



GEORGIAN FOUNDATION FOR STRATEGIC AND INTERNATIONAL STUDIES

HRM AND CONSULTING SKILLS

April 13-14, 2016

Facilitators: Hans Norgren, SIPU International

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Georgian Foundation for Strategic and International Studies (GFSIS)

3a, Chitadze Street, Tbilisi

Overall objectives of the Seminar

After the seminar participants:

- will be equipped with basic knowledge on internal consulting work
 - will be aware of different consulting roles
 - will be familiar with application of performance appraisal and job rotation in an organisation
 - have acquired some practical experience of tools used in modern HRM
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Agenda

Wednesday, 13 April 2016

- 10.00** **Opening and presentation**
- 10.15** **Follow up of HRM activities**
 - Net work meetings
 - Update on performance appraisal/evaluation, identification of problems
- 11.00** **Coffee/tea**
- 11.20** **Continued, follow up of performance appraisal/evaluation**
- 13.00** **Lunch**
- 13.30** **Performance appraisal/evaluation**
 - Group discussions**
- 14.30** **Coffee/tea**
- 14.50** **Introduction to consulting skills/roles**
- 16.00** **End of day 1**

Thursday, 14 April 2016

- 10.00** **Continued, consulting skills/roles**
- 11.00** **Coffee/tea**
- 11.20** **HR staff in an advisory role to line managers**
- 13.00** **Lunch**
- 13.30** **Job rotation**
- 14.30** **Coffee/tea**
- 14.50** **Retention of personnel**
 - Conclusions and summary of the seminar**
- 16.00** **End of the seminar**