INTERNATIONAL MANAGEMENT TRAINING & CONSULTING

IMTC

Toward creating working environment in which "people will be developed"
Create Human Resource Development System

★ **Utilizing 12years of training experience, support company's HRD system development**

Feature of support	◆ **Utilizing training experience, develop training map and plan suitable to company**
	◆ **Company can utilize IMTC's training material or tests as draft**
	◆ **Support developing internal trainer and way of conducting class**

☐ Overview of support

Company can develop HRD system in shorter time by utilizing IMTC's experience

Plan HRD system
- Based on company philosophy, HRM policies, expectation to employees, develop training map and, strategy for development

Develop training material and trainer
- Develop company original material utilizing IMTC's material
- Develop trainer and instruct way of conducting class

Training Support
- According to each year's training result, IMTC will provide consultation for improvement and enhancements for training result

＜Training Map image＞

Grade	Newly promoted training	Ability dev. training (Technical, Management, Human)
Manager	Following company direction, draw ideal image of responsible org and define and deploy org's direction	• Define direction • Deploy direction • Project Management • Identify essential issue/ systemization • Leadership as Manager …
Leader	Achieve target while developing and leading subordinates	• Target management • Problem solving • Instructing sub • Communication • Presentation • Standardization/ visualization
Staff	Contribute to achieve target through accomplishing assigned tasks and work together with colleague	• Ho-Ren-So • Safety, Sanitation • How to make plan • 5S • Kaizen • Teamwork

☐ Steps for support developing HRD system

1. Plan HRD system develop → **2. Develop system, trainer** → **3. Follow up development**

- Company philosophy
- HRM system
- Expectation for development

Design and plan training map
- ✓Responsibility
- ✓Management ability
- ✓Human skill

Step by step develop thru 1-5years

1st Step — **Trial**（Basic for leaders）

2nd Step — **Deploy to each layer**（new xx training）

3rd Step — **Ability development**（5S, Ho-Ren-So, Problem solve）

Annual result review

- Improve method, content
- Introduce practice activity
- Enhance training ability

☐ Consultation fee

1. Plan HRD system development	50, 000, 000VND **(Not including VAT, Transportation fee for meeting）**
2. Develop system, trainer	**After designing and planning training map and system, IMTC will quote separately**

International Management Training & Consulting

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