



**International Seminar-Workshop on  
Transforming Human Resources into Human Capital**  
September 21-25, 2009 ♦ ACCM, Makati City, Philippines



## Course Outline

	<b>DAY 1 Perspective of Human Capital Formation in the Institutions</b>	<b>DAY 2 HRM Practices A view of what to reform to achieve international standards for HRM</b>	<b>DAY 3 Institutional Visit/s</b>	<b>DAY 4 Good Corp. Governance and Cross Cultural Dimension of Human Capital Formation</b>	<b>DAY 5 Concluding Sessions</b>
<b>AM</b>	<ul style="list-style-type: none"> <li>• Registration</li> <li>• Opening Remarks</li> <li>• Group Photo</li> <li>• Overview of Human Capital Formation</li> </ul>	<ul style="list-style-type: none"> <li>• HR Clinic: presentation by participants of their practices</li> <li>• Discussion of HR concerns, practices and challenges that face banks in Asia.</li> </ul>	<ul style="list-style-type: none"> <li>• Institutional Visit to the Development Bank of the Philippines (DBP)</li> </ul> <p>Topic: DBP's human resources management system and innovative programs including the award winning <i>Management Associate Program (MAP)</i></p>	<ul style="list-style-type: none"> <li>• Good Corporate Governance and ethics and the role of the HRM in developing and administering the programs in their respective institutions</li> </ul>	<ul style="list-style-type: none"> <li>• Workshop Participants to prepare terminal report and recommendations to their respective management</li> </ul>
<b>L U N C H</b>					
<b>PM</b>	<ul style="list-style-type: none"> <li>• Investment in People Program (IIP) - the international standards for human resource management</li> </ul>	<ul style="list-style-type: none"> <li>• Training and Development – improving HRD strategies for human capital formation.</li> <li>• Discussion on the role of ADFIAP Credentialing Program and its role in human capital formation</li> </ul>	<ul style="list-style-type: none"> <li>• Attend the opening of the <i>People Management Association of the Philippines (PMAP) Annual Conference</i></li> </ul>	<ul style="list-style-type: none"> <li>• Cross and multicultural dimension of bank management. What is the difference and how to manage the issues and problems of culture in a bank</li> </ul>	<ul style="list-style-type: none"> <li>• Participants Reports</li> <li>• Evaluation</li> <li>• Closing &amp; Handing of Certificates</li> </ul>