



A service of the Association of Development Financing  
Institutions in Asia and the Pacific

presents

## International Seminar-Workshop on Transforming Human Resources into Human Capital



September 21-25, 2009 < > Makati City, Philippines < > 9:00 a.m. - 4:30 p.m.

### Rationale

In any situation, and more so during a global financial crisis such as the current one, companies and agencies must remain strong and resilient in order to optimize efficiencies and returns generated by their assets. It's more than a cliché to say that a company's most important asset is its people. Companies including banks will now have to rationalize their human resources and keep only those people who have value to the organization. This transformation in the utilization of the human person from expense to capital will require a new paradigm in people administration and development.

According to Peter Drucker, the world most prominent authority in management, "*Management is People.*" And, thus, the program will be the practical application of concept and principle of managing people, from *resource to capital*.

This gathering of human resources experts in the banking industry will explore what can be done to reform the human sources management structure and development practices in development banks and financial institutions in the Asia-Pacific region to ensure that they can better cope with present crises.

### Objective

At the end of the five day program, the participants would have a working knowledge of the the different tools and programs to transform Human Resources to Human Capital

### Topics

Rationale and strategic changes needed to transform Human Resource (HR) to Human Capital (HC); opportunities and problems of making the changes from HR to HC; evaluating the talents, skills and potentials of the individual person and transforming these into assets; reforming the organization to make possible the maximum utilization of human potential and adjusting the systems and processes to maximize human performance; evaluating the need for training and creating the systematic development of trainers; designing the training programs to sharpen skills and knowledge needed to continuously upgrade the quality of human capital; career development and credentialing; training administration.

### Resource Persons

The principal program resource person will be *Mr. Orlando P. Pena*, MS Diplomat in Personnel Management; former President of the Personnel Management Association of the Philippines and former Secretary General of the ADFIAP. He has many years of experience with HRM and HRD consulting and training in Asia and the Pacific, with clients of the Asian Business Consulting (ABC), the Asian Development Bank, the African Development Bank and the EDI of the World Bank.

The seminar will also utilize the expertise of other carefully selected practitioners from ADFIAP's pool of management experts from the Asia Pacific region.

### Who Should Attend

CEOs, Senior Officers, Managers of Human Resource /People Management/ Administrative Services and/or such units.

### Limited Seats Only

REGISTER NOW  
and avail of Early Bird and Group DISCOUNTS  
Call: (63 2) 8161672  
Email: [inquiries@adfiap.org](mailto:inquiries@adfiap.org)  
visit us online at [www.adfiap.org](http://www.adfiap.org)  
Seminar Investment: US\$1,600 per participant (USD1,850) per participant for non-ADFIAP member) which includes hotel accommodation; meals and refreshments during the seminar; course materials; course-related trips; and certificate of attendance.



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