

Dear Colleagues,

Thank you for your participation in our annual IHRF meeting on 05 January 2011.

As discussed, the IHRF sessions will be half day meetings from 14:00 to 17:00 (including a short break) on specific issues and will include a combination of:

- Best practices
- Knowledge sharing
- Expert seminars on HR related topics
- Case study presentations

The sessions will include case study presentations from HR colleagues, best practices, and a final tool kit approach to help you improve HR systems and processes in your organization. In some cases, such as legal issues, economic trends and labor law related issues, expert advice will be sought.

Based on your comments and feedback, the agenda for 2011 is as follows:

1) A) Performance based compensation

Wednesday 2 March 2011, 11 Esfand 1390, 1400-1515

- *What is performance based compensation?*
- *What are the tools and methods used in performance based compensation?*
- *What is the market trend in this regard?*
- *How to utilize performance based compensation to increase employees' efficiency?*

B) Company benefits (Emphasis on insurance)

Wednesday 2 March 2011, 11 Esfand 1390, 1530-1700

- *What company benefits do we see in our organisations?*
- *What insurance covers are available in Iran?*
- *What are the trends in insurance covers?*
- *How can we make efficient use of insurance benefits in companies?*

2) A) Economic Outlook

Tuesday 26 April 2011, 6 Ordibehesht 1390, 1400-1515

- *Economic perspective in Iranian new year with a glance at its effects on HR capital and HR budget.*

B) Restructuring, Downsizing and dealing with change (Round table)

Tuesday 26 April 2011, 6 Ordibehesht 1390, 1530-1700

- *Market trends on downsizing.*
- *What is restructuring and how is it applied?*
- *The role of change management in restructuring.*

3) Labor Law

Tuesday 3 May 2011, 13 Ordibehesht 1390, 1400-1700

- *Review of labor law basics.*
- *Labor law modifications in the Iranian new year.*
- *Questions and answers.*

4) SSO

Tuesday 24 May 2011, 3 Khordad 1390, 1400-1700

- *Review of SSO basics.*
- *SSO modifications in the Iranian new year.*
- *Questions and answers.*

5) Talent Management (Best practice review)

Tuesday 28 June 2011, 7 Tir 1390, 1400-1700

- *What is talent management?*
- *Why is talent management important?*
- *How do companies recognize their high potential employees?*
- *What tools do companies use for managing their talent?*

6) A) Economic Outlook

Tuesday 27 September 2011, 5 Mehr 1390, 1400-1515

- *Economic perspective in second half of Iranian year and projections for 2012*

B) Matching staff with new HR procedures (Best practice review)

Tuesday 27 September 2011, 5 Mehr 1390, 1530-1700

- *What is meant by new HR procedures?*
- *How can companies make efficient use of these procedures?*
- *What are the challenges that companies face in this regard?*
- *How is this affected by cultural issues?*

7) A) Retention

Tuesday 25 October 2011, 3 Aban 1390, 1400-1515

- *What is retention?*
- *What tools are companies using to retain key performers?*
- *What tools do companies use to identify key performers?*
- *When should companies apply retention policies?*
- *How does brain drain affect talent management in companies?*

B) Human Capital Efficiency

Tuesday 25 October 2011, 3 Aban 1390, 1530-1700

- *What is HR efficiency?*

IHRF Agenda - 2011

- How can HR efficiency be measured?
- What are HR efficiency KPIs?
- How can we increase HR efficiency?
- What's the role of succession planning in increasing HR efficiency?

Please note if there are less than 5 participants for any session, the session will be cancelled.

Join the IHRF and keep HR on the management agenda! Through your active participation we will help develop HR in Iran.

Best wishes to you in 2011!
The IHRF team
January 2011