

MFX Options & Solutions (Pty) Ltd is a strategic management consulting company that is managed by Ms Janine Rothwell and Peter Hofmann. Highveld Steel and Vanadium Corporation Limited has utilised the services of Janine and Peter on numerous occasions over the past three and a half years. Their consulting services for the Group have focused on the compilation of the annual five-year business strategy. In this process, Janine and Peter managed to grasp the complexities within the Group within a short timeframe through active involvement and adopting a hands-on approach with the senior management. This resulted in the submission of structured and detailed strategic planning documentation that supported business management and was well received by the Board. This approach also facilitated the entrenchment of a strategic business view within the senior management structure in the Group. Janine and Peter's ability to grasp the complexities and their hands-on approach also provided a firm basis for the extended utilisation of their services within the Group with a view to added value. This extended involvement included: Facilitation with the formulation of operational, functional, marketing and supply chain management strategies. Facilitation with strategic workshops to formulate detailed action plans and identify cost saving initiatives.

15 June 2007

AJ de Nysschen CEO, Highveld Steel and Vanadium Corporation Limited

TerraBiz
Training | Conferences | Exhibitions | PR

Human Capital Development 'A Strategic Perspective'

A framework to create a Human Resource Strategy

5th - 6th October 2009
Marriott Hotel Karachi



Human Capital Development

'A Strategic Perspective'

A framework to create a Human Resource Strategy

5th - 6th October 2009
Marriott Hotel Karachi

Dear HR Professional,

Terrabiz is pleased to bring one of the most beneficial courses you can attend with respect to both your professional development and ability to drive revenue at your company through integrated HR and boardroom strategy. Human Resources is the most important function of an organization in today's turbulent economy. Organizations need proactive human resource strategies that ensure long-term sustainability.

By participating in this course, you will enable yourself to focus on overall business strategy so that, from an HR perspective, you will be able to add more value to your organization in areas that matter the most. Not only will you be able to better align your HR department with the corporate strategy; you will also develop an ability to change and add value to the corporate strategy itself.

Your expert course director Janine Rothwell has extensive knowledge in helping organizations compile business strategies and has recently worked with many international companies on developing and implementing a dynamic HR Strategy. She will guide you through two intensive days that are filled with hands-on exercises to ensure you return to your organization with tangible applications you can use immediately.

By registering today, you can be sure that your company will view HR as a Business Partner.

Janine Rothwell and I look forward to seeing you in October in Karachi.

Sincerely,



Akbar Aqil
Project Director
Terrabiz

P.S. You will receive FREE templates which will form the basis of your HR Strategy.

Meet Your Expert Course leader



Janine Rothwell

Janine Rothwell has built a successful career in business consulting. She launched her own company in 2000, consulting mainly for large organisations, helping them to entrench transformation and business optimisation programmes internally. In 2004 Janine Rothwell and Peter Hofmann established a private company MFX Options and Solutions (Pty) Ltd that provides strategic and operational management consulting.

Exposure to the business environment and expertise and experience in helping organisations in compiling business strategies and plans, entrench transformation and business optimisation programmes internally provides the basis for high-level strategic management consulting in the corporate environment, identifying customer and employee needs and organisational assessment through surveys, identifying critical issues for transformation programmes, producing training material and facilitating training workshops and programmes. Their work focuses on auditing systems, which ensure that results are aligned with objectives.

Recent major contracts successfully undertaken for listed, corporate and medium sized companies have been:

- Developing and implementing an employee opinion survey focussed on vision and value, reward, learning and development, performance management and vision, sustainability (including talent retention) for Nakheel, UAE
- Project-managing the communication of a performance management project, which is being implemented at Anglo American Platinum Corporation Limited (an Anglo American plc organisation), to the organisation's 40000-strong workforce.
- Project-managing improved productivity through internal communication for Eskom (the South African power supplier) to their 15000-strong workforce
- Developing business strategies, strategic templates and competitor systems; and facilitating strategic workshops and employee opinion surveys and recommendations for Boart Longyear and Highveld Steel and Vanadium Corporation, two listed subsidiaries of Anglo American plc.
- Developing and implementing a change management strategy for the successful launch of a shared service call centre for Anglo American Platinum Corporation Limited.
- Developing and implementing a communication survey and providing recommendations for communication channels and content for Nakheel, UAE

Training

Janine's enthusiasm for her fields of interest makes her a popular trainer, over the past eleven years she has developed and trained for Square One, EuroMaTech, Glomacs, the Institute of International Research and for General Electric (USA).

