



welcome to brighter

a different kind of
learning

Mercer HR Academy



Mercer HR Academy

Mercer HR Academy was established with one goal in mind, enhancing the capability of our client's human resource professionals by providing access to HR architecture that will allow organisations to form and implement a successful framework.

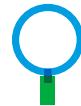
Companies are constantly challenged to meet aggressive business goals. As a result, HR's role in driving success is more important than ever and yet most organisations do not have a systematic approach in developing the capabilities of the HR team.

Mercer HR Academy is a comprehensive learning solution that is designed to build HR capabilities – both core and technical. These e-learning modules are grouped into HR disciplines, and each programme offers a foundational level of training across a range of modules.



Performance & rewards

- Performance & Rewards
- Optimizing Benefits
- Sales Incentive Design
- Executive Remuneration
- Global Mobility Fundamentals
- Producing quality position descriptions



Analytics & change

- How to Lead in Change Management
- Driving Business Results with Workforce Insights
- Leveraging Technology



Talent management

- Talent Management
- Career Management
- Organisational Design
- Training Design & Evaluation



Business partnering

- Effective Business Partnering
- Driving Employee Engagement & Productivity
- Designing Effective HR Policies



Talent acquisition

- Recruitment & Employee Value Proposition
- Engaging Hiring and Onboarding Strategies
- Utilizing Assessment Tools Effectively



Mercer IPE Methodology

- Foundational module on the five factors of Mercer's International Position Evaluation (IPE) methodology

Talent management

- Talent management fundamentals
- Career management fundamentals
- Organisational design
- Training design and evaluation



Talent management

Talent management fundamentals

Talent management is a critical component of the HR function. With an ever-growing focus on people, every HR professional needs to understand the basics of talent management.

HR professionals are faced with many challenges related to employee turnover, and lack of career development is seen as top driver for such turnover. Therefore, HR professionals need to employ strategic talent management to retain and reward the company's best employees, develop the next generation of corporate leaders, and create a corporate culture that attracts the best talent.

This module explains the key steps of the performance management cycle and succession plan. Moreover, it points out common mistakes made in talent management and ways to avoid them.

Benefits to participants

- Strengthen your company's talent.
- Review performance achievements during a formal review.
- Identify and create an individual development plan.
- Realize employees' potential to support the future talent pipeline.
- Enhance your talent management practices.

Topics covered

Principles of talent management

- Strategic talent management
- Business objectives
- Talent implications
- Critical roles
- Talent review

Alignment and integration of processes

- Talent as priority
- Performance management cycle
- Five steps

Best ways to conduct succession management

- Talent pools
- Mistakes to avoid

Talent management

Career management fundamentals

A career management framework helps clarify expectations at each step of the career journey for employees, keeping your organisation competitive.

According to survey data across Asia, “career” was one of the top-three ranked motivations for employees in four of the five markets surveyed. Employees are asking for clarity on expectations at each step of the career journey as they move up and laterally. Employers need to identify the right skills, create career paths, and build their talent. As HR professionals, you need to deal with issues from the perspective of both employees and employers.

This course explains the FORME Career Management Framework and provides illustrative examples. You will learn the fundamentals of career management, what is a career framework, what is an organisational commitment and how this aligns with your HR processes. Complete this module and learn skills on how to develop a strong career management framework.

Benefits to participants

- Modify or design career management framework in your company.
- Drive functional excellence by helping people know what they need to do to perform professionally.
- Strategically map the growth of critical skills to fulfill future business needs.
- Attract, retain, and engage employees by demonstrating multiple options for growth based on career aspirations.
- Gain greater control of employee careers by using customized career-pathing tools.
- Obtain clarity on expectations at each level and track within the organisation.
- Gain an understanding of internal equity across the organisation.

Topics covered

What is career management?

- Career management framework
- Active career management
- Evolution of career management
- Benefits of career management

Main elements of career management

- Transparency
- Velocity
- Control

Creating a career management framework

- Components of the 3P model

Compensation framework and case study

- FORME framework
 - Foundational processes
 - Organisational commitment
 - Right data and technology
 - Manager capability
 - Employee relevance

Talent management

Organisational design

As an HR professional, you need to know how to effectively design the structure of your organisation in a way that will best support your business.

There is no “one size fits all” model that is appropriate for all organisations. However, if you understand and appreciate the processes of organisational design and apply the right model, you can shed light on a myriad of performance issues and avoid common mistakes. This course explains the differences between organisational design and organisational development/change, and recommends best practices and the Congruence Model to help you design the structure of your organisation.

Benefits to participants

- Understand and appreciate the complexity and processes of organisational design changes.
- Design the structure of your organisation in a way that will best support your business.
- Use the Congruence Model as a tool for organizing your thinking about any organisational situation.
- Make sure the business model, culture, organisational model, and people are tightly aligned to allow an organisation to compete and succeed.

Topics covered

What is organisational design?

- Design vs development/change

Best practices and principles of organisational design

- Traditional models
- Design structures
- Selecting the best approach
- Basic best practices
- Three aspects of success
- Key principles to an effective organisational design

Congruence model tool

- What is a congruence model?
- Understanding the organisation as a system
- Congruence checklist

Implementation

- Organisational alignment
- Recognizing the process as a change management initiative
- Key areas for HR

Talent management

Training design and evaluation

The importance of successful design for training programmes and proper evaluation of their effectiveness is being further highlighted by current trends in business.

The ease of collecting and analyzing data has placed a growing emphasis on measuring the return on training investment. HR professionals must do more with less, so designing a successful training programme and valuating its effectiveness is a priority. This course begins by identifying performance problems that can indicate that a training programme is necessary. We then explain how to design a training programme, including needs analysis and delivery methods. Finally, you will learn how to evaluate a training programme using our evaluation model.

Benefits to participants

- Design an appropriate, needs-based training programme.
- Make recommendations based on needs analysis.
- Learn key adult learning theories and principles.
- Evaluate training programmes' effectiveness.

Topics covered

Training programme

- Alignment to business
- Uncovering concerns
- Conducting a gap analysis

Training design

- Deciding the delivery method
- Obtaining buy-in and support from the business
- Beginning the design process
- Selecting the training methods
- The learning cycle

Training evaluation

- Measuring success of learning
- Model of evaluation

Contact us

How do I learn more about mercer hr academy?

To find out how Mercer HR Academy can support in upskilling professionals and building capabilities within your HR teams, contact your local Mercer representative or visit us online at www.mercer.com

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