

**Menjawab Tantangan HR Indonesia**  
**PROGRAM EKSLUSIF 2 HARI**  
**WORKSHOP-SERTIFIKASI CGPHR-ONLINE EXAMINATION**  
**(CERTIFIED GLOBAL PROFESSIONAL in HUMAN RESOURCES MANAGEMENT)**  
**Epicentrum Walk - Kuningan - Jakarta Selatan**

---

- Strategic HR Management - (26%)**
- Global Talent Acquisition and Mobility - (22%)**
- Global Compensation and Benefits - (18%)**
- Organizational Effectiveness and Talent Development - (22%)**
- Workforce Relations and Risk Management - (12%)**

Setelah sukses program CPHRM yang mencetak ribuan alumni tersebar diseluruh Indonesia dari berbagai industri (Telco, Oil & Gas, Mining, Agro, Bank, Health, Insurance, FMCG, Pharmaceutical, dll). Kini saatnya para professional SDM Indonesia mempersiapkan diri dalam kancah terbuka untuk memenangkan Indonesia dalam persaingan global dengan membangun SDM berkarakter dan memiliki visi dan kemampuan standard Internasional.

Program CGPHR ini di desain bagi praktisi SDM yang ingin memahami lebih dalam konsep pengelolaan SDM secara universal, sangat penting bagi mereka yang mempunyai tanggung jawab mempersiapkan SDM dengan konsep global talent, serta para professional HR yang tengah mempersiapkan diri berkarir dalam lingkungan korporasi multi-national serta bagi mereka yang mengelola fungsi penugasan staf internasional.

Sisi strategis program ini bagi perusahaan adalah antisipasi sejak dini menghadapi tingkat persaingan yang semakin hiper-kompetitif, dengan melakukan “upgrading” para praktisi SDM perusahaan untuk membangun strategi, system, policy dan implementasi program-program HR yang sanggup memenangkan persaingan nasional dan internasional.

**PROGRAM INI KUALIFIKASI PUNCAK PENDIDIKAN PROFESI HR GLOBAL**  
**ALUMNI CPHRM DIREKOMENDASIKAN BERGABUNG DALAM KELAS INI**

**Bonus :**

1. Local & International HR Toolkit (template & toolkit yang bisa digunakan dan dimodifikasi sesuai kebutuhan).
2. Software-software HR aplikatif yang digunakan untuk mempercepat kerja HR (HRIS, Training, Desain Organisasi, Project Management, Assessment & Recruitment, International Job Evaluation Methode, Salary Structure).
3. Module lengkap pembelajaran international HR (Strategic HR Management, Global Talent Acquisition and Mobility, Global Compensation and Benefits, Organizational Effectiveness and Talent Development, Workforce Relations and Risk Management).
4. Berbagai format perjanjian kerja global talent.

**PEMBAHASAN MATERI**

**(Kurikulum Utama Standard SHRM & HRCI)**

**1. Strategic HR Management - (26%):**

Learn how to develop global HR strategies to support your organization’s short- and long-term business goals and corporate values.

- Participating in creating the organization’s global strategy
- Aligning HR processes and activities with the organization’s global strategy
- Adapting processes to the cultural and legal contexts of each area of the global organization
- Enhancing communication between the organization and its stakeholders
- Ensuring that the HR function possesses the skills, knowledge, and resources to fulfill its global role

**2. Global Talent Acquisition and Mobility - (22%):**

Learn about the development, implementation, and evaluation of global staffing strategies to support organizational objectives in a culturally and contextually appropriate manner. This includes the recruitment, hiring, preparation, and global mobility of employees to meet business needs.

- Developing global talent strategies

- Implementing the strategies, translating them into day-to-day activities
- Evaluating the strategies to ensure that they make significant contributions to the organization

### 3. Global Compensation and Benefits - (18%):

Learn about the establishment and ongoing assessment of a global compensation strategy, including remuneration, benefits, and perquisite programs aligned with the company's business objectives.

- Complying with local compensation practices, laws, and regulations
- Accommodating varied employee values and expectations stemming from differences in cultures, languages, and communication preferences
- Dealing with different standards and costs of living, and multiple currencies, exchange rates, inflation/deflation rates, tax systems, and tax rates
- Addressing organizational business changes (expansions, mergers and acquisitions, joint ventures, greenfield operations, and divestitures)

### 4. Organizational Effectiveness and Talent Development - (22%):

Learn about the design, implementation, and enrichment of organizational structures, programs, and processes to effectively develop and engage a global workforce aligned with the organization's business needs, culture, and values.

- Managing talent and performance of local and international assignees
- Establishing employee engagement, training, and development programs
- Creating and implementing leadership development and change management initiatives

### 5. Workforce Relations and Risk Management - (12%):

Learn about the establishment of processes and practices that protect or enhance organizational value by managing risk and addressing employee rights and needs on a global basis.

- International, supranational, and national labor-related standards and laws with which global HR must ensure compliance
- The most common forms of workforce organizations with which HR professionals may work (e.g., labor unions and works councils)
- HR practices that promote a positive work environment.
- Managing HR risk in a global context

#### METODE PELATIHAN DAN WORKSHOP

- Classroom presentation and discussion
- Interactive activities
- Competency-Based Assessments
- Role plays
- Mini projects

#### PESERTA

HR Senior Staff & Manager, Praktisi SDM yang bertanggung-jawab dalam mempersiapkan sdm dan organisasi korporasi multi national, HR Profesional yang mengembangkan dan implementasi Global HR Strategy dan mengelola HR operations overseas & international assignment management. Serta bagi para staf manajemen yang ingin berkarir di perusahaan global baik di Indonesia maupun di luar Indonesia.

#### CERTIFICATION

Ujian dilakukan secara online sesuai dengan merujuk pada kurikulum SHRM dan standard HRCI. Bagi peserta akan diberikan 2 (dua) sertifikat kehadiran dan kelulusan. Khusus bagi peserta yang lulus uji kompetensi "Competency-Based Assessments" berhak mendapatkan kualifikasi CGPHRM akreditasi oleh HCMI (Indonesia Human Capital management Institute) & PT. Freemind Management Consulting.

#### FASILITATOR

Team Trainer

#### INVESTASI

Rp. 5.250.000,- nett/ orang (Belum Termasuk Pajak)

Rp. 5.000.000,- nett/ orang (Pelunasan seminggu sebelum pelaksanaan) (Belum Termasuk Pajak)

\*\*Sudah termasuk Coffee Break 2X, Makan siang, Seminar kit, Sertifikat \*\* Biaya Investasi ditransfer ke Bank Syariah Mandiri Cabang Thamrin Jakarta Pusat A/C. 7160820057 a.n. PT. Indo Human Resource, bukti transfer di fax ke 021-29941055

#### PELAKSANAAN

- 15 - 16 Maret 2018
- 20 - 21 Agustus 2018
- 20 - 21 Desember 2018

#### REGISTRASI & INFORMASI:

Hubungi : Ms. Winda / Ms. Nurhayatin (winda@corpHR.com , nurhayatin@corpHR.com)

Telp : (021) 299-41058, (021) 299-41059, ext 108

**PESERTA WAJIB MEMBAWA LAPTOP PRIBADI atau DENGAN USER ADMIN PASSWORD**