

MEMBERS
EXECUTIVE
DEVELOPMENT
PROGRAM
OCTOBER SPECIAL



	COURSE TITLE	COURSE DESCRIPTION	CONTENT	TIME	PROPOSED FACULTY
1.	Role of HR In Improving Corporate Governance	<p>HR plays a vital leadership role in its capacity and position as a key strategic business partner in an organization and drive “governance” in an organizational leadership model.</p> <p>HR Leaders are directly involved and act as a custodian (integrity / ethics officer) of the company’s ethical framework by creating, cascading and implementing organizational charters, bylaws, and policies while documenting the rights and responsibilities of each of the parties / stakeholders and describe how an organization will be directed and controlled to ensure; accountability to owners/shareholders and other stakeholders, transparency of operations, and fair treatment of all stakeholders.</p> <p>HR is crucial to ensure systematic adherence to said framework especially in the core areas where HR uses its expertise in area of culture creation, compensation and benefits, succession planning, ethics and legal / statutory compliance, managing diversity, talent management and most importantly “restoring trust” by monitoring and controlling top executive behavior.</p>	<ul style="list-style-type: none"> •Organizational culture as it relates to performance, risk, and compliance •Governance, risk management and compliance processes that are effective and efficient •Avoiding situations that may make their company legally liable •Tools to detect any violations of company policies 	31 st October 2020 4pm-6pm	Ini Abimbola
2.	The Rise of Organizational Development: How Does It Impact HR?	<p>Organizational Development is a growing field as it helps organizations succeed in the global, competitive, and interconnected world. OD professionals focus on enhancing organization capacity through alignment of strategy, structure, management processes, people, and rewards and metrics</p> <p>Due to increased global competitiveness,</p>	<ul style="list-style-type: none"> • Concept of organizational development. • Why people resist change and strategies to reduce resistance. • Diagnostic tools used to assess 	10 th October 2020 4pm – 6pm	Seyi Olulade

		<p>changing stakeholder expectations, and disruptive technology, organizations in all sectors must raise the bar. This means extensive organizational transformation, which requires enhanced leadership capacity and systems thinking and action. “It’s about looking at the big picture and connecting the dots for optimal synergy and flow.</p> <p>Organization development means creating an enabling workplace where people can work effectively toward strategic goals and HR must be concerned because it deals with enhancing individual and organizational capacity for greater performance. It is a change process that explores the overall dynamics of people systems, and how change in one area affects the others</p>	<p>organizational effectiveness.</p> <ul style="list-style-type: none"> • Assessing human resource management practices. • Major types of organizational development interventions. • Evaluating organizational development interventions. • Applying human resource intervention techniques in different management scenarios. 		
3.	HR Leadership for Organizational Excellence	<p>HR leaders play a strategic role in helping companies respond to a rapidly changing business environment. As the architects of agile organizations, they must build talent pipelines, achieve workforce efficiencies, lead change, and enable organizational excellence. To succeed in this important capacity, HR professionals must possess strong leadership skills.</p> <p>In a nutshell, it will speed up the journey from average to excellence.</p> <p>Unless you are in a start-up, your organization is probably governed by a culture that represents the past. But the future is where you are going to be spending most of our time. So, building a new culture, one that embraces</p>	<ul style="list-style-type: none"> • Becoming a Trusted Advisor to Executive Leadership • Understand the value of effective contracting and relationship building • Managing difficult Business discussions (i.e., courageous conversations) <p>Strategies for launching agile leadership teams —</p>	17 th October 2020 1pm-3pm	Funke Amobi

		challenges and change, is essential. It is the task of leadership.	<p>helping them meet business needs and overcome challenges.</p> <ul style="list-style-type: none"> • Talent management solutions for accelerating high potential individuals 		
4.	Intentional Parenting: The Art of Balancing Work and Life	<p>It is never easy being a mom trying to juggle a full-time job with a family life</p> <p>The process of being a working parent is so uniquely complicated and designed with unforeseen circumstances. In the New York Times article, researchers found that “women underestimate the costs of motherhood. The mismatch is biggest for those with college degrees, who invest in an education and expect to maintain a career.”</p> <p>Working moms have it tough. Being committed fully to work and family is an impossible task that working moms must take on. It can be exhausting and thankless, being perceived as not fully present as an employee or a mother. But it does not have to be this way.</p> <p>It is possible to pursue a fulfilling full-time career while taking an active role as a mother, if you learn to find a balance that works for your life. Balancing work, and parenting is important for maintaining good health, and to allow you to increase your productivity and satisfaction with both. But many of us lead an unbalanced life, so it is good to learn from the professionals how to best manage your work life, so your home life is as satisfying as possible.</p>	<ul style="list-style-type: none"> • Hidden influences in your child’s life • The Power of Cultural Influence on Childs growth • Parenting as a Couple or as a Single Mum • Unlearning generational behavior: Keeping the Things and Changing the things • Managing your emotions for Effective Parenting • Knowing when to act and how to act in challenging situations • Exemplary Parental Leadership for Children Behavioral change • Making good Memories: Choosing 	24 th October 2020 4pm-6pm	Charity Babatunde

			<div>to Love, Planning, and in Being Consistent.</div> <ul style="list-style-type: none">• Balancing Work and Parenting Demands		
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