

ADVANCED PROGRAM IN Human Resource Management

**CREATING ORGANIZATIONAL VALUE THROUGH
EXCEPTIONAL HR MANAGEMENT**

SEPTEMBER 12 - 16, 2005

OCTOBER 2 - 6, 2006



In Partnership with



HR: Leading People, Leading Organizations



Earn 37 HRCI

Recertification Hours!

11.25 of these hours can be used toward the Strategic Management requirement for recertification at the SPHR level.

Developed for senior human resource professionals from leading organizations worldwide, the **UCLA ADVANCED PROGRAM IN HUMAN RESOURCE MANAGEMENT** is the best management development choice for HR leaders who want to build their careers by driving business results using innovative HR strategies.

This intensive, one-week program shows you how to claim your seat at the executive (or boardroom) table from which you will play a key role in setting and envisioning business strategy. You'll acquire cutting-edge people management strategies and develop a leadership map for your organization—a detailed plan for steering your career and your firm to greater success 

Program Overview

With a network of senior HR leaders from around the world, you will learn the latest concepts and evidence that drive human resource leadership development.

By studying organizations whose success and failure is related to HR initiatives and plans (or lack thereof), you will take away key lessons for your organization and gain the knowledge and confidence to drive business results as an equal partner to your firm's C-level executives.

You will delve into strategies for developing, rewarding, and retaining key talent; creating optimal work teams; measuring ROI on executive development (including the ROI of attending programs such as this one); performance management; conflict and negotiations management; and best practices in compensation and rewards.

You will return to work with a strategic toolkit, an enhanced capacity to guide your firm using innovative HR practices, and a keen understanding of how to catapult your career to the top of the HR spectrum.



*“A terrific network of HR professionals from all over the world.
Highly recommended!”*

Wolfgang Lingnau, Director, Human Resources, Deutsche Bank AG, United Kingdom

Executive Development: Measuring Return on Investment

The UCLA ADVANCED PROGRAM IN HUMAN RESOURCE MANAGEMENT is the only program of its kind to offer an in-depth look at measuring the return on investment on executive development. One of the only scholars to have conducted research in this area, Faculty Director Professor David Lewin presents his cutting-edge approach to accurately measuring ROI on executive development, including programs such as this one.

You'll learn frameworks to validate and measure your firm's investment in executive development—using metrics for individual productivity and corporate success. Using quantitative evaluative techniques, you'll finally be able to answer with certainty the question: Do executive education programs create organizational value?

And, you'll be able to measure your own positive ROI from attending the UCLA ADVANCED PROGRAM IN HUMAN RESOURCE MANAGEMENT!

Develop a Human Resource Leadership Map for your Organization!

In an environment that simulates a learning laboratory, you will create a detailed leadership map for your organization.

You will work individually and in teams to identify your firm's leadership aspirations, strengths, and weaknesses to create short- and long-term plans for leadership development in your company.

The UCLA ADVANCED PROGRAM IN HUMAN RESOURCE MANAGEMENT is your best opportunity to formulate solutions to develop your optional leadership team, enhance your firm's leadership culture, create a game plan for new HR initiatives, cement succession plans, and more! You also will acquire the tools to develop a leadership plan for key organizational executives, including yourself.



Program Sessions:

- **Visionary Human Resource Management: Strategically Driving Business Results From Your Place at the Executive Table**
- **Learning from HR Success and Failure: Best and Worst Practices**
- **Does Executive Education Pay Off: Measuring ROI on Management Education**
- **Talent Management and Executive Retention: Building Your “Bench”**
- **Executive Teams, Executive Development, and Learning Styles**
- **Leading without a Script: Improvisational Decision Making**
- **Best Practices in Compensation and Rewards**
- **Performance Management: Selecting and Implementing the Best Assessment Systems**
- **Partnering with Your CEO: Using HR-focused Measurements to Drive Success**
- **Conflict Management and Negotiations for Human Resource Executives**
- **Enhancing Your Leadership Role**

Individual session content may be modified or instructors substituted to adapt to the changing business climate; however the program's focus on the fundamental concepts and issues identified in the program overview will be retained.

Distinguished Faculty

Faculty Director



DAVID LEWIN, PH.D.

Neil Jacoby Professor of Management, Professor of Human Resources and Organizational Behavior, and Senior Associate Dean for the MBA program, UCLA Anderson School of Management; Fellow, National Academy of Human Resources



CHRISTOPHER L. ERICKSON, PH.D.

