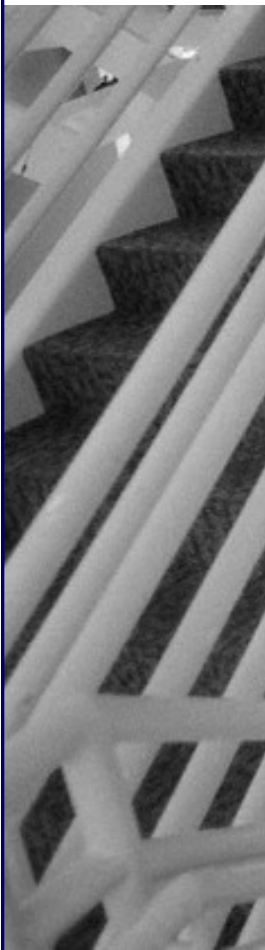




**INTERNATIONAL SCHOOL
OF
HUMAN CAPITAL MANAGEMENT**

www.ishcm.com



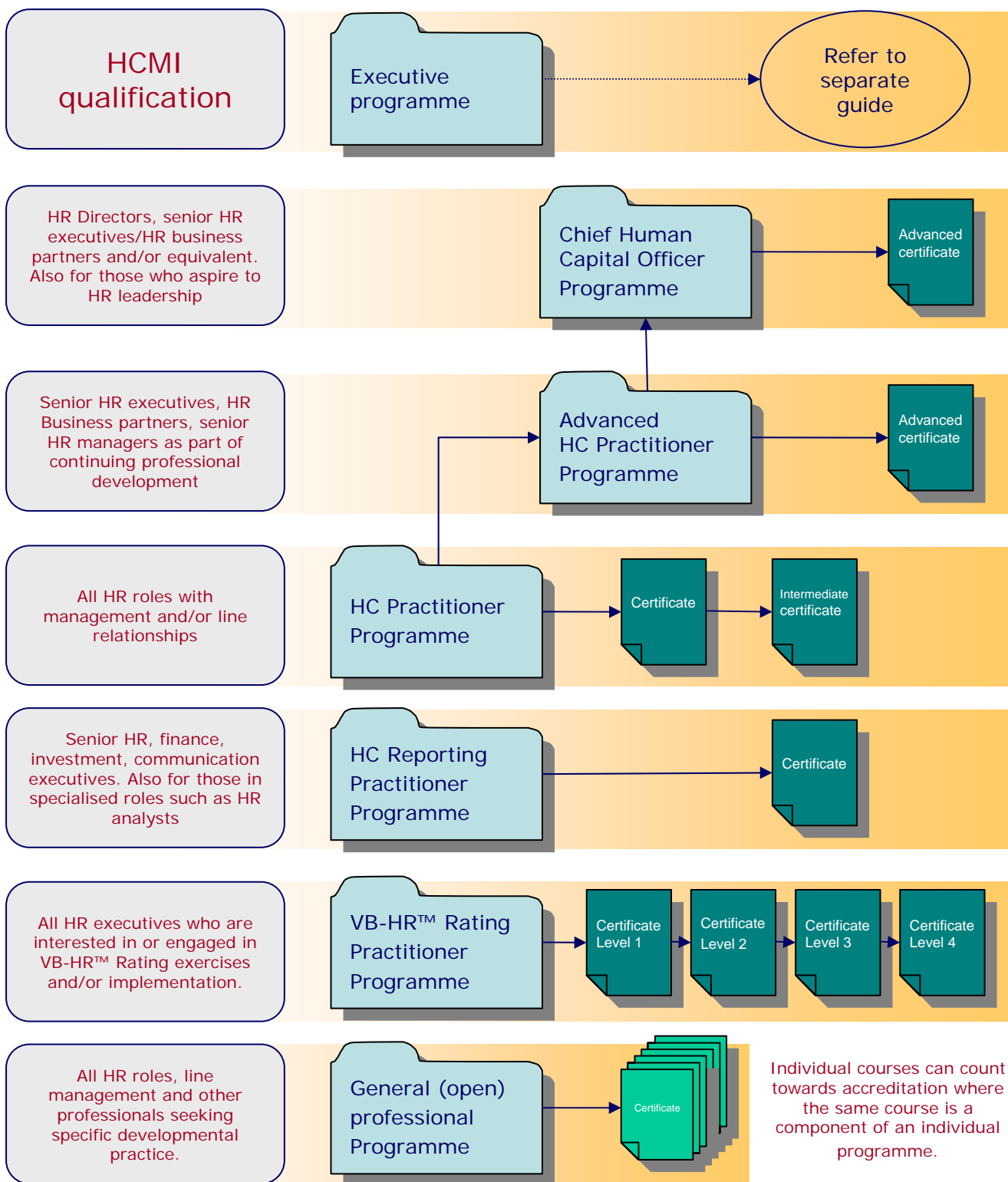
CHIEF HC OFFICER (CHCO) PROGRAMME

•Courses & Advanced certificate

Contents

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1.0 Programme routemap



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.

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).

Our Proposition



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.



Chief Human Capital Officer series

Overview

The International School of Human Capital Management's CHCO programme provides senior HR professionals and those responsible for functional and organisational HCM performance, with knowledge at the forefront of best practice.

It is a modular-based programme designed to provide insights and approaches to enhance HR functional and organisational performance.

The CHCO programme is also designed particularly for HR professionals aspiring to or newly appointed at Director level.

The CHCO Advanced certificate programme of 12 courses consists of four core modules, each of 3 courses, and an optional, advanced module of 3 further courses.

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

1-day course fees range from £695 to £995. Booking combinations entitles certain pre-set discounts. Enquire prior to booking.

Advanced Certificate

Module 1

- CHCO as organisation architect
- Strategic leadership of HR
- Effective HR governance

Module 2

- Structuring the HR function to create value
- Performance managing the HR function
