

HERITAGE

THE HERITAGE MANAGEMENT ORGANIZATION

The Heritage Management Organization

Training Heritage Leaders

Autumn 2019

Executive Leadership Development in Heritage Management Workshops

Human Resource Management for Heritage Organizations

4-6 October, 2019

*Location: Meropeion Foundation, Dionysiou Areopagitou 45, 117 42 Athens, Greece
& Syllogos ton Athinaion, Kekropos 10, Plaka, 10 558 Athens, 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 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

HERITAGE

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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.

- For **participation costs/fees**, contact us at inherity.info@gmail.com
- **A. G. Leventis Foundation scholarships** (partial or full coverage towards tuition, board and accommodation) will be available for heritage managers working on (broadly defined) Greek cultural heritage (excluding airfare/travel expenses and our Organization's 2019 membership fee).
- **J. M. Kaplan Foundation Scholarships** (partial or full coverage towards tuition and accommodation) will be available for individuals actively involved in the research, study and promotion of a) the sites of **Corinth, Delos, Larisa, Olympia, Pylos, and Sparta in Greece**; b) the site of **Stobi in Republic of North Macedonia**; c) the site of **Tipasa in Algeria** (excluding airfare/travel expenses and our Organization's 2019 membership fee)
- **Various other scholarships as well as Heritage Management Organization scholarships** for participation will be available for qualified candidates (excluding airfare/travel expenses and our Organization's 2019 membership fee).

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To apply for this workshop:

- 1) fill in and submit the [Executive Leadership Program in Heritage Management Application Form](#)
- 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 their participation. [Heritage Management Organization Membership](#) is required for participation in all of our Organization's Executive Leadership in Heritage Management Workshops. Recipients of scholarships for participation in this workshop are required to pay the general Heritage Management Organization's membership fee (100 Euros).

Spaces for this workshop are limited, so please apply early

Deadline for applications: Tuesday 10 September, 2019

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