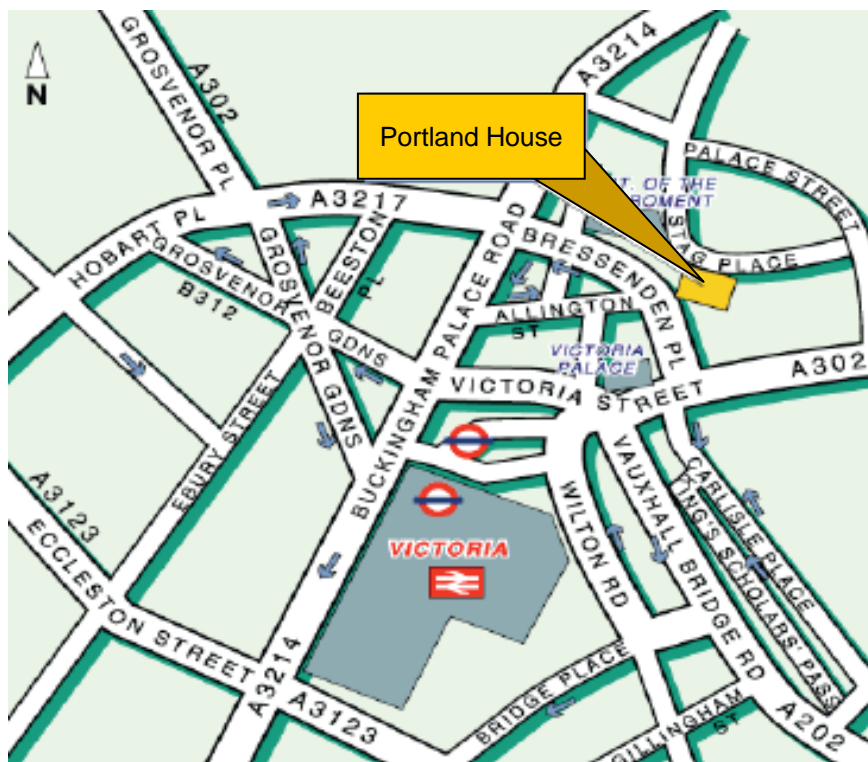
Cancellations and non-attendance

To avoid any cancellation fee, we must receive your cancellation in writing no less than four weeks before the course starts, otherwise no refund/transfer will be granted. All cancellations before this time will incur a 10% course fee administration charge. Non-attendance by any delegate results in forfeiture of course fees.



**International School of
Human Capital Management
Victoria Campus
27 Floor
Portland House
Stag Place
London
SW1E 5RS
Tel: +44 (0) 207 887 6121
(5 minutes from Victoria Station)**

Main entrance via Bressenden place



Directions from Victoria Station

Main entrance to building is on Bressenden place which can be reached by turning right off Buckingham Palace Road, or turning left off Victoria Street.



'Transforming HR'

**VaLUENTiS International School of
Human Capital management**

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Berkeley Square House
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London
W1J 6BD

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