



Investor HR Metrics for Annual Report

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Introduction

21st century is a “service economy”, which is based on information and knowledge. The number one investment in this new economy is people as it has a significant impact on organizational performance and therefore of great interest to investors and regulators. Global bodies such as the Sustainability Accounting Standards Board USA and the International Integrated Reporting Council UK recommend standards that include reporting on human capital. There is a swell of interest by the boards and investors in human capital measurement and reporting. Shareholders are interested to know as how the investment in Human Capital impacts the bottom line of the organization. They are keen to see logical and verifiable connections between human capital investments and organizational success. Key responsibility of HR is to demonstrate those connections with data and ratios. Investor metrics present full picture of the human governance key performance indicators, thus providing evidence of underlying strengths or risks, which might otherwise be overlooked in traditional headcount reporting. These metrics have a direct bearing on financial and social value creation by the organizations. The primary focus of the investor metrics is to determine the long-term viability of organization thus mitigating the risk for the shareholder.

Objectives

- Discuss global best practices on human capital strategic data capture, measurement, analysis and reporting for internal and external stakeholders.
- Identify vital HR metrics that are in consonance with the organization's leadership direction, proportionate, practicable, industry relevant, material to an organization's business and operating model, regulatory, political and social context.

Benefits

- Stakeholders can derive better understanding of human capital investments' impact on present and future performance of company.
- Diagnose HR financial and non-financial measures, understand the messages in data, with a view to become competitive, cost effective and yet responsive to business needs.

Recommended for

This program is intended for CHROs, Senior HR Executives and Company Secretaries

Program Fee

- SHRM Members: 18,000
- Non Members: 24,000

**All Prices are Exclusive of Taxes
We also facilitate in house session*



Facilitator
Zahid Mubarik
SHRM-SCP, SPHRi, GPHR

CEO HR Metrics, founder President SHRM Forum and Chairman Pak HR Standards Committee. Only HR leader from South Asia, who became member of ISO Geneva global HR Standards Development Committee comprising of USA, UK, France, Germany, Sweden, Switzerland, Austria, Norway, Netherlands, Portugal, Pakistan. Led Pakistan in ISO global meetings and SHRM conference in various parts of world including Washington, Texas, Las Vegas, Orlando, London, Melbourne, Rotterdam, Paris, Singapore, Beijing, Dubai, Bali. Currently global Convenor/Chair of ISO “HR Metrics Standard”. Member Board of Directors “Centre for Global Inclusion” USA. Served as Member Special Expertise Panel, Human Capital Measurement Metrics SHRM USA. An internationally acclaimed thinker, writer and speaker in national and international conferences. His analytical HR papers and expert talks have been featured by international media including World Bank Washington, CNBC, Dawn and Business Recorder.

For registration



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