**HMO Training Heritage Leaders**

**Autumn 2017**

**Executive Leadership Development in Heritage Management Workshops**

***Human Resource Management for Heritage Organizations***

**22-24 November, 2017**

*Location: HMO Headquarters, Kimonos 11 & Pagkalou, Elefsina, Greece*

This workshop explores the **crucial subject of people management in not-for-profit Heritage Organizations**. People are simultaneously the largest single item of operating costs and the only source of conservation, service and innovation. They are therefore the key asset in all organizations focused on those objectives and the management of people is a key concern for executives.

During these **3 days**, the importance of human resource management in not-for-profit organizations and the distinctive nature of such organizations (public and non-government; large and small) will be investigated. The different stages of management of employees and volunteers will also be examined, in an effort to identify the key issues and the practical options available to managers who are not HRM experts.

The course involves working with the participants to surface their issues and concerns, to encourage mutual sharing and learning and to developing ideas and networks.

Please note that these three days offer an **opportunity for reflection and learning** and for that, **active participation** from all course members is **required**. This course does not come with a pre-established set of answers. It is the firm belief of the its organizers and leaders that whilst it is possible to learn from existing research and experience, there is no ‘one best way’ that fits every organization: people management is different in every context and it is the responsibility of managers in each case to understand their situation and to take appropriate action.

The workshop’s leader, **Chris Brewster**, is Professor of International Human Resource Management at the Henley Business School, University of Reading, UK. In addition to his teaching role and consultancy assignments for many private sector organizations, Prof. Brewster has worked with the United Nations, many of the UN organizations and agencies, the European Commission, the IFC and the AfDB, NGOs and other international organizations on various aspects of their own human resource management. A prolific author with 30 books and over 200 articles published, Prof. Brewster has also been entrusted with drafting the new six-year HRM strategy for UNESCO and was awarded in 2002 the Georges Petitpas Memorial Award by the World Federation of Personnel Management Associations (WFPMA) in recognition of his outstanding contribution to international human resource management.

* Suggested donation for participation: **1500 Euros** (tuition, refreshments and light lunch)
* **All applications** will be considered for a **scholarship**.
* **Headley Trust** **scholarships** (partial or full coverage towards tuition, board and accommodation) will be available for heritage managers from **Balkan countries** and **Turkey** (excluding airfare/travel expenses and the 2017 HMO membership fee).

To apply for this workshop please:

* 1) fill in and submit the [HMO Executive Leadership Program in Heritage Management Application Form](https://drive.google.com/open?id=1SUM6NqWq_C0wrEwLChPXp0jwwXR2J6ZvLpTAM0M6CHI)
* 2) after receiving confirmation of receipt of your application, complete the application process by submitting your **curriculum vitae**, **personal statement** and **reference letter** (which may come in separately by your referee at their earliest convenience). All your application documents may be submitted by email to inherity.info@gmail.com. Applications should not exceed 750 words in total and your curriculum vitae should be up to 1000 words maximum.
* 3) a reasonable proficiency in spoken and written English is required to attend the course. In order to assess it, applicants will be asked to participate in a personal (spoken) interview.

After acceptance of their application file, participants will receive an official letter outlining in detail the conditions of participation. **HMO membership** is required for participation in all HMO Executive Leadership in Heritage Management Workshops. Participants will be asked to arrange payment of the [HMO Membership Fee](http://www.inherity.org/get-involved/join-us/) for 2017 and book their accommodation in Elefsina by filling in and submitting the [HMO Human Resource Management 2017 Workshop Booking Form](https://drive.google.com/open?id=1a2K2rOwlIqTPArhNhB_s6SgQ7kMo3HqcQVPvtPa4Dio) Recipients of scholarships for participation in this workshop are required to pay the general HMO membership fee (100 Euros).

***Spaces for this workshop are limited, so please apply early***

***The first application deadline is Friday October 13, 2017***

For questions regarding the application process and the administrative aspects of the course, contact Dr. Eleni Drakaki at inherity.info@gmail.com

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