



Two day International
Master Class on
**Human
Performance
Technology**

Be One of the First in
India to Step into the
Exciting Domain of
Human Performance
Technology

Led by Foremost HPT Expert

Dr. Donald J. Ford

**at Novotel, Juhu Beach Mumbai
on 15-16 July, 2015**

Donald J. Ford, Ph.D., C.P.T., is a Human Resource and performance improvement consultant specializing in instructional design and human resource management. He has worked in the field of human resource development for over twenty years at organisations such as Southern California Gas Company, Magnavox, Allied-Signal and Texas Instruments, before setting up his own consulting practice.

The clients he has consulted with include:

ASTD, Toyota, Nissan, Rockwell International, Samsung Electronics, Edison International, Saudi Aramco, Glendale Memorial Hospital, Egyptian Banking Institute, CompuCom, Malaysian Institute of Training and Development and National Education Corp



Business organisations have forever been looking for ways to enhance performance and productivity. As business leaders push for faster, higher, and sustainable performance, managers need to come up with solutions to remove performance roadblocks and create ways for performance improvement.

But when it comes to human and organisational performance, we are dealing with an extremely complex issue. Rarely are they amenable to simple linear solutions like more training, or better pay or faster laptops. For, at any given time performance is the result of these and many other factors. Unless we can influence and control these factors in an integrated manner, isolated actions will often prove to be money down the drain.

Come to the exciting domain of Human Performance Technology, or HPT in short. Human Performance Technology is a results-based systems approach to addressing performance problems and unleashing the potential of human performance at work. The field of HPT has evolved over the past decades from the works of stalwarts such as Thomas Gilbert, Joe Harless, Geary Rummler, and Robert Mager among others.



What is Human Performance Technology?

Human performance technology is the systematic and rigorous process that helps:

- Discover and analyze important human performance gaps
- Plan for future improvements in human performance
- Design and develop cost-effective interventions to close performance gaps
- Evaluate financial and non-financial results

What does HPT mean for organizations?

HPT specialists work with members of an organisation to identify the root cause of performance gaps and help to identify solutions/interventions that will best close the gap in performance. It is a partnership of departments working together to find the best solution.



DAY 1

- 09:30 Welcome and Seminar Overview
09:40 Module 1: The HPT Perspective
- 09:45 Orientation Activity: My Worst Job Ever
10:00 Lesson 1: Why HPT? Why now?
10:15 Lesson 2: Link between Business Goals and Performance
- 11:00 Tea Break
- 11:15 Module 2 Overview: Analyzing Human Performance
12:15 Lesson 1: The HPT Model
- 01:00 Lunch
- 02:00 Lesson 1 Activity: The HPT Model Game
02:20 Lesson 2: Models for Analyzing Performance
02:35 Lesson 2: Activity: HPT Case Study
03:25 Module Wrap-up
- 03:30 Tea Break
- 03:45 Module 3: Evaluating HPT Overview
04:00 Lesson 1: HPT Evaluation Model
04:30 Lesson 2: Planning an HPT Evaluation
05:00 Lesson 2 Activity: Building a Performance Scorecard
05:30 Wrap-up Day One
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DAY 2

- 09:30 Welcome and Review of Day One
09:45 Module 4: Designing the Solution Overview
10:00 Lesson 1: The Universe of HPT Solutions
10:30 Lesson 2: Selecting the Right Solution
- 11:00 Tea Break
- 11:15 Lesson 3: Design and Development of Solutions
11:45 Lesson 3 Activity: HPT Case Study: Design a Solution
- 01:00 Lunch
- 02:00 Module 5: Implementing HPT Solutions
02:15 Lesson 1: HPT Project Management
02:45 Lesson 2: Change Management Strategies
- 03:30 Tea Break
- 03:45 Lesson 2 Activity: Implementing HPT Solutions
04:30 Module 6: Next Steps
04:40 Lesson 1: Building an HPT Infrastructure
05:00 Lesson 2: Marketing HPT and Gaining Support
05:15 Wrap-up, Question and Answer



Takeaways from the Seminar

- ✓ **Link measurable business goals to human performance**
- ✓ **Apply the HPT model to real world performance projects**
- ✓ **Measure Performance Gaps and identify causes**
- ✓ **Develop and recommend solutions to performance issues**
- ✓ **Implement change plans to support new performance behaviors**
- ✓ **Measure the bottom-line impact of your interventions**

"Dr. Ford has performed outstanding work. He is truly a great asset to our profession."

Nancy Olson
Former Vice-President of Publications and Education, ASTD

REGISTRATION INFORMATION



Date and time:

Wednesday 15 & Thursday 16 July 2015.

Venue:

Novotel, Juhu Beach, Mumbai

Investment

This 2-day seminar demands an investment in time, energy and money. Your investment includes full participation in the program, refreshments and lunches. Please tick any of the corresponding boxes below to select your choice:

Individual	INR 29,950
Group	INR 27,500

Group Price: For 3 delegates or more from one company

Registration

DO NOT PAY NOW. BOOK YOUR SEAT FIRST

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2. You may also mail your request for booking with details to contact@peopleprofit.in
3. You will receive confirmation of your booking by mail. Upon receiving the confirmation make your payment.

*Receipt of your registration form/request for booking, implies that you agree with the terms mentioned in this brochure.

Cancellation

On receipt of the seminar fees, delegate(s) are considered successfully enrolled in the program. If you decide to cancel your enrolment, a substitute is always welcome. Should you decide to cancel your enrolment, a cancellation fee of INR 550 will be levied. Cancellations must be submitted in writing/mail. Cancellations received less than 15 days to the program is subject to no refund.

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