Professor of Human Resources and Organizational Behavior and Program Director for the dual-degree UCLA-National University of Singapore EMBA, UCLA Anderson School of Management



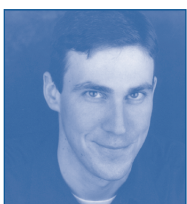
ERIC G. FLAMHOLTZ, PH.D.

Professor of Management, UCLA Anderson School of Management; President, Management Systems Consulting Corporation



CRAIG FOX, PH.D.

Associate Professor of Policy, UCLA Anderson School of Management; Associate Professor of Psychology, UCLA



ROBERT KULHAN, PH.D.

Executive Producer, Business Improvisations

WHO SHOULD ATTEND?

The program attracts HR directors, vice presidents, and senior managers from around the globe to share innovative ideas and learn new people management skills.

Executives responsible for the strategic leadership and management of human capital, and those whose career plans and goals include moving into increasingly higher HR positions with a comprehensive role in guiding their organizations through HR initiatives are excellent program candidates.

“A must for all those aspiring to senior positions in the field of human resource management.”

David Carrington, Human Resource Manager, Courtesy Garage Limited, Barbados

HUMAN RESOURCE EXECUTIVE PANEL

The program also features interactive discussions with senior human resource executives from leading companies. You'll hear how they've successfully applied program concepts to drive business results using visionary human resource strategy.

APPLICATION FOR ADMISSION

ADVANCED PROGRAM IN HUMAN RESOURCE MANAGEMENT

Please fax to +1 (310) 206-7539, or mail to: Registrar, UCLA Anderson School of Management, Collins Center for Executive Education, 110 Westwood Plaza, Suite A101D, Box 951464, Los Angeles, CA 90095-1464.

- September 12 - 16, 2005
October 2 - 6, 2006
Program fee \$5,950
SHRM member discounted fee \$5,050. My SHRM member number:
Fee includes tuition, books, educational materials, refreshment breaks, receptions, and most meals. Lodging is not included, but hotels information will be provided upon registration.

Applicant Information

This is my home business address

3 5 J K L

Dr./Mr./Ms./Mrs. Name Nickname for Nametag

Title Company

Mailing Address (no P.O. boxes, please)

City State Zip/Postal Code Country

Work Phone Fax Home Phone

Email Birthdate

Person to Contact in Case of an Emergency

Name Relationship to Applicant

Daytime Phone Evening Phone

Experience

Current job function(s):

- VP or Director of HR
General Management
Employment/Recruitment
Benefits/Compensation
Training and Development
Other

Current level of management responsibility:

- Senior
Upper Middle
Middle

Organizational Profile

Industry Number of People Who Report to You

Product/Service

Parent Company Annual Sales (\$) Total Employees

Your Subsidiary/Division Annual Sales (\$) Total Employees

Please describe your current responsibilities.

What is your primary objective(s) in attending this program? What new skills and information are you most interested in obtaining?

Please describe your plan (if any) to measure your increased effectiveness as a result of attending this program.

Please attach an additional sheet if necessary.

In addition to program content, what are the important factors in your decision to attend this program?

- Location
Dates
Faculty
UCLA/Anderson Reputation
Recommended by Colleague/Friend

How did you first learn of this program?

- Received Brochure
Colleague/Friend
Corporate HR
Printed Advertisement (Publication)
Searched Internet
Received Email from UCLA
Other

Billing Information

Bill my credit card: Circle one: Visa MasterCard American Express

Card Number _____ Exp. Date _____ Billing Address Zip Code _____

Name on Card _____ Cardholder's Signature _____

Send invoice to: Applicant at address above Sponsoring Organization at address below

Dr./Mr./Ms./Mrs. Name _____

Title _____ Company _____

Mailing Address (no P.O. boxes, please) _____

City _____ State _____ Zip/Postal Code _____ Country _____

Work Phone _____ Email _____

Please make checks payable to UC Regents.

“As a HR professional, the exposure to an international development program is a necessity for success. All aspects of the program were excellent!”

Mary Uraih, Human Resources Director, Flour Mills of Nigeria PLC

Organization and Applicant Agreement

You will be notified of program acceptance approximately 10 days after receipt of your application. When your application is approved, you will be invoiced for the full program fee, or you may provide payment in anticipation of your acceptance. If payment is not received 14 days prior to the program start date, you will be contacted to provide a credit card guarantee.

