

JULY 19 & 20, 2019

TWO - DAY
certificate training program on
JOB EVALUATION

Job Evaluation

Training Content

DAY 01 – 9:30 AM TO 5:30 PM

- Introduction and Context Setting
- Introduction to Job Evaluation
 - Concept and definition of Job Evaluation
 - Uses of Job Evaluation
 - Concept of Job vs. People vs. Market
 - Focus of Job Evaluation methodology on 'Job' versus other factors
- Job Evaluation Criteria
 - What Evaluation represents and what it does not
- The Hay Guide Chart / Profile Method of Job Evaluation
 - Elements of Job Size-Definition
 - Know-How: Technical Know-How, Management Breadth, Communicating and Influencing Skills
 - Problem Solving: Thinking Environment, Thinking challenge

Training Content

DAY 02 – 9:30 AM TO 5:30 PM

- Elements of Job Size definition (continued)
 - Accountability: Freedom to Act, Area of Impact, Nature of Impact
- Understanding and using the guide charts for each element
- Individual exercises to reinforce understanding of each element
- Checks and Balances to be kept in mind while using each element
- Case Study exercise (Practice jobs)
- Job Evaluation Applications
- Summarize and Wrap up



Job Evaluation

Benefits

- Develop comprehensive and consistent understanding of the Hay Group Job Evaluation Methodology through examples and case studies

Features

- 02 senior facilitators from Korn Ferry
- Certificate from Korn Ferry

Core Methodology

- Individual Examples + Case study



Schedule & Cost



Schedule & Cost

Schedule		Cost
Date	: July 19 & 20, 2019	USD 1100 per person
Day	: Friday and Saturday	BDT 93,500 per person
Time	: 9:30 AM - 5:30 PM	*USD 1 = BDT 85
Venue	: Six Seasons Hotel, Road no. 96, Gulshan - 2, Dhaka	*All prices are exclusive of Tax and VAT



Facilitators



Samantha Johnson

Senior Principal



Samantha Johnson is a Senior Principal for Korn Ferry, based in the Firm's Mumbai office.

Ms. Johnson has over 10 years' experience working with international organisations, supporting the development and implementation of their leadership and talent strategies.

Prior to joining Korn Ferry she spent two and a half years at Harvey Nash Plc, a global resourcing and strategy firm, where she was head of the UK leadership consulting practice, based in London.

Ms. Johnson emigrated to Asia in 2017, having lived and worked in both North America and Europe previously. She brings with her a wealth of international leadership development knowledge.

Drawing on a variety of methodologies, Samantha helps organisations to assess, develop and fine-tune their leadership capability – from the board to executive management, and senior layers of the leadership pipeline.

Academic and Professional background

She is Level A & B qualified in the use of psychometric tools through the British Psychological Society (BPS), and is a member of both the Chartered Institute of Personnel Development (CIPD) and BPS.

Ms. Johnson obtained a Bachelor of Science honours degree from McMaster University, Canada, in Psychology and Behavioural Neurosciences. She also holds a Post-graduate Diploma in Human Resource Development and Consultancy from the University of London, Birkbeck College.

Ms. Johnson is an expert facilitator, delivering programs focussed on leadership development, tackling topics such as Top Team Development, Emotional Intelligence, Motivation & Purpose, and Coaching Skills.

She is also a Korn Ferry Faculty member delivering certifications on Korn Ferry IP, such as the Korn Ferry Leadership Architect, KF360, and Korn Ferry Assessment for Leadership Potential.

Ms. Johnson is a trusted partner and advisor to her clients, helping to ensure they have the right people in the right roles, giving them individuals and teams that are focused, aligned with their business strategy, and passionate about what they are doing.



Amol Kotkar

Associate Principal



Amol is an Associate Principal in Korn Ferry Hay Group's Mumbai office. He has over 7 years of consulting experience spanning from technology consulting to management consulting.

Expertise

Amol maintains expertise in Organization Design including:

- Organization Transformation - Operating Model and Organization Structure design
- Strategic Alignment
- Job Evaluation and Grading framework design
- Driving role clarity
- Workforce Planning

Amol is a **certified Job Evaluation expert** and leads large scale job evaluation assignments. He is also a leading Job Evaluation Trainer in Korn Ferry India

Amol works with clients across sectors to align their structures, policies, processes and ways of working to the long term business strategy and the HR agenda

Academic and Professional background

Amol holds a PG Diploma in Management from IIM Calcutta and a B.Tech. (Electronics & Communication Engineering) from NIT Bhopal.

Prior to joining Korn Ferry Hay Group, Amol has worked with Deloitte Consulting as Business Technology Analyst for two years

Delivering results for clients

He has led projects across industries including Steel, Oil & Gas, Energy, Services, Payments, Automobile, Auto components and BFSI.

Few of them are listed below:

Key Large Scale Job Evaluation assignments

- INR 45,000 Cr. India's largest steel manufacturer - Studied ~500 roles, evaluated them and established relativity to design grading framework and align all related HR processes to the grades
- Top Management Job Evaluation & Succession Planning for a leading automobile company in India


End-to-end Operating Model & Organization Structure Design Assignments completed


- Technology led payments organization providing backend platforms to enable innovations in payments space - restructuring the organization in light of digitization and changing customer behaviour
- USD 615 mn Indian auto components manufacturer – restructuring of 4 Business Units & 21 Plants, ~3000 employees organization
- Merger Case, cable TV distributor (MSO) - Integration of cable led TV distribution & HITS technology led distribution organizations; ~1300 employees
- Organization Structure Benchmarking for a Malaysian auto manufacturer
- Technical textile manufacturer in India - 5 units with over 300 employees
- Structure design for an Insurance brokerage firm, part of a BFSI conglomerate




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