



Maximizing the Impact of Human Capital



+971 4 556 7171
800 7100 (within UAE)



www.meirc.com



meirc@meirc.com



Why Attend

Human capital (HC) is an intangible asset not usually listed on a company's balance sheet. It can be classified as the economic value of a worker's competencies. Human capital can include learning, training, intelligence, skills, health, and other things employers value such as loyalty and punctuality. This course highlights the importance of human capital, revealing its impact on every aspect of an organization.

Course Methodology

This course explains HC's impact using a wide range of methodologies such as individual exercises, team exercises, calculations, challenges and case studies.

Course Objectives

By the end of the course, participants will be able to:

- Demonstrate a thorough understanding of HC and of its impact
- Develop HC KPIs and related scorecards
- Adjust organizational processes through HC process value analysis
- Describe the components of an HC financial index
- Explain how HC can impact existing and futuristic management decisions

Target Audience

Human resources and human capital managers, business partners and team leaders interested in human capital contributions

Target Competencies

- Analytical thinking
- Business acumen
- Management
- Achieving goals and objectives
- Financial analysis and decision making

Course Outline

- The real value of human capital
 - Human resources versus human capital
 - People information
 - The importance of data-to-value cycle
 - Intellectual capacity:
 - Process and culture
 - Intellectual property
- Human capital performance
 - How to measure human capital impact on the goals
 - HC value circle
 - HC KPIs from definition to application
 - Human economic value added
 - Human capital cost factor
 - Human capital value added
 - Human capital ROI
 - Human capital market value
 - Human capital scorecard
- Human capital process
 - Human capital impact on processes



- Human capital in processes
- Process value analysis
- Framework of an effective process
- Performance matrix
- Human capital effects
- Human capital management
 - Human capital impact on management
 - Human capital management STAR
 - The future of HCM
 - Acquisition functions
 - Maintenance function (benchmarking and surveys)
 - Development functions
 - Retention functions
 - Trends in functional outsourcing
- Human capital ROI
 - Human capital impact on the financials
 - Example on human capital income statement (P&L)
 - Human capital financial index
 - Outsourcing ROI
 - Mergers and acquisitions
 - Objectives
 - Programs
 - Measures



Location & Date

25 - 29 Oct, 2020

English

Dubai

The Oberoi Dubai

Fees: US\$ (including coffee breaks and a buffet lunch daily)

Per participant - 2020

US\$ 4900

Fees + VAT as applicable

UAE Tax Registration Number 100239834300003



For Companies that want to maximize the return on their investment in training: **Register 3 participants** on the same course and date and pay only for 2.



Courses in Human Resources and Training

Dates	Course Name	Language	Location	Fees
5 - 9 Jul, 2020	Certificate in HR Auditing	English	Dubai	US\$ 5200
5 - 9 Jul, 2020	Certified Talent Acquisition Professional	English	Dubai	US\$ 5200
12 - 16 Jul, 2020	Certified Human Resources Professional: From Traditional HR Role to Business Partner	Arabic	Dubai	US\$ 5200
12 - 16 Jul, 2020	Certified Organization Development Professional	English	Jakarta	US\$ 5200
12 - 16 Jul, 2020	Certified Training and Development Professional	English	Vienna	US\$ 5200
19 - 23 Jul, 2020	Career Development and Succession Planning	English	Dubai	US\$ 4900
19 - 23 Jul, 2020	Certified Compensation and Benefits Professional	English	Dubai	US\$ 5200
9 - 13 Aug, 2020	Certified Human Resources Professional: From Traditional HR Role to Business Partner	English	Baku	US\$ 5200
9 - 13 Aug, 2020	Certified Master Trainer	Arabic	Dubai	US\$ 5200
16 - 20 Aug, 2020	Certified Employee Relations Professional	English	Dubai	US\$ 5200
16 - 20 Aug, 2020	Certified Organization Development Professional	Arabic	Dubai	US\$ 5200
23 - 27 Aug, 2020	Certified HR Assessor	English	Dubai	US\$ 5200
23 - 27 Aug, 2020	Identifying Training Needs and Evaluating Training	Arabic	Dubai	US\$ 4900
23 - 27 Aug, 2020	Recruitment, Interviewing and Selection	English	Dubai	US\$ 4900
30 Aug - 3 Sep, 2020	Career Development and Succession Planning	Arabic	Dubai	US\$ 4900
30 Aug - 3 Sep, 2020	The Certified HR Administrator	English	Dubai	US\$ 5200
30 Aug - 3 Sep, 2020	Human Resources Management	English	Dubai	US\$ 4900
6 - 10 Sep, 2020	Certificate in Human Capital Planning	Arabic	Dubai	US\$ 5200
6 - 10 Sep, 2020	Certified Recruitment Specialist	Arabic	Dubai	US\$ 5200
6 - 10 Sep, 2020	Strategic Human Resources Management	English	Dubai	US\$ 4900
13 - 17 Sep, 2020	Certificate in Competency Development and Implementation	English	Dubai	US\$ 5200
13 - 17 Sep, 2020	Certified Training and Development Professional	Arabic	Dubai	US\$ 5200
13 - 17 Sep, 2020	Learning and Development: Tools and	English	Dubai	US\$ 4900



