

SAPPHIRE Masterclass

Creating Success using the 5 factors of High Performance



Date: 25 April 2018 (1 day)

Venue: SNEF @ Paya Lebar Square (Paya Lebar MRT)

Course Fee: S\$800 per pax

(S\$200* per pax, after WSG funding)

All fees are subject to prevailing GST.

The fee includes lunch and coffee-tea refreshments.

**applicable to only Singapore Citizens or Singapore Permanent Residents.*

Target Audience

This masterclass is suitable for employers who want to identify the strengths and weaknesses of their organisation in pursuing workplace transformation.

Programme

- History of the High Performance Organisation (HPO) Framework and its successes
- Management Quality and its impact to the organisation
- Openness & Action Orientation and its impact to the organisation
- Long-Term Orientation and its impact to the organisation
- Continuous Improvement & Renewal and its impact to the organisation
- Employee Quality and its impact to the organisation

Time	Programme Outline
0900 – 0915	Welcome and Ice breakers. Highlight of workshop objectives
0915 – 1030	History of the HPO Framework and its successes (Case Studies)
1030 – 1045	Coffee & Tea break
1045 – 1115	Describe HPO Factor 1: Management Quality and its impact to the organisation
1115 – 1200	Describe HPO Factor 2: Openness & Action Orientation and its impact to the organisation
1200 – 1300	Lunch
1300 – 1345	Describe HPO Factor 3: Long-Term Orientation and its impact to the organisation
1345 – 1430	Describe HPO Factor 4: Continuous Improvement & Renewal and its impact to the organisation
1430 – 1500	Q&A
1500 – 1515	Coffee & Tea break
1515 – 1600	Describe HPO Factor 5: Employee Quality and its impact to the organisation
1600 – 1630	Case Studies of HPO Application
1630 – 1630	Questions and Answers
1700	End of masterclass



How to register?

Press Ctrl + click on this direct link to register,

http://tms.sgemployers.com/webtms/RegistrationForm.php?class_id=21131

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Speaker Profile



Dr André de Waal is currently the Managing Partner and Academic Director at HPO Centre, Center Director of StatMind Management Research & Development, and Professor of High Performance Organizations at the University Institute for International and European Studies (UNIES), Tbilisi Teaching University Gorgasali, Netherlands.

André's has been teaching and conducting projects on performance management and high performance organizations in countries like China, Vietnam, Bangladesh, Mongolia, Nepal, Peru, Surinam, U.K., Poland, Saudi-Arabia, Yemen, South-Africa, Namibia and Tanzania. André has been selected by managementboek.nl as one of the Dutch Masters in Management, ten people who have influenced management thinking in The Netherlands the most in the past decade. Especially his research into high performance organisations and high performance individuals attracts a lot of (international) attention.

André has published over 350 articles and 30 books. His latest English book: "What Makes a High Performance Organisation?" in 2012. His latest Dutch book: "Hoe Bouw Je een High Performance Financiële Functie?" (translated as How do you build a high performance financial function?) in 2016.

Added value of the HPO Framework

- ✓ More innovative
- ✓ More ability to improve
- ✓ Positive mentality
- ✓ More openness in the organisation
- ✓ More focus and discipline
- ✓ More trust between partners
- ✓ Better cooperation
- ✓ More unique strategy
- ✓ Better reputation
- ✓ Easier to gain new clients and employees
- ✓ Renewed "spirit"

- ✓ Increased productivity
- ✓ Increased turnover
- ✓ Increased profitability
- ✓ Increased market share

> 140 HPO Diagnoses
> 10 scientific studies

Unique research

- **Ten year study**
- **Extensive literature review (485 sources)**
- **Research not only in the Western world but also in Asia, Africa and South America**
- **No selection of organisations**
- **HPO framework repeatedly tested in practice**
- **Results academically presented and published many times**

For Enquiries

Email: lawrence_wong@snef.org.sg

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