

Course Title	:	How to develop your Employee Value Proposition? : Sharpen your talent sourcing strategy in a formalized EVP.
Course date	:	Thursday, 15 March 2012
Time	:	(Registration) 6.00pm – 6.30pm (Workshop) 6:30pm – 9:30pm
Venue	:	CPA Australia 20/F Tai Yau Building 181 Johnston Road Wanchai, Hong Kong
Language	:	English
Introduction		<p>An integrated training framework is presented and used to develop an EVP.</p> <p><i>People are your most important assets. Treat them like they make a difference – and they'll make a difference.</i></p> <p>All firms have an EVP, but few of them have a formal EVP. This workshop will help you to learn how to formalize your EVP. Having a formal EVP can greatly assist with your firm's (i) recruitment as well as (ii) retention strategies. We will consider the best practices across different industries and work through a step by step process (EVP planning matrix) that participants can take back to their firm and apply.</p>
Course Outline in bullet points		<ul style="list-style-type: none"> • What is EVP and how HR can work to formalize its EVP • Introducing a framework to guide the development and realization of your firm's EVP • EVP Worksheet – getting participants to discuss, brainstorm, develop and agree on key Employee Value Propositions in a structured manner. • EVP statement
Speakers	:	O'Connor has a diverse consulting and executive education portfolio with a wide range of companies in the Asia-Pacific region. His work has focused on controllership, financial performance metrics, and human resources management. He has also developed corporate business cases for a number of

companies including HTC, PQI, EU Design, Philips, Sungod Fashion, Delphi, and Alpha. Alpha.

His most recent research examined the use of management controls in international joint ventures in China and the adoption of formal management control mechanisms in Chinese SOEs. He is currently involved in researching how great firms manage the risk associated with their suppliers in China, the adoption of performance measures and their linkage to manager compensation in a publicly listed firm in China. His publications on business and management accounting in China have appeared in several international journals