Courses in Human Resources and Training

Dates	Course Name	Language	Location	Fees
	Strategies			
20 - 24 Sep, 2020	Certified Compensation and Benefits Professional	Arabic	Dubai	US\$ 5200
20 - 24 Sep, 2020	Certified Human Resources Professional: From Traditional HR Role to Business Partner	English	Dubai	US\$ 5200
27 Sep - 1 Oct, 2020	Certified Organizational Design and Manpower Planning Professional	English	Dubai	US\$ 5200
27 Sep - 1 Oct, 2020	Employee On-Boarding: Induction and Job Orientation Techniques	English	Dubai	US\$ 4900
27 Sep - 1 Oct, 2020	Employee Relations: Roles and Responsibilities	Arabic	Dubai	US\$ 4900
4 - 8 Oct, 2020	Career Development and Succession Planning	English	Cairo	US\$ 4900
4 - 8 Oct, 2020	Excel Skills for HR and Admin Professionals	English	Dubai	US\$ 4900
4 - 8 Oct, 2020	Identifying Training Needs and Evaluating Training	English	Dubai	US\$ 4900
11 - 15 Oct, 2020	Professional Skills for Human Resources Management	English	Dubai	US\$ 4900
11 - 15 Oct, 2020	HR Business Partner: Roles, Responsibilities and Competencies	English	Dubai	US\$ 4900
11 - 15 Oct, 2020	HR Skills for Non HR Professionals	English	Dubai	US\$ 4900
11 - 15 Oct, 2020	Strategic Recruitment, Interviewing and Selection	English	Dubai	US\$ 4900
18 - 22 Oct, 2020	Human Resources KPIs: Benchmarking HR Performance	English	Dubai	US\$ 4900
18 - 22 Oct, 2020	Managing and Coordinating Training	Arabic	Dubai	US\$ 4900
25 - 29 Oct, 2020	Certified Human Resources Professional: From Traditional HR Role to Business Partner	Arabic	Dubai	US\$ 5200
25 - 29 Oct, 2020	Writing HR Policies and Procedures	English	Dubai	US\$ 4900
1 - 5 Nov, 2020	Certified Training and Development Professional	English	Dubai	US\$ 5200
1 - 5 Nov, 2020	Employee Engagement: Strategy and Practices	English	Dubai	US\$ 4900
8 - 12 Nov, 2020	Career Development and Succession Planning	Arabic	Dubai	US\$ 4900
8 - 12 Nov, 2020	Certificate in HR Auditing	Arabic	Dubai	US\$ 5200
8 - 12 Nov, 2020	Certified HR Analyst	English	Dubai	US\$ 5200



