HIGH SPECIALIZATION COURSE IN HUMAN RESOURCE MANAGEMENT

www.RomeBusinessSchool.it  nigeria@romebusinessschool.it
HIGH SPECIALIZATION IN HUMAN RESOURCE MANAGEMENT

Accreditation

Italian Ministry of Education, University and Research
The Rome Business School has been recognized by the MIUR (Italian Ministry of Education, University and Research) as a research centre, and is listed in the National Research Registry with the code 61598.

Italian Republic and Chamber of Commerce
The Rome Business School is legally recognized and authorised by the Italian Republic and Chamber of Commerce to deliver:

“Management training and consultancy, marketing and communication services, education design, editorial activities by any means, including online publishing, except in the daily press”.

European Union
The Rome Business School is officially registered as a participant organization of the Education and Culture Directorate-General and the Education, Audiovisual and Culture Executive Agency of the European Commission, with the Participant Identification Code (PIC) n. 937625960.

ISO 9001:2015
The Rome Business School has obtained the ISO 9001:2015 certification, that recognizes the top quality standards of our training activities.
The ISO 9001:2015 accreditation recognises that our organization implements the quality systems that provide the foundation for excellent customer satisfaction, staff motivation and continuous improvement.

ASFOR
The Rome Business School is officially registered as a member of ASFOR. ASFOR is the Italian Association for Management Training, was founded in 1971 and, since then, its primary purpose has been to develop the Italian managerial culture and adapt it, by improving it, to the constant global social and economic changes.

European Council of Business Education
The Rome Business School is officially registered as a member of the European Council of Business Education. ECBE is an international not-for-profit educational organisation, committed to develop innovative programmes which will help students to develop the skills, knowledge and experience to succeed in today’s dynamic global economy.

Project Management Institute (PMI)
The Rome Business School is accredited as Registered Education Provider (R.E.P.) at the Project Management Institute (PMI), the world’s largest project management member association.
MODULE 1: ORGANISATIONAL CULTURE AND CHANGE MANAGEMENT

Through this course participants will understand the dynamic nature of modern organizations and the complex issue of change within them from the perspective of culture. Culture is arguably an element of strategic stability in organizations, yet one which can play a role as an engine towards corporate change if used properly.

Objectives of the Course:
The course introduces the importance of change management and it plays such a big part in business today. So how do we prepare our organisational culture and transform our HR processes and how much of an impact does team activities have.

Learning Outcomes
Upon the successful completion of the module, students will be able to:

- understand the forces and principles of change
- explain the change process and activities including the change models
- understand the concept of change enablement
- measure organisational culture
- apply the theories and understand HR transformation
- understand team activities

COURSE SCHEDULE

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MODULE 2: LEARNING AND DEVELOPMENT

Description
The course will provide participants with the knowledge and skills required to deliver effective learning and development activities for one-to-one, small group and large group sessions.

Participants will review adult learning principles and the learning cycle, with the main focus on the importance of creating and maintaining a positive learning environment and the knowledge and skills required for the actual delivery of an activity or session.

Objectives of the Course:
Key concepts of learning and development is using and understanding learning theory to develop skill management and training needs analysis. The development of training to improve capacity in teams and leadership. To improve a trainers capacity in providing valuable feedback and development of effective appraisal processes.

Learning Outcomes
Upon the successful completion of the module, students will be able to:
- Understand the importance and how adult learning works
- Demonstrate an awareness of training needs analysis
- Identify the main elements of skill management and competency
- Critically analyse the main components of team development
- Demonstrate the ability to provide effective feedback and perform appraisals appropriately
- Critically analyse the models of ‘new learning’

Course Schedule
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Teaching methods

Therefore, the course involves both mainly one way teaching phases – to accurately transfer the reference conceptual models – and practical application sessions aimed at developing your operational and management capabilities.

Your progress in the subjects taught will be tested and consolidated through exercises related to actual managerial cases.

Class Format and Learning methods

The class will be combination of lectures, case analyses, discussion forums, applied research paper, journal article critiques, and final examination.

Course Requirements:

1. Attend class – take instructors notes, which can be used as a guideline.
2. Participate in class discussions.
3. Participate in case study analysis and exercises;
4. Prepare and follow your own program for home reading.
5. Think critically on the issues presented in the classroom.
6. Avoid absences.
Benefits

HIGH QUALITY LECTURES
All Rome Business School teachers are highly selected and internationally renowned trainers who come from a multitude of operational and professional environments. They are therefore able to provide a wealth of up to date experiences and competencies.

DOCUMENTATION
Participants will be issued with a wealth of documentation, including:
- Slides,
- Lecture notes,
- Case studies,
- Articles,
- Useful links

CERTIFICATE
At the end of the course, the official Rome Business School certificate with ISO 9001:2015 will be awarded.

REGISTRATION IN THE ROME BUSINESS SCHOOL ALUMNI ASSOCIATION
Participation in the course entitles to be enrolled in the Rome Business School Alumni Association, the international Rome Business School network through which students can share ideas, experiences and projects and take advantage of exclusive training-cultural opportunities.

