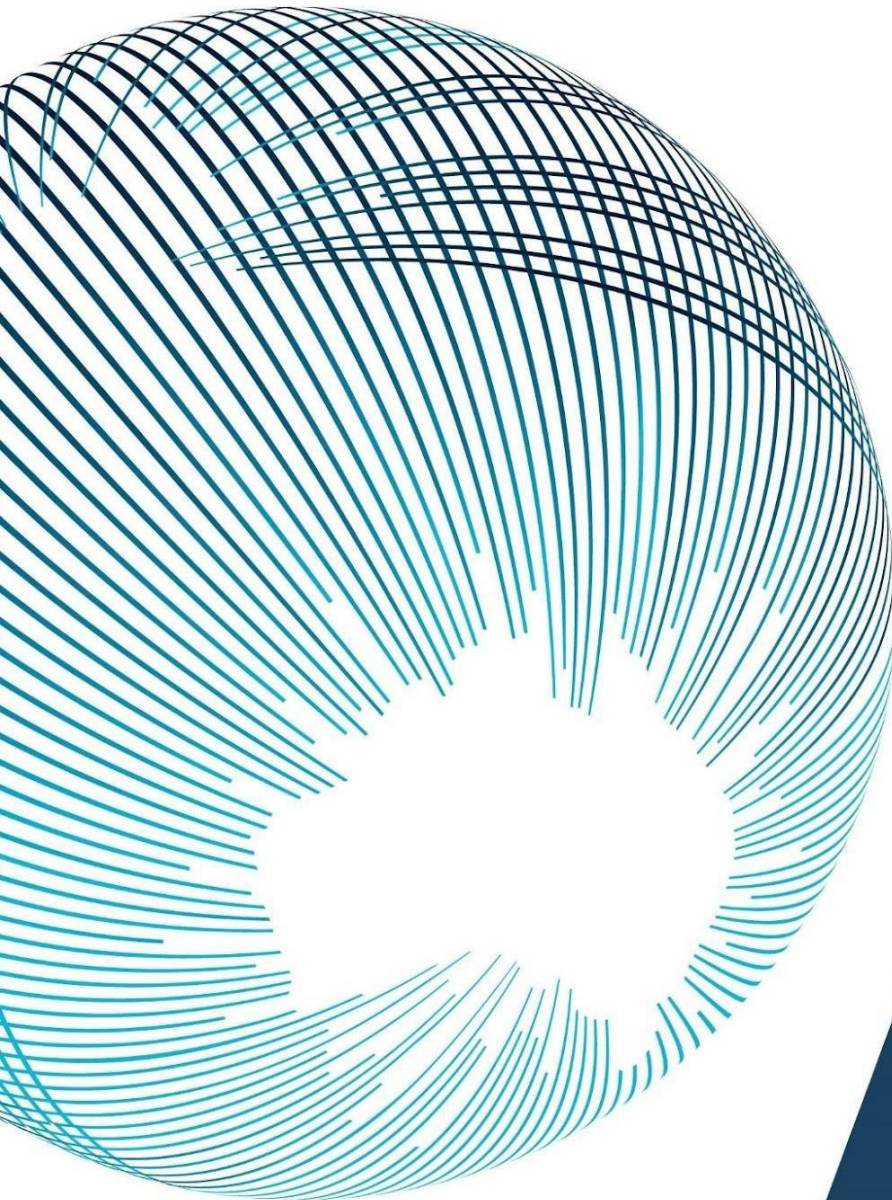




Australia Awards

# Human Resource Leadership for Future Work – a Mekong Region Short Course



## Goals and purpose of the Laos Australia Institute

The Laos Australia Institute (LAI) is a partnership between the governments of Australia and Laos, with the aim of improving skills and capacities, at both the individual and organisational levels, to support economic and social development priorities in Laos. The mission of LAI is to improve Laos' human resources through scholarships, training and organisational capacity building.

LAI administers Australia Awards on behalf of the Government of Australia. Australia Awards are prestigious international scholarships and short courses offering the next generation of global leaders an opportunity to undertake study, research and professional development. Australia Awards contribute to the long-term objectives of promoting growth and stability in our region, as well as strengthening links between people and organisations to enhance mutual understanding and cooperation. They equip recipients with the skills and knowledge to drive change and contribute to the economic and social development of their own countries, in effect, building the human resource capacity of partner countries within mutually agreed development sectors.

Australia Awards Short Courses are targeted programs of intensive training to address specific technical or soft skills gaps. They are formal study or training opportunities delivered by an Australian higher education provider or a Registered Training Organisation in Australia and/or in partner countries.

## Course title and dates

### Human Leadership for Future Work

**Planned Dates (TBC): late June or early July 2023 to November 2023 (20 days in 3 modules)**

## Course background and objectives

The world of work is changing everywhere due to technological advances, impacts of climate change and the COVID-19 pandemic. Providing the population with equitable access to lifelong learning for work and decent jobs is a concern for all responsible governments.

To address these changes, ASEAN has published a Declaration on Human Resources Development for the Changing World of Work and Its Roadmap (2020). The Roadmap translates the commitments of the Declaration into concrete actions that contribute to the attainment of the ASEAN Vision 2025 of a people-oriented, people centred ASEAN Community where the peoples enjoy higher quality of life and the benefits of community building.

