

### Who is it for?

This course is intended for top /senior line managers and for HRM managers who are responsible for delivering organizational success through their people.

### What's in it for me and my business?

Management is the process of getting results through people. It is by your results that you will be judged. Getting people to deliver consistent high quality results therefore is the "holy grail" for any organizational manager. Managers who have the know-how and the ability to create and nurture a culture which values, respects and expects high performance from its people are the managers who will distinguish themselves in the competitive marketplace.

### What will I do and experience during training?

You will:

- Explore and understand what organizational culture is and what are the factors which influence and determine the creation of an organizational culture
- Examine the importance of culture as a force and determinant of an organizations long-term success (or failure)
- Study the 5 key determinants of organizational culture and apply the 5 factors model to your own organization
- Learn the 5 steps to changing an organizational culture
- Learn the 4 principle of successful culture management

### What will I be able to do after I receive training?

You will be able to:

- Carry out a "performance culture diagnostic" in your organization to determine your position on the 4 quadrant matrix
- Describe the "High Challenge / High Support" Model and apply it accurately to your organization
- List the 10 building blocks of creating a high-performance culture
- Identify which of the blocks are in place in your organization and which ones are missing
- Start the process of building a high- performance culture in your organization

### Venue and date

**16<sup>th</sup> November 2010.**

**9am – 17pm**

**Training Academy**

**PricewaterhouseCoopers**

**Airport City 88a Omladinskih brigada  
Belgrade**

### Language

Training will be delivered in English.

### Fee

240 EUR (plus VAT) payable in dinars.

For more information please contact:

[training.academy@rs.pwc.com](mailto:training.academy@rs.pwc.com),

tel: 011 3302 100

Registration form is enclosed to this e-mail.



Eugene O'Curry is a hugely experienced management skills trainer and capacity building professional with over 30 years applied experience in both the private and public sectors.

A banker by original training Mr O' Curry worked for 25 years (1973-1998) with Allied Irish Banks in Ireland, the U.K. and on International consulting assignments in the FSU. Mr O'Curry served as Group Human Resources and Training Manager for Allied Irish Banks U.K. (1985 to 1991) in this role was responsible for establishing and overseeing the implementation of the Human Resource & Training strategy, policies, standards and procedures for the Retail / Corporate / Treasury and Group Support functions of the Bank in the UK.

Mr O'Curry has over 25 years experience in Management Training and is an acknowledged specialist in personal effectiveness skills training for managers. He has written and delivered training programmes in personal effectiveness skills for hundreds of managers on the 24 projects he has successfully completed in 13 countries for the EU / World Bank / DfID / MEDA almost exclusively in the transition economies of CEE/ FSU and emerging economies in Asia / Africa and the Middle East.

Mr O' Curry is an Associate Management Skills Trainer / Facilitator for the Irish Management Institute (IMli) since 1994 and an accredited short- listed Management Skills Trainer for the European Training Foundation (ETF) since 2003 and since 2009 senior trainer in PricewaterhouseCoopers Training Academy.

He has lectured on Management Skills best practices in many European countries and he has lectured on Human Resource Management to MBA students and teachers in both Western Universities (Haute Etude Commercial HEC - Paris) and Eastern Universities (Novosibirsk, Kemerovo, Ferghana, Dnipopetrovsk, Simferopol, amongst others ) (1997- 2005)