



**Specialized Course in
Human Resources Evaluation
Systems:**

Position & Potential Evaluation

Training plan



Specialized course in Human Resources Evaluation Systems

Position & Potential Evaluation

Evaluation is at the core of current HR management practice & systems in nowadays organizations.

This course will provide participants with concepts, methodologies, tools and examples for the design and implementation of a **360° HR evaluation system**. In particular this course deals with the evaluation of position and managerial potential and their application to organizational design and career planning.

⇒ The lessons are conducted on face by face basis by **ITALIAN UNIVERSITY PROFESSORS AND ITALIAN SENIOR CONSULTANTS** skilled in the Human Resources field.

⇒ Each module will be conducted during one week through five lectures of 4 hours each.

⇒ At the end of the course, the participants will have a **Certificate of Attendance**.

This course is designed for:

- Executives middle and first line managers/supervisors
- Consultants in the HR field
- Managers representing private and public sectors
- Young graduates who are searching for a job qualification.

Facilities & Services

- Lectures will take place in standard lecture rooms as well as in fully equipped computer labs with full Internet access.
- We provide participants with studying materials both paper and in electronic format.
- There is a specialized library with books, references and journals in topics related to management development and IT.



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Training program:

Day	Title	Content	Training methodologies
I	The evaluation of organizational positions	Identification and description of organizational positions Organizational charts and Job descriptions How to map and describe positions: examples and applications	Lecture, case studies, class discussion
II	The evaluation of organizational positions	Criteria for the evaluation of organizational positions Economic evaluation of positions for HR Planning and budgeting	Lecture, examples from the field, class exercise to build a HR budget
III	Organizational design	The design of organizational position: process improvement and redesign Case studies and exercise on position design and job-person matching	Lecture, class exercise and discussion
IV	The assessment of managerial potential	Definition and concepts, approaches and techniques to assessment The assessment center methodology: examples and tools	Lecture, examples from the field, class exercise in training needs identification and evaluation, class discussion
V	Career planning	Using evaluation results for Career design and planning Career paths: vertical VS horizontal, technical VS managerial, dual ladder Succession tables	Lecture, case studies, class exercise in designing career paths, class discussion

Which **practical skills & business** knowledge will you acquire after successful completion of this course:

- Describing, mapping & evaluating professional roles and organizational positions in your company
- Planning and budgeting your HR needs
- Assess the potential of talented resources and build succession plans and career systems