Academic achievements

Janine holds an MBA from Henley / Brunell University, UK, her dissertation was on Creating a High Performance Workplace in an Industrial Manufacturing Environment and her elective paper was based on international strategies.

Human Capital Development

'A Strategic Perspective'

5th - 6th October 2009
Marriott Hotel Karachi

A framework to create a Human Resource Strategy

Course Outline

An overview of strategy:

- What is strategy?
- The strategic framework
- Clarifying the organizations vision and mission
- Formulating "SMARTER" objectives

Strategic Analysis:

Analysing environmental influences

- PESTIE analysis of key influences:
- The competitive environment :5-forces analysis
- Market segments and power
- *Workshop*. Market growth and share

Strategic Analysis:

Analysing resources and strategic capability

- Analyzing the resource position
- The significance of Value Chain Analysis (Michael Porter)
- 7P business model
- 7S strategic capability model (Mc Kinsey)
- Setting goals using QOCPE

Strategic Analysis:

Determining stakeholder needs

- Identifying gaps within the organizational climate
- Identifying customer expectations
- Survey questionnaires
- Data analysis
- Presentation of survey results

Strategic Analysis:

Undertaking a SWOT analysis

- Key characteristics of a SWOT analysis
- *Workshop*. SWOT analysis
- *Workshop*. Identifying Critical Success Factors

Strategic Choice:

Identifying strategic options -generic strategies

- Organisational development generic strategies and key skills required
- Selection and recruitment
- Remuneration and recognition

- Manpower planning
- Performance management
- Learning and development
- Talent management
- Employee relationships

Strategic Choice:

Identifying strategic options -alternative directions

- Business Partner
- Centres of excellence
- Outsourced
- Call Centre
- Self Service
- E-HR
- Line Manager Culture Model

Strategic Choice:

Strategy selection

- Suitability, feasibility and acceptability of strategic options
- Summary framework
- *Workshop*: Assessing your strategic thinking

Strategic Implementation:

Planning and allocating resources

- Strategic modelling
- Identifying the elements including CSFs and KPIs
- Establishing action plans
- Measurement and review

The importance of Employee Relations

- Warning signs
- Identify gaps (examples of a internal opinion survey)
- Report the gaps

Develop an HR Strategy

- Reviewing the Strategic Templates
- *Workshop*. Start developing your strategy and complete it back at the office
- Proactive HR strategies in recessionary times

Human Capital Development 'A Strategic Perspective'

A framework to create a Human Resource Strategy

5th - 6th October 2009
Marriott Hotel Karachi

TerraBiz
Training | Conferences | Exhibitions | PR

TerraBiz
Training | Conferences | Exhibitions | PR

We are a business information firm, having managed and organized over 250 events of various calibers during the last twenty months of our operations. Among our more recent events was the Entrepreneurship '09 Conference in August which was held in collaboration with MPF, the Human Capital Management Conference in Karachi and Lahore in April and July this year respectively, the Women in Leadership & Business Conference (WIBCON '09) in collaboration with Pakistan Society for Training & Development in March, Compensation & Benefits Day in June '09 and others.

We also organized the 11th Convention of the Management Association of Pakistan in December last year in Karachi. MAP convention has become the benchmark against which all business conferences are measured.

Terrabiz is producing another international conference for MAP on 18 November in Lahore. Boeing and many other foreign and local business groups will be participating in that. www.mapconvention.com.

Terrabiz organized the first ever conference on Digital Marketing in Pakistan titled Marketing 2.0 which saw the confluence of the top three names in the world of digital marketing - Google, Yahoo and Microsoft, represented by their senior executives from abroad. Global Head of Mobile Marketing P&G was also one of the speakers. www.marketing2.com.pk. Terrabiz also organize frequent events with Google Pakistan.

