



BUILDING HUMAN- POWERED ORGANIZATIONS

**ORGANIZATIONAL
MATURITY:** Corporate
Responsibility, Human
Performance, Societal Value

A **Maturity Institute** accredited, on-line,
programme in partnership with **Prague
University of Economics and Business**

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ORGANIZATIONAL MATURITY: Corporate Responsibility, Human Performance, Societal Value

A **Maturity Institute** accredited, on-line, programme in partnership with **Prague University of Economics and Business**

This course provides **business leaders and managers** with a practical roadmap for building human powered organizations; where all stakeholders are viewed and managed as a fundamental source of sustainable value. Developing Organizational Maturity fits perfectly with increasing societal and regulatory demands to integrate ESG (Environmental, Social & Governance) into business strategy and for corporations to realign themselves such that they can **serve and benefit all their stakeholders**.

Course fees: EUR2,275 (non-refundable deposit EUR275)

Dates: September-October 2021

Programme capacity: 12 participants

Certification & membership: Participants will earn a **VŠE programme** certificate & **Maturity Institute** Affiliate Membership

To **register** go to: <https://kurzyfph.vse.cz/en/course-detail/building-human-powered-organizations>

For more information please contact: paul.kearns@maturityinstitute.com

Maturity Institute: www.maturityinstitute.com

Prague University of Economics and Business <https://www.vse.cz/english/>

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1

The Mature Corporation

2 x 3 hours

7 & 14 Sep, 9:00 – 12:00 UK time



"Can firms simultaneously reconcile the creation of 'value' for both the market and society? Our belief, rooted in compelling evidence is that it is not just possible, but now essential."

Stuart Woollard BSc (Econ.), PMI

Maturity Institute Council Member
OMS LLP Managing Partner

1. Human-Powered Total Stakeholder Value

- Defining value, strategy and materiality from human intangibles
- Introducing the OMINDEX® ESG diagnostic
- Linking people to intrinsic and Total Stakeholder Value

2. OMINDEX® as a Total Value Management system

- Purpose, values and a mature strategic framework to realize value through human potential
- Critical management systems - learning, quality, innovation, performance and risk
- Leadership and management quality - trust, authenticity, communication and decision making

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2

Mature Human Capital Management

2 x 3 hours

21 & 28 Sep, 9:00 – 12:00 UK time



"All leaders and managers must now understand how all people connected to their organization are sources of value, and if managed badly, can become sources of significant risk."

Paul Kearns BA (Econ.), PMI

**Maturity Institute Chair
OMS LLP Senior Partner**

1. The Profession of Human Capital Management (HCM)

- Professional standards & evidence-based people management
- The role of HCM in organizations to generate sustained value
- A universal standard and common language for HCM

2. Strategic HCM as competitive advantage

- Integrating HCM within core business strategy - aligning c-suite, corporate functions and other stakeholders
- Re-thinking the whole system of human capital - theory and practice
- HCM measurement and reporting - developing diagnostics and evidence for effective decisions

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3

Mature Organizational Learning

2 x 3 hours

5 & 12 Oct, 9:00 – 12:00 UK time



"Mature firms can most accurately be described as whole, learning systems; where L&D is an investment for which we can clearly identify the value it creates."

Stanislav Tichý MMgt. AMI

Maturity Institute Learning Impact Lead
humancraft Partner

1. Organizational Maturity – an evolutionary journey towards the learning organization

- The learning organization in practical terms
- Learning Maturity as an evolutionary system
- Diagnostics – where you are on the path towards the Learning Organization and taking the next steps

2. Learning impact & value contribution evaluation system

- Learning evaluation – the why and how of evaluation and understanding what is possible
- The problem with embedding learning impact and how to overcome it
- Designing a learning program with measurable impact

INCREASE YOUR COMPANY'S TOTAL STAKEHOLDER VALUE

This programme will begin your **ORGANIZATIONAL MATURITY** journey to becoming a professional **OMINDEX®** (Organizational Maturity Index) and Maturity Institute practitioner

THE BUILDING HUMAN-POWERED ORGANIZATIONS PROGRAMME WILL HELP YOU TO:



- **Identify** the most value-promising organizational changes, to engage your internal and external stakeholders and drive the change process to achieve desired outcomes
- Gain a new perspective and unique understanding of how human intangibles create financial and ESG value while reducing risk via **Total Stakeholder Value (TSV)** creation
- Effectively integrate organizational maturity and human capital into corporate strategy
- Develop more effective company reporting by using **OMINDEX®, MI standards** and analysis that coherently link ESG and materiality
- Better identify **human related risk** material to company performance, across all stakeholders
- Utilize **OMINDEX® and MI standards** across multiple company practices e.g. board committees, performance management, and annual reporting
- **Become a member of MI** and join an exciting network of professional practitioners

PROVEN METHODOLOGY

OMINDEX® and MI methodologies have already been **research-tested** with leading universities and evidenced to connect to **business improvement** and **risk mitigation**.



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CAMBRIDGE
Judge Business School



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Business School