- Conducting an effective HR audit

Module 3

- Optimising organisation capabilities for high performance
- The concept and application of LeanHR®
- Implementing an HR 'work-out' programme

Module 4

- An introduction to value based management
- M&A: The human capital management perspective
- Effective enterprise governance

The CHCO programme is alternatively delivered in a block 4-day accelerated schedule, for those looking to maximise their return on available time.

Full course details can be found in the main Course Programmes Guide downloadable at www.ISHCM.com



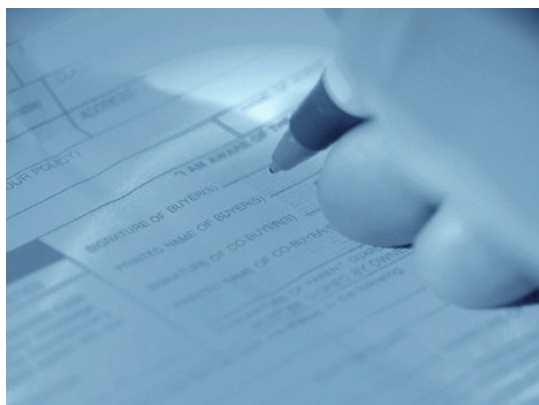
Chief Human Capital Officer series

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>Module 1</u>					CHCO Accelerated 4-day condensed programmes [07.08 – 10.08] & [21.08 – 24.08]				CHCO Accelerated 4-day condensed programme [04.12 – 07.12]
CHCO as organisation architect		Wed 30.05							
Strategic leadership of HR		Wed 16.05							
Effective HR governance	Thu 19.04								
<u>Module 2</u>									
Structuring the HR function to create value		Thu 31.05							
Performance managing the HR function			Fri 01.06						
Conducting an effective HR audit				Fri 06.07					
<u>Module 3</u>									
Optimising organisation capabilities for high performance	Fri 20.04								
The concept and application of LeanHR®		Fri 04.05		Fri 13.07					
Implementing an HR 'work-out' programme				Fri 20.07					
<u>Module 4</u>									
An introduction to value based management							Fri 28.09		
M&A: The human capital management perspective							Fri 05.10		
Effective enterprise governance							Fri 09.11		