POST-COURSE ASSISTANCE
The Rome Business School’s teachers and experts remain available for students for any further explanation, clarification and assistance beyond course conclusion.

Venue
ROME BUSINESS SCHOOL NIGERIA CAMPUS
10B, Abimbola Okunnuga Crescent CL, Off Harold Sodipo CR, Off Joel Ogunnaike Street, GRA Ikeja, Lagos State.
HIGH SPECIALIZATION IN HUMAN RESOURCE MANAGEMENT

HOW TO REGISTER
To register you have to:

1. Fill in the REGISTRATION FORM attached to this leaflet
2. Complete the payment via bank transfer, with your details and the title of the course. Payments must be made to:
   - **Bank account holder**: Rome Business School Nigeria Limited
   - **Bank account number**: 0021007935
   - **Bank name**: Stanbic IBTC Bank Plc
3. Send both the form and the bank transfer receipt via e-mail to nigeria@romebusinessschool.it
Faculty Profile

KAYODE ABE is currently the Director of HR & Admin. of the Institute of Chartered Accountants of Nigeria, an Associate Director of Excel Professional Services Ltd. and the Managing Director of Kingspride Consult Limited (an Organization Development and Business Process Improvement Consulting Firm). He is an alumnus of The University of Ife (now Obafemi Awolowo University, Ile-Ife) where he finished with a First Class Honours degree in Social Sciences (Sociology & Anthropology), and tops in the 1988 MBA class of the Institution. His over 28 years post graduate work experience spanned through teaching (as a Graduate Teaching Assistant in one of the Nigeria’s oldest university for three years), manufacturing (locally and overseas), banking and consulting. Prior to his current engagement, he was the Country/Regional Head of Human Resources and later Pioneer Head, Regional Business of Ecobank Nigeria Plc. Earlier in his career, Kayode Abe was a Post-Graduate Fellow of The University of Ife.

He holds membership of The Chartered Institute of Personnel Management of Nigeria and The Chartered Institute of Bankers of Nigeria. He had, in the past 17 years, been a regular faculty member of FITC and a number of other Professional Training Institutions in Nigeria. He has attended several training programmes both within and outside Nigeria including lately the prestigious Ross School of Executive Business Education of the University of Michigan.

DR. KEHINDE ONIJINGIN, is a Human Resource Professional with over 10 years’ varied experience at the senior management level. He has a demonstrable history of HR value creation in the manufacturing and financial services industries. Skilled in Strategy, Employees relations, Legal aspect of HR, Talent management, Learning and development, Organizational Development, Recruitment, Policy formulation and execution, HR procedure and work flow, Compensation, HR Consulting, and strong business partnership. Dr. Onijingin has attended well over 20 management trainings and conferences (local and International) in Human Resource and strategic management from notable Institutes and Business Schools. His current professional and academic focus is in business strategy with special interest in Competitive Dynamics and Corporate Performance.

In a bid to mastering the art and science of people management at both professional and academic levels, he bagged a doctorate degree (PhD) in Human Resource Management, specializing in...
Knowledge Management in 2013 from European American University, Commonwealth of Dominica. As a result of his new research focus in Business Strategy, he bagged a second PhD in Strategic Management in 2017 from Babcock University, Ilisan Remon, Ogun State, Nigeria. He is also a certified Balanced Scorecard Professional from George Washington University and Balanced Scorecard Institute, West Africa. Dr. Onijingin is a Full Member of the Chartered Institute of Personnel Management of Nigeria where he has served on three different Committees of Council in the last twelve years: Education Committee, Institutional Development Committee and until recently, Learning and Development Committee. He was also responsible for curriculum development of the current Advanced Human Resource Management courses at CIPMN. He was a subject matter expert for the reading materials on Advanced Human Resource Management for the final professional level of the Institute’s qualifying Examination. He is a devoted Christian and married to Yemi Onijingin and their marriage is blessed with three godly boys.

DR. ELEGBEDE SI Kirulahi TunDe, is a Lecturer grade II at the Department Employment Relations and Human Resource Management, Faculty of Management Sciences, University of Lagos, Nigeria. As a lecturer, he teaches courses in history of employment relations, conflict resolutions and management, Human Resource Management, comparative Human Resource Management, labour market analysis and industrial relations theory. Elegbee has B.sc, M.sc and Ph.D. in Industrial Relations and Personnel Management from the University of Lagos. He has been lecturing at the University of Lagos since 2010 till date. He was appointed as assistant lecturer and was promoted to lecturer grade II in 2016. Prior to joining the University of Lagos in 2010, He has worked in the employment of VixaPharm Ltd as an HR consultant from 2008-2018. In VixaPharm, HR responsibilities include but not limited to issues such as staffing process, HR planning, training and development, performance management. He was also in the employment of Stronix Consult from 2006-2008 as head of recruitment and training. In Stronix Consult his responsibilities include recruitment, selections and placement, HR planning, compensation management, design, implementation and review of strategic HR policy and plans.