LAI will offer an Australia Award Short Course to help ensure that emerging Human Resource Management leaders in the Mekong region are well prepared to develop their human resources ready for this future world of work and raising the capability and productivity of the ASEAN workforce. Participation in this course will ensure the participants are aware of current national, regional and international issues regarding the need for equitable, inclusive skills development to adapt to the changing world of work; relevant policies for continuous professional development and implementation strategies; the role of goals, performance indicators, incentives and recognition in managing work performance; functional labour market information systems; and institutionalising strategic human resource development planning to ensure a capable workforce. These broad topics are drawn from the ASEAN agreed Roadmap.

The course will engage participants in reflection on their personal competencies as human resources leaders for future work, identifying particular areas of competency they may wish to strengthen and how they might pursue this. The participants will seek ways to establish long term professional relationships between the MAP countries to support collaborative efforts to achieve the ASEAN Vision 2025.

This course will be designed and delivered so that participants can attend the Australian Human Resources Institute (AHRI) Convention to be held 8 - 10 August 2023. This convention is the largest human resources networking event in Australia, where the latest thinking, and trends in practices and tools are presented and available for evaluation by individuals and organisations in a professional networking environment.

*This course will be delivered by experts managed by a reputable Australian education provider yet to be selected.*

## Course outcomes

On completion of the course participants are expected to have achieved the following learning outcomes.

- Describe, compare and discuss current national, regional and international issues and responses regarding the changing nature of work, including barriers to diversity, equity and inclusion in formal employment.
- Identify important features of relevant policies/decisions for continuous professional development and strategies for their implementation to recognise the diversity of individual needs and to ensure the workforce is future work ready.
- Appreciate the role of goals, goal alignment, performance indicators, incentives and recognition, and use those in managing work performance and performance development.
- Specify users' needs for labour market information systems that will assist human resource management and decision making in their context.
- Diagnose institutional strengths and weaknesses of their own organisation's strategic human resource development planning to ensure a diverse, inclusive and capable workforce.
- Understand key steps in proven effective change management practice.
- Name individuals or organisations in Australia and neighbouring countries with whom they will benefit from developing and maintaining contact/s.
- Report their personal learning from a human resource leadership project undertaken as part of this course.

Once the participants have been identified, these objectives will be tailored to meet their individual learning objectives and the needs of the identified projects.

## Proposed Course structure

**Please note: Exact dates will be confirmed in late May**

	work release	Jun	Jul	Aug	Sep	Oct	Nov
<b>Module 1:</b> Introductions, core concepts and project briefing	5 days in Laos	26 – 30 or	03 – 07				
<b>Module 2:</b> <b>Study tour in Australia</b> Engage with Australian organisations and Australians about the latest thinking, and trends in practices and tools for managed and developing human resources. Discuss and evaluate the usefulness of these for the context in Mekong countries. Develop implementation plans for your project on return to your country.	12 days in Australia			07-18			
<b>Participant project work</b>	on the job						
<b>Module 3:</b> Deepen understandings of core topics and leadership styles, presentation of project work	3 days in Laos						06 - 08

## Practicalities

**Mekong Australia Partnership funding will cover the cost** of travel for the course, visas to Australia, travel insurance, accommodation for the course and per diems for living expenses.

**Participant accommodation** will be in two-bedroom apartments, with each person having their own bedroom and males and females do not share one apartment.

## English Language Requirement

No interpretation will be provided. Participants must be able to demonstrate sufficient ability in reading, listening and speaking to actively participate in this course, including networking with their peers in English in Australia.

## Participants

The course is being offered to up to 25 participants from Laos, Vietnam, Cambodia, Thailand and Myanmar – the five MAP countries. Applications are invited from those who can make the appropriate commitments to learning and be released for the time required for the course - including travel to Australia.

Selected participants will be required to have the following profile:

- Middle to senior management level with responsibilities, including leading a team;
- Demonstrated experience in managing HRM issues and improvements in HRM practices in their workplace (based on a personal statement). Preference may be given to applicants whose current role is identified as a HRM or HRD function;
- Minimum IELTS score of 5.5 in Speaking, Listening, Writing and Reading;
- At least bachelor level education; and
- Commitment to;
  - prepare and implement an Award Project - an individual or small group development project as part of the course that demonstrates practical application of their learning,
  - engage actively and foster networks with multiple stakeholders,
  - disseminate learning from the course with colleagues and peers, and
  - travel to Australia as part of the group.

Applications from women, people with a disability and from ethnic minorities are strongly encouraged. LAI will manage the final selection of the participant group (including confirmation of English ability if needed) from across the region for this course.

## Participant Application Process

To apply for a position on this course please complete all details in the Participant Information Form, including supervisor's (or appropriate senior officer) approval, and submit via email to [infohrd@laosaustraliainstitute.org](mailto:infohrd@laosaustraliainstitute.org) by **11:59pm Sunday 21 May 2023**.

The Participant Information Form provides individual participant information, a work-based project idea relevant to the course, supervisor's signature of support to release the participant for the course, and participant agreement to commit to actively participate in the course.

All participants must:

- be a citizen of and residing in a Mekong country;
- not be current serving military personnel;
- not have Australian permanent residence status or be applying for permanent residency;

*LAI will send confirmation of participation and more course details to participants by 31 May 2023.*



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