Changes or Cancellation

Upon receipt of a written request, paid registrations may be canceled, transferred to another person, or applied toward a registration in a future offering. Should the fee increase, the participant also shall be responsible for the difference between the original program fee and the new program fee. Assessed transfer or change fees are the responsibility of the participant and/or sponsoring organization and are due even if payment has not been made previously. No refund will be made for partial participation.

If your written request is received:	The change fee is:
+ 30 days prior to program start date	no fee applies
8 - 29 days prior to program start date	20%
7 or fewer days prior to program start date	100%

Though tax laws continually change, deductions are generally allowed for all expenses of continuing management education (including tuition, travel, meals, and lodging) undertaken to maintain and improve professional skills required for your employment or business. Consult your tax advisor for details.

Depending on changing business conditions, UCLA's Office of Executive Education Programs reserves the right to cancel or amend this program and to change faculty. The program fee is subject to change.

Signature of Applicant

Date



Phone +1 (310) 825-2001
Fax +1 (310) 206-7539
execed@anderson.ucla.edu
www.execed.anderson.ucla.edu

UCLA ANDERSON SCHOOL OF MANAGEMENT

UCLA'S OFFICE OF EXECUTIVE EDUCATION PROGRAMS

Since 1954, UCLA Anderson has elevated the practice of business and led business change by utilizing its expert faculty and their innovative research in its executive education programs.

Always forward-thinking, each of UCLA's open enrollment and custom executive education programs impart a powerful combination of leadership acumen, international perspective, and visionary and strategic management tools.

Participants in UCLA Anderson's programs enjoy a personalized and intensive learning environment in which ideas are cultivated, networks are formed, and real-world organizational decisions are made, dissected, and celebrated.

UCLA Anderson's outstanding faculty include examples from their own acclaimed management research and consulting relationships to create a dynamic and exciting setting in which you as a learner can crystallize program strategies for immediate application at your firm.

ABOUT UCLA AND UCLA ANDERSON SCHOOL OF MANAGEMENT

UCLA is recognized worldwide for its tradition of excellence. Capitalizing on its location in Los Angeles, California, a city that is internationally recognized as a leader in setting business and culture trends, UCLA provides the ideal environment for learning.

One of the top 10 research universities in the United States, UCLA also is the nation's most popular university. It enrolls 37,500 students annually and boasts a faculty that includes five Nobel Laureates and nine winners of the National Medal of Science.

Established in 1935, UCLA Anderson School of Management has built a reputation as a leader in globally focused management education, the uses and study of advanced technologies in business and management, and entrepreneurship cornerstones of today's extraordinary business opportunities.

Visitors can participate in a wide variety of cultural and entertainment opportunities, including world-class dining, theatre, beaches, mountains, and recreational activities.

PROGRAM FORMAT AND FEES

The ADVANCED PROGRAM IN HUMAN RESOURCE MANAGEMENT begins Monday at 7:00 a.m. and concludes Friday at 12:30 p.m.

The program fee is \$5,950— for SHRM members, it is discounted to \$5,050! The fee includes tuition, books, educational materials, receptions, and most meals. Lodging is not included, but hotel information is provided upon registration.



PROGRAM TAKEAWAYS

The UCLA ADVANCED PROGRAM IN HUMAN RESOURCE MANAGEMENT is presented in an intensive and experiential format. You will forge international, career-enhancing networks as you broaden your perspectives and integrate visionary strategies to drive better business results and propel your career forward.

You'll return to your organization with the increased capacity to:

- Acquire (or make better use of) your strategic seat at the executive or boardroom table.
- Quantitatively measure the ROI of executive development programs such as this one.
- Implement a comprehensive HR strategy that drives business results.
- Apply important HR lessons learned from both successful and failed organizations.
- Drive employee hiring, assessment, development, and deployment from a strategic standpoint.
- Increase your visibility and promotional prospects using program strategies and your personalized leadership map.

“A first class executive development program. I cannot wait to go back to work and put in practice what I have learned.”

Celia Reyes-Hoke, Director, Human Resources, Chemicon International, Inc.,
United States



HR: Leading People, Leading Organizations

OFFICE OF EXECUTIVE
EDUCATION PROGRAMS
UCLAAnderson
School of Management

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Earn 37 HRCI Recertification Hours for the PHR®, SPHR® or GPHR™ certification. For SPHRs, 11.25 of the 37 hours count toward the 15 Strategic Management hours of training required for recertification.

Office of Executive Education Programs
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