



Leveraging the People Ecosystem

HR's role with suppliers,
distributors, agencies and
intermediaries

Who is it for?



Leveraging the People Ecosystem

HR's role with suppliers, distributors, agencies and intermediaries

You will need to align HR practices across your human ecosystem to get access to better quality work and valuable innovations.

The ideal programme for:

- Experienced HR managers and executives who want better align their HR policies across their company's supply chain/ecosystem.
- Business leaders who want to capture the opportunities of consistent people practices across the supply chain (and avoid the risks of 'non management').

Why attend this programme?

- Every company is part of an ecosystem that consists of suppliers, distributors, agencies, intermediaries, and more. All of them are managed by humans who directly or indirectly add value to your business.
- Closely managing these 'third-party assets' can add value and reduce risk. You need to make sure that people across your ecosystem are willing, skilled, and able to support your company's goals.

Key Benefits and Learning

APPRECIATE

the impact of the total human ecosystem on the results of your business.

INITIATE

a programme to harmonize HR practices across your ecosystem.

IDENTIFY

opportunities and risks in the human resource practices across your supply chain.

DELIVER

some practical 'quick wins' to your business.

Key Competencies

- Human Ecosystem
- Employee Mobility
- Internal Stakeholders
- Supply Chain
- Prioritise
- Influence

Learn and Practice

Leveraging the People Ecosystem - HR's role with suppliers, distributors, agencies and intermediaries is **highly interactive and introduces a practical framework** for action which you will learn by applying it to your own organization.

HR and the human ecosystem

1

- Your business is bigger than you think. Scoping the human ecosystem.
- Why HR should get involved with 'third party' employees?
- Challenges and opportunities in eco-system HR.

Assessing the state of your human ecosystem

- The Human Ecosystem Scan – how aligned are ecosystem HR policies, mindsets, labour conditions, ... aligned to your company's objectives and values.
- Case: The COMPANY CASE (based on ecosystem scan above).
- Application: Trying out the Human Ecosystem Scan with one partner.
- Group discussion: Trying out the Human Ecosystem Scan with one partner.
- Working with ecosystem partners to co-create a roadmap for alignment.
- Practical challenges and opportunities to consider when getting started.

2

Mapping the human ecosystem

- The Human Ecosystem Canvas.
- Case: The Online Retail Company.
- Application: Map your own company's human ecosystem.
- Group discussion: Map your own company's human ecosystem.
- Prioritize where (not) to get involved in the ecosystem.
- Starting the ecosystem HR conversation in your company.

3

Learn and Practice

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From concept to action

4

- Elements of an Ecosystem HR action plan (from vision to practicality).
- Introducing your Ecosystem HR plans to internal stakeholders.
- Application: Testing the HR ecosystem waters.
- Application: Testing the HR ecosystem waters.
- You cannot do it all: identify your first win.
- Getting started: Your personal action plan.

5

Practical quick wins

- Help your purchasing department select vendor teams with compatible culture/personalities.
- Set up an HR ecosystem platform for knowledge sharing and economies of scale.
- Set up an employee mobility programme across ecosystem partners.

The MCE Difference

1

International Programmes

MCE Participants come from over 100 countries and all the main industries. Network and exchange experience with other international business professionals.

2

All about YOU

This programme is about you! You will get intensive feedback from your faculty and a multi-cultural group of participants.

3

Personal Management challenges

You will bring your own management challenges and these will be addressed in the programme with solutions and input from the whole group.

4

Experienced International MCE Faculty

The programme is facilitated by an experienced senior manager who knows what it is like to work in an international business environment and how to leverage diversity to the team's advantage.

5

Implement what you learn

Everyone knows the theory. But can you do it? MCE's programmes allow you to practise and to implement what you learn as soon as you are back in the office.

6

Action Plan

You will leave the programme with a concrete action plan to ensure you are implementing the learnings back at work and become a successful manager.

Practical Details

This programme is available in 2 formats:
Face-to-Face & Live Online

Face-to-Face



Leveraging the People Ecosystem - HR's role with suppliers, distributors, agencies and intermediaries

Human ecosystem, employee mobility, internal stakeholders, supply chain, prioritise, influence



Face-to-Face



2 Days



€ 2,950

Live Online



Leveraging the People Ecosystem - HR's role with suppliers, distributors, agencies and intermediaries

Human ecosystem, employee mobility, internal stakeholders, supply chain, prioritise, influence



Live Online



4 X 3 hours



€ 2,450



Also available for your teams as an In-Company programme

To register or find the latest dates:



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Key Facts *About MCE & AMA*



10,000,000

participants on AMA & MCE programmes in the last 10 years



92%

of Fortune 1,000 companies are our business partners



96%

of participants report they are using what they have learnt at AMA & MCE



1,000+

expert facilitators globally



100+

Open Training Programmes running throughout EMEA



98

year's experience working with our clients around the globe

MCE Management Centre Europe®

One of the largest providers of International Management Development services in Europe, Middle East and Africa.



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