Terrabiz is responsible to produce a series of highly successful road shows on the promotion of investment in Pakistani capital markets in different cities. These bi monthly events are jointly hosted by Central Depository Company (CDC), SECP and Karachi Stock Exchange. As part of our operations, we also facilitate international trainers to conduct public workshops in Pakistan. A few of them were 'Six Thinking Hats' with Dr. Sunil Gupta, Life Time Master Trainer of Edward de Bono Tools, HR Balanced Scorecard with Alan Fell; Employer Branding with Dr. Olga Kampaxi, and many others.

Our recent training workshop participants list includes SSGC, OGDCL, KESC, KAPCO, Pakistan Security Printing Corporation, State Bank, National Bank, MCB Bank, ABN AMRO Bank, HSBC Bank, Saudi Pak Bank, Allied Bank, NIB Bank, Mobilink, Ufone, Zong, Wateen Telecom, Telenor, Siemens, Haleeb Foods, National Foods, Cadbury, Getz Pharma, Sanofi Aventis, Novartis Pharma, GSK, PharmEvo, Macter Pharma, Sight Savers, Syngenta, Engro, Coca Cola Beverages, Central Depository Company, HUB Power Station and Aga Khan University.

In December 2009, we will be organizing the Marketing Conference & Exhibition in which BTL & ATL marketing firms will be showcasing their services and products, along with top-most corporate speakers from the sector sharing their thoughts and ideas on various aspects of marketing activities.

For Registration Contact Mohammed Phaysal

Cell: +92 300 213 38 49 & +92 321 278 1000
Tel.: +92 21 3455 0319 & +92 21 3455 0431
Fax: +92 21 3455 7264
Email: phaysal@terrabilzgroup.com
register@terrabilzgroup.com
Website: www.terrabilzgroup.com

Registration Note

Participation will be confirmed *subject to receipt of payment*. Substitutions are welcome. Please notify us in writing at least two working days prior to the event. All cancellations must be sent in writing, and will carry a 15% cancellation fee, once a registration request is received and acknowledged by Terrabiz.

Workshop fees must be paid in full. No refunds will be given if a written cancellation occurs within 10 working days prior to the workshop. Same applies for delegates who don't attend the workshop without cancellation. Workshop materials will still be couriered to them. However, if you have paid your workshop fee in full and you wish to attend any other workshop from Terrabiz within 6 months of the initial registration, you will only be invoiced for 15% of that workshop fee. Please note that you can transfer only once. In the event of unforeseen circumstances, Terrabiz reserves the right to cancel or postpone the event.

For onsite customized programs by Janine Rothwell, Please contact Muhammad Akbar Aqil at akbar.aqil@terrabilzgroup.com or call at
T> +92 21 3455 0431
M> +92 321 278 1000

Workshop Investment:

Rs. 34,500/- per participant

*Early Bird Discount

Nomination before September 21st 2009 will avail 10% discount

*Group Discount

Every 4th participant from the same organization is Free







Includes course ware, Terrabiz certificate, lunch, refreshments and business networking.

**Discounts are mutually exclusive*

Send your cheque in favour of

"Terrabiz" to Murad Hassan
Suite # 403, Shahwar Trade Centre,
Above Standard Chartered Bank,
Allama Iqbal Road branch, P.E.C.H.S, Block 2, Karachi, Pakistan.
Tel: +92 21 34550431 & +92 21 34550319
Cell: +92 300 922 0647 & +92 321 278 1000

Upcoming Workshops

	Analysis of Financial Statements for non-financial executives by Abdul Rahim Surya 28-29 September, 2009 - Karachi		Market Research for Better Decision Making by Dan Healy 5th October, 2009 - Karachi 6th October, 2009 - Lahore		Spencers Johnson's "Who Moved My Cheese"™ Dr. Sunil Gupta 12th October, 2009 - Karachi 13th October, 2009 - Lahore
	Essential Managerial Skills by Sohail Zindani 27th October, 2009 - Karachi 29th October, 2009 - Lahore		Crisis Communication by Chris Heynes November, 2009 - Karachi		The Power of You and NLP by Mike Noel-Smith November, 2009 - Karachi & Lahore

Upcoming Conferences



Management Association of Pakistan Conference
18th November, 2009 - Lahore



CDC - Capital Market Conference
December, 2009 - Karachi



Media & Marketing Conference & Exhibition
9-10 December, 2009 - Karachi