

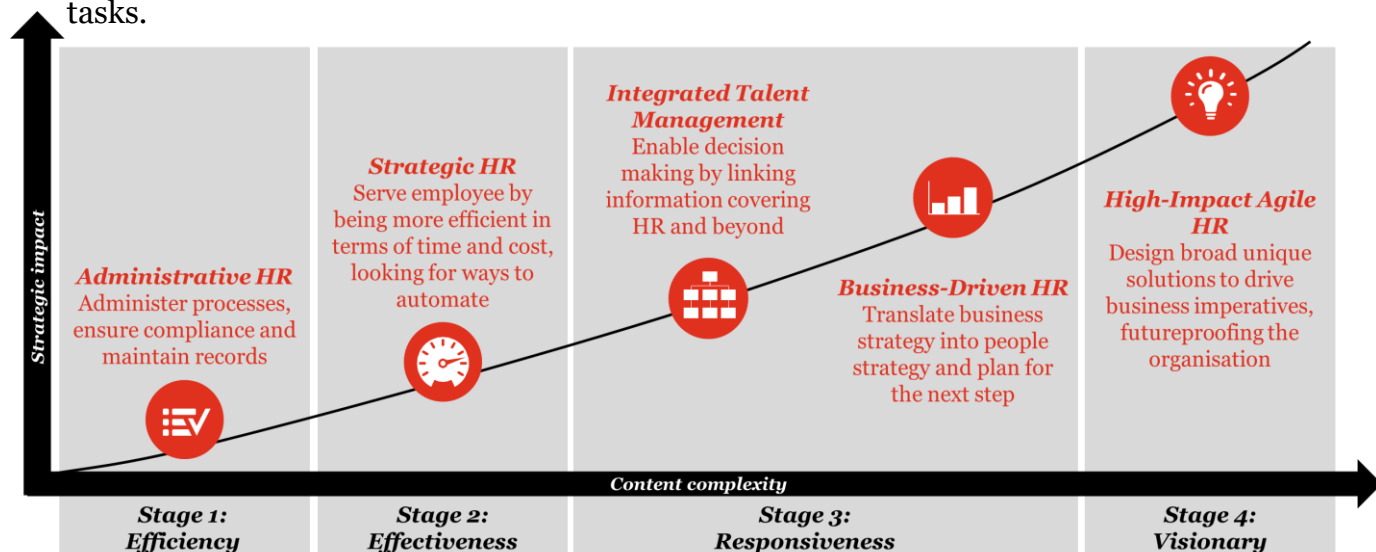
<https://www.pwc.com/my>

# *Development for HR Professionals*



# Do you have the right skills to partner with your business for success?

The maturity of the HR function is guided by the strategic impact it intends to exert over the business and the level of complexity required to carry out its tasks.



## **Administrator HR**

The bare minimum role of HR is to be an administrator on human resources matters and an advocate for the employees. This role focuses on administering HR processes, programmes and services; ensuring policy compliance and maintaining employee records. The HR services department typically fits this role.

## **Strategic HR**

Strategic HR looks to execute HR processes, programmes and services with impact by ensuring they are implemented in a more cost and time efficient manner. In this stage, the HR department is always on the look out to automate some of processes.

## **Integrated Talent Management**

To assist the business, HR takes on a more active role of a specialist where strategic thinking is required to design and deliver people programmes and processes; attract, retain and develop people; and solve employee and management problems. At this stage, HR will also be able to provide holistic insights to support decision making in the business. Centres of excellence, HRBPs and to a certain degree local HR fit this role.

## **Business-Driven HR**

This role is typically known to have a seat at the executive table with the business. Amongst its active responsibilities include translating business strategy into people strategy, adapt current HR programmes and processes to business needs and contribute to business making decisions. Some HRBPs and all HR leadership fit into this role.

## **High-Impact Agile HR**

To advance the business into the next phase, HR needs to be anticipatory and participate in the “what’s next” decision making process. At this level, HR are required to design broad and unique solutions to support specific business strategies. HR will need to proactively initiate actions to improve organisation-wide performance and avoid incoming issues. The HR leadership typically embodies this role.

# Why use PwC for your HR development needs?



We believe in the development of talent through building on what people know, how they think and what they can do; not as separate components but as an integrated process to create impact and deliver change.



We design our programmes to help organisations solve today's important problems and predict and manage future business challenges. Our success is built upon our understanding of global business and helping our clients improve their business performance by developing their people.



Our programmes are jointly developed by industry experts, giving you valuable insights to industry issues and solutions. As practitioners ourselves, we deliver the programmes in a way that focuses on actual business scenarios, allowing you to easily apply what you have learned – and not just theory.



Aside from providing you with the latest skills on the market, we can also design and customise programmes for your employees at every level, from new joiners to C-suite and within a wide variety of organisations for different purposes within the HR discipline and even across other disciplines.



38%

CEOs are concerned about the availability of key skills within their organisations

Source: PwC CEO Survey 2018

# *We offer a selection of programmes designed to move your organisation up the HR function maturity scale*

## ***Fundamentals series***

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Agile Fundamentals <i>*ICAgile certified and HRDF claimable</i>	2 days
Introduction to Diversity and Inclusion	1 day
Introduction to HR Transformation	1 day
Introduction to HR Analytics	1 day
Introduction to Succession	1 day
Introduction to Rewards	1 day
Introduction to Talent Management	1 day

## ***Intermediate series***

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Change Management	2 days
KPIs Development and Balance Scorecard Customisation	1 day
Leadership Assessment and Development	1 day
Organisation Design, Job Description Development and Job Evaluation	1 day
Performance Management Execution	1 day
Tax for HR	1 day
Workforce Planning	1 day

## ***Executive basics***

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Presenting with impact	1 day
Stakeholder management	1 day

*\*\* Content of the course can be customised to your needs*

# Interested in a dedicated solution?

In-house training can be organised on any of the courses, dedicated to a group of participants within your organisation and tailored according to your specific needs.

We have a well-established approach to co-develop a consistent and bespoke training course for you.



## ***Step 1. Define***

Conduct co-design session(s) with your team to define problem you'd like to solve with training, agreeing on the topics, training plan and method of delivery.



## ***Step 2. Develop***

After considering the output from the co-design session(s), we will develop a tailored training accordingly.

Each training module will be reviewed by our subject matter expert to reflect industry practice and up-to-date requirements, if any, that will affect your organisation.

A tailored evaluation questionnaire will be developed according to your organisation practice.



## ***Step 3. Validate***

The training materials and evaluation questionnaire will be presented to you for feedback and sign off. The purpose is to ensure the materials are aligned with the objectives and expectations of the training.



## ***Step 4. Deliver***

We will identify appropriate and qualified trainers, mostly consisting of subject matter experts and/ or certified professionals (if required) for the training.



## ***Step 5. Evaluate***

Participants are asked to fill up the evaluation form to provide formal feedback to the training session.

We will also seek the feedback from relevant stakeholders as part of our evaluation on the effectiveness of the training.

All feedback and improvement points will be deliberated and incorporated into future training sessions.

# Get in touch with us

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