

## **Benchmarking Roundtable 3-day Bootcamp**

### **Topic: People (human resources)**

#### **Background & Rationale:**

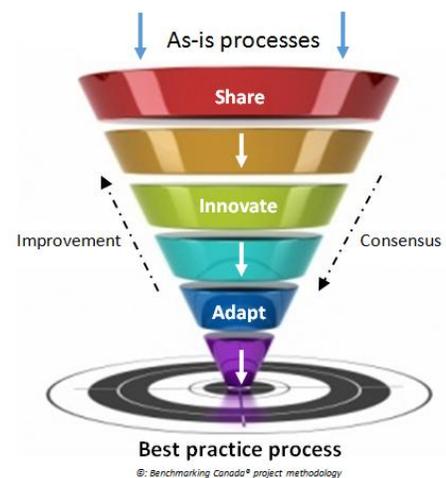
Attracting, developing, motivating, retaining and nourishing talent is an ongoing challenge for organizations in all sectors. And yet we find that some organizations are much better than others at managing their human resources. Research has confirmed that productivity and customer satisfaction has a direct correlation with employee happiness. So is there a secret recipe or is it pure chance that an organization is able to recruit top talent, maximize productivity, minimize turnover, increase its market share and create a corporate culture which becomes the “talk of the town?” Is human resources engaged in the development of the organizational strategy? What are your organizational human resources challenges?

Join the *People (Human Resources) Benchmarking Roundtable* bootcamp and learn how your organization can grow by capitalizing on your No. 1 assets, your employees.

#### **Objectives & Methodology:**

Benchmarking Roundtable bootcamp objective is to facilitate a diverse sector benchmarking workshop for achieving breakthrough improvement, with minimal resources and cost.

Bootcamp follows the Benchmarking Canada™ methodology (shown on the right) which is based upon an outside-in perspective for co-creation. It nurtures innovative and out-of-the-box thinking designed for achieving practical, quick and readily adaptable solutions.



#### **Specifics:**

- 4-6 non-competing, diverse organizations or single entity business units and/or divisions
- Participants sign the benchmarking confidentiality agreement
- Roundtable focuses on one agreed topic during the bootcamp
- Each organization nominates up to 5 employees to attend, including a member of the executive management team (Benchmarking Sponsor)

#### **3-day Bootcamp Outline:**

##### Day 1:

- Module I: definitions, introductions, rationale, research
- Group Exercise A
- Module II: process sharing
- Group Exercise B

Day 2:

- Module II – continued: process sharing
- Group Exercise C
- Module II – continued: process sharing
- Group Exercise D

Day 3:

- Module III; best practice process development overview
- Organizational presentations on group exercise outcomes
- Best practice development
- Module IV; performance improvement
- Module V; metric benchmarking
- Next steps

**Bootcamp pre-work & post-work:**

- 1-hour preparatory brief with each participating organization, day before the bootcamp
- 1-hour debrief session with each participating organization, day after the bootcamp

**Takeaways:**

- Develop an understanding of tactical and strategic perspectives for sustained improvement
- Learn about international standards, current research and benchmarking best practices
- Learn from the experience of other organizations in different business verticals
- Identify best practices and collaborate in developing innovative approaches
- Understand how other organizations are tackling similar challenges
- Leave the bootcamp equipped with the best-of-the-best process
- Recognize improvement potential and performance gaps
- Co-create via collaboration, sharing and innovation

**Schedule & Venue:**

- 3 consecutive days 8am-5pm
- Morning & afternoon tea/coffee breaks, 15-minutes each
- Mid-day lunch break, 1-hour
- Venue to be advised at time of registration

**Fees & Registration:**

- Customized quote will be provided to each organization
- For multiple topics discounts will be applied
- Full fee is payable at time of registration
- Cancellations under exceptional circumstances only, on case-by-case basis

**Facilitation & Project Management:**

- Benchmarking Canada™ Roundtable methodology was developed by Zillay A. Nawab, President Hashtag Consulting Solutions Inc, a Toronto based firm with global clients
- Hashtag Consulting Solutions Inc services are industry and technology agnostic covering 9-areas shown in the adjoining illustration
- Benchmarking Canada™ bootcamp is facilitated and delivered by Zillay, an internationally acclaimed consultant, speaker and advisor
- Zillay is Chair and Expert Member of several Canadian ISO Mirror Committees



**People (human resources)**

**Benchmarking Roundtable 3-day Bootcamp Registration Form**

Thank you for your interest in participating in the benchmarking roundtable. In order for us to process your registration please provide the following information and return this form by email:

1. Registering for Single Organization (multiple business units, divisions) Roundtable Y/N?
2. Registering for Multiple Organizations Roundtable Y/N (circle as appropriate)
3. Organization Name/s: \_\_\_\_\_
4. Address: \_\_\_\_\_
5. CEO/ President: \_\_\_\_\_
6. Benchmarking Sponsor: \_\_\_\_\_
7. Preferred dates/times for an introductory call with Sponsor: \_\_\_\_\_
8. Phone: \_\_\_\_\_ Email: \_\_\_\_\_ Website \_\_\_\_\_
9. Payment modes: *Please contact for details*

I hereby confirm our organizational intent to participate in the Benchmarking Round-table 3-day Bootcamp and undertake to settle the invoice in full 7-days before start date.

Name	Signature	Organization	Designation	Date
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