Courses in Human Resources and Training

Dates	Course Name	Language	Location	Fees
8 - 12 Nov, 2020	Certified Organization Development Professional	English	Dubai	US\$ 5200
8 - 12 Nov, 2020	Performance Management: Setting Objectives and Conducting Appraisals	English	Dubai	US\$ 4900
8 - 12 Nov, 2020	Train the Trainer: From Design to Delivery	English	Dubai	US\$ 4900
15 - 19 Nov, 2020	Compensation and Benefits	Arabic	Dubai	US\$ 4900
15 - 19 Nov, 2020	Employee Relations: Roles and Responsibilities	English	Dubai	US\$ 4900
15 - 19 Nov, 2020	Human Resources Management	English	Dubai	US\$ 4900
15 - 19 Nov, 2020	Managing your Internal Training Academy	English	Dubai	US\$ 4900
22 - 26 Nov, 2020	The Certified HR Administrator	Arabic	Dubai	US\$ 5200
22 - 26 Nov, 2020	Certified Instructional Design Practitioner	English	Dubai	US\$ 5200
22 - 26 Nov, 2020	Certified Recruitment Specialist	English	Dubai	US\$ 5200
22 - 26 Nov, 2020	Certified Training Manager	English	Dubai	US\$ 5200
22 - 26 Nov, 2020	e-HR: Modern Trends and Applications	English	Dubai	US\$ 4900
29 Nov - 3 Dec, 2020	Certified Talent Management Professional	English	Dubai	US\$ 5200
29 Nov - 3 Dec, 2020	Strategic Human Resources Management	Arabic	Dubai	US\$ 4900
29 Nov - 3 Dec, 2020	Workforce Planning and Budgeting	English	Dubai	US\$ 4900
6 - 10 Dec, 2020	Career Development and Succession Planning	English	Dubai	US\$ 4900
6 - 10 Dec, 2020	Certified Compensation and Benefits Professional	English	Dubai	US\$ 5200
6 - 10 Dec, 2020	Certified Master Trainer	English	Dubai	US\$ 5200
6 - 10 Dec, 2020	Certified Organizational Design and Manpower Planning Professional	English	Dubai	US\$ 5200
13 - 17 Dec, 2020	Certified Human Resources Professional: From Traditional HR Role to Business Partner	English	Dubai	US\$ 5200
13 - 17 Dec, 2020	HR Business Partner: Roles, Responsibilities and Competencies	Arabic	Dubai	US\$ 4900
13 - 17 Dec, 2020	Recruitment, Interviewing and Selection	Arabic	Dubai	US\$ 4900
20 - 24 Dec, 2020	Certified Employee Relations Professional	Arabic	Dubai	US\$ 5200
20 - 24 Dec, 2020	Certified Training and Development Professional	Arabic	Dubai	US\$ 5200



Courses in Human Resources and Training

Dates	Course Name	Language	Location	Fees
27 - 31 Dec, 2020	Human Resources Management	Arabic	Dubai	US\$ 4900



Meirc Timeline

○ **2019**

Meirc launches its Professional Qualification training and introduces Hands-on Automation and Process Control courses

○ **2018**

Meirc celebrates its 60th anniversary

○ **2015**

Meirc relocates to its newly acquired HQ office in Bay Square, Business Bay, Dubai

○ **2014**

Meirc adds PLUS Specialty Training, a new division providing technical and industry-specific courses

○ **2007**

Meirc opens an office in Jeddah, Saudi Arabia

○ **2004**

Meirc opens an office in Abu Dhabi, UAE

○ **1997**

Meirc is the 1st training company in the region to have its own website

○ **1991**

Meirc becomes headquartered in Dubai, UAE

○ **1967**

Meirc builds its own office building in Beirut

○ **1958**

Meirc is founded in Beirut by the late Simon Siksek

Call us

+971 4 556 7171
800 7100 (within UAE)

Email us

meirc@meirc.com

Website

www.meirc.com