



Sacred Heart UNIVERSITY

JACK WELCH COLLEGE OF BUSINESS

Luxembourg

HUMAN RESOURCES & CAREER DEVELOPMENT

STRATEGIC HUMAN RESOURCE MANAGEMENT

This course focuses on the role of the contemporary human resources function in organizations. Emphasis is on analysis of policies related to the organizational life cycle from hiring through termination, workforce and succession planning, compensation and benefits, career development, labor relations and employee training. These concepts are discussed in light of working with and managing a multicultural workforce.

SEMINAR LEARNING OBJECTIVES

- ✓ To develop a strategic perspective on the HRM value chain
- ✓ To understand how HRM is related to other organizational functions
- ✓ To learn how HRM can be a source of competitive advantage
- ✓ To understand what drives people
- ✓ To build a strong HR as business partner to all Departments
- ✓ To know and (try to) avoid common mistakes

COURSE DURATION:	12 SESSIONS OF 3 HOURS EACH
DATES:	AUGUST 6, 2018-SEPTEMBER 12, 2018
PRICE:	€ 950
	€ 600 FOR ALUMNUS

PRESENTER PROFILE

Julian Troian, graduated in Economics and Banking Sciences at University of Udine, Italy. Initially working in Paris at the Headquarters of Banque Sudameris he first discovered the importance of keeping and nurturing talent in organizations. Next he moved to Milan at the Bank's mother company Intesa San Paolo. Based in Udine, Julian accepted the role of HR Director Europe at Snaidero, 4th European manufacturer of fitted kitchens. He then became HR and Organization Director of Stroili Oro Group, the largest jewellery chain in Europe. Since 2010, he has been HR Director EMEA at Ampacet Corporation taking care of engagement programs, leadership development, strategic recruitment, personnel well-being, organization analysis and re-design. He is now the Head of Human Resources-International Operations at Tosaf compounds after serving as HR Director and Chief Happiness Officer of Etix Group from 2014-2017. He has held senior HR Roles in Industrial Multinationals, Private Equity owned companies, Retail Business and Banking, always focusing on engagement programs, leadership development, strategic recruitment, personnel well-being, organization analysis and re-design. The Luxembourg HR Community has awarded him with the HR Manager of the Year and Best HR Team of the Year awards 2016 for his innovative and effective approach to people engagement and wellbeing at work. Julian is also Adjunct Professor at SDA Bocconi Business School in Milan where he lectures MBA and Executive MBA Students on Engagement, Leadership and Strategic Human Resources Management.