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

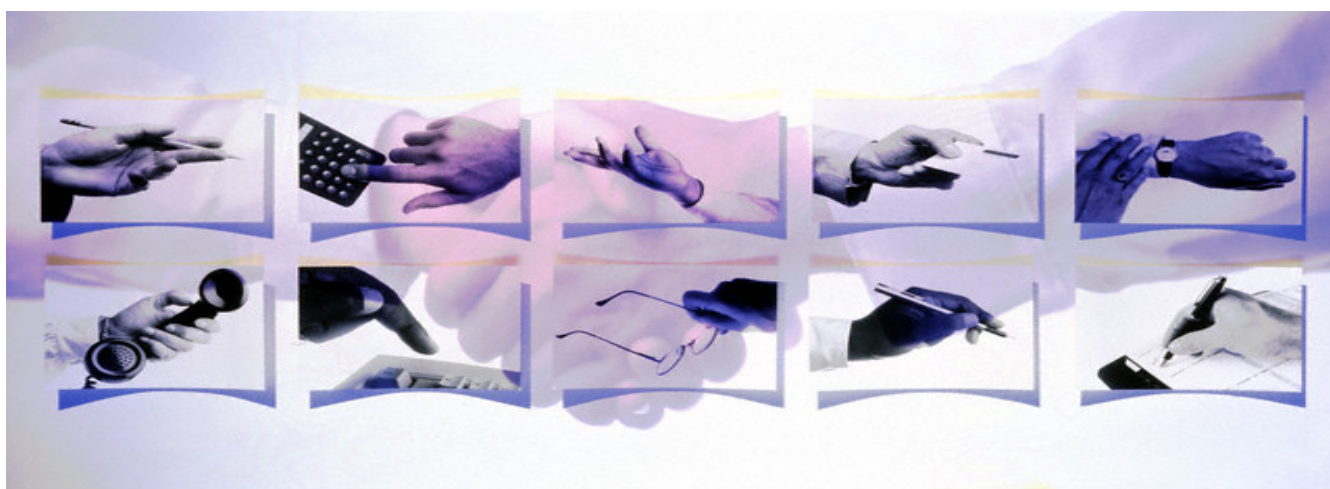
Course details:			
Title:			
Code:		Date:	
Fee:		Eligible discount:	

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.

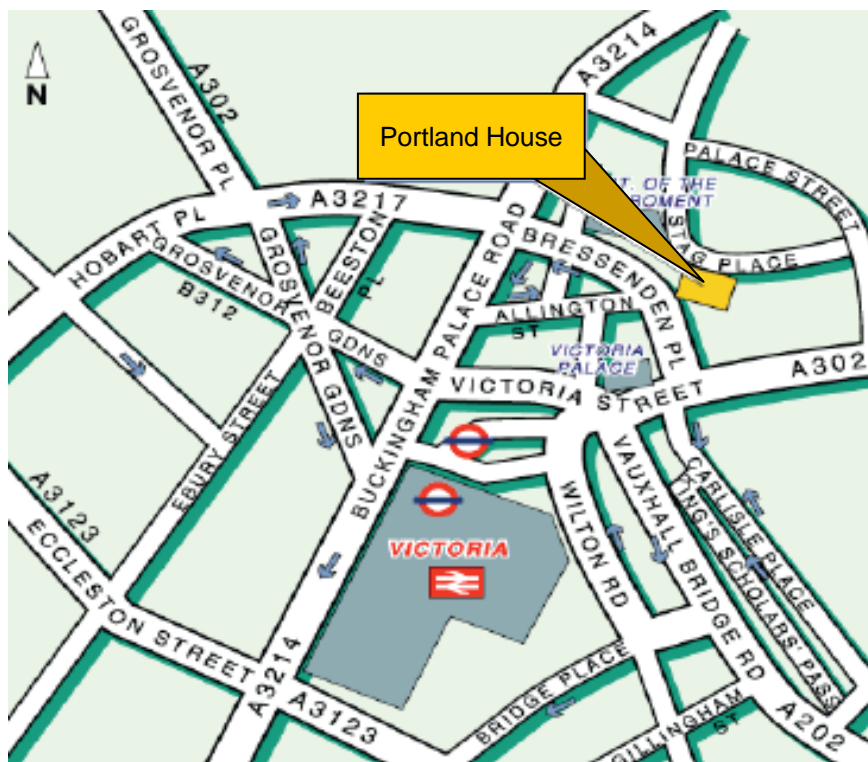
Cancellations and non-attendance

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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London
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