One Stop Shop for HR Solutions

Future Leadership Program

Pro Academy
VSHR

EMPOWERING COMPANIES BY PEOPLE, EXPERTISE, AND STRATEGY

Our work makes companies more Productive, Effective and More Profitable.

The values we bring

Our Clients

Our Background

3
Years
Research in Companies and Culture around Vietnam

150+ COMPANIES

Pro Academy
VSHR

WorkForce Transformation

Human, Culture & Process Audit

Solution for People	Solution for Expertise	Strategy Solution
Recruit Process Outsourcing (RPO) Solution

Pro Management Trainee Solution | Training 4.0

Pro EduX

Future Leadership Program | People Empowerment

Echo Brand

Human, Culture, Process Audit |

Every individual achievement of employees is directly ties to manager

GALLUP

Development Of Managers

Is an expansive process in usual ways.

Process?

Management Creation Process

	Graduate Hiring	Management Trainee	Note
Recruitment Cost	10 - 15 M VND	50 M VND	Total MT Program Cost 500+ M VND
Monthly Salary	10 M VND	20 M VND	2x Operational Cost
2 Year Salary	240 M VND	480 M VND	Total Cost
2 year Total Cost	250 M VND (But it takes 4 to 5 years to create a manager)	530 M VND	2x Faster

And more bleeding

- **Low level of integrity**
- **Low Employee loyalty**
- **Not learning new skills results low productivity**
- **Low motivation due to no career advancement**

Results
High Turn Over
Company lose money

Manager Development

Apple to Apple

	Management Trainee Program	Normal Approach	Future Leadership Program
Duration	2 Years	3 - 5 Years	Reduce the time by 50%
Recruitment Cost	High	Rehiring Cost Very High	Reduce hiring and rehirng cost by 50% - 100%
Manager Creating Cost	540 M VND (investment)	700 - 900 M VND (5 years duration)	50 M VND Big deduction in investment Cost

How FLP will build your future manager

- 3 - 6 Month management bootcamp Program
- 6 - 8 Offline workshops
- Learning model - Focus group, workshop, whiteboard session, mentoring & Coaching.
- Attendees will develope companies projects during the workshop
- Practical approach by C Suit /Director level trainers

What will be the result?

How FLP will build your future manager

- 70%+ of the assigned project is completed or on track.
- 70%+ project KPIS will meet which are assigned and tracked during the FLP program
- 50% - 80%+ increase of the trainee's productivity and effectiveness as leader/manager.
- 50%+ trainee ready to take more bigger scope of works or get promoted after finishing the FLP Program
- Trainee managers could able to drop the turnover rate of their own team by 20% - 50%.

FLP Solutions Packs

Essential Pack		Platinum Pack	
3 Months Duration		6 Months Duration	
Standard Solution	Pro Solution	Standard Solution	Pro Solution
A standard program curriculum based on Pro Academy's 3 years of research on industry issues and Pilot solutions initiatives 6 workshops	Company specific solution to identify the existing issues and future goals. Courrculamn will be developed and deliver based on a 18 steps process and deliverables. 8 - 10 workshops	A standard program curriculum based on Pro Academy's 3 years of research on industry issues and Pilot solution initiatives 6 workshops	Company specific solution to identify the existing issues and future goals. Courrculamn will be developed and deliver based on a 18 steps process. 8 - 10 workshops

Pro Solution with 18 Deliverables steps

Consult and provide solutions

Step 1	Consulting Client's Leadership team Member to point out the problems, issues	Program Director
Step 2	Discovery meeting, survey with key members to clearly understand the problems or skill gaps or issues	Chief Training Officer Program Director
Step 3	Identify the expertise required to solve problems for the client's team	Chief Training Officer Program Director
Step 4	Design a training solution to response those identified issues and skills gaps	Chief Training Officer
Step 5	Prepare the workshop and learning model	Chief Training Officer
Step 6	Invitation to the Clients team member to workshops	Program Director
Step 7	Select and assign different projects to each trainees with KPIs	Program Director Coaches
Step 8	Every 4 weeks, Program Director will send out the progress report to HR Director about each trainee's project performance and a spider skill map	Program Director Coaches
Step 9	Facilitate and coach the trainees though online platform outside the workshop	Program Director Coaches
Step 10	1 team building activities outside the workshop or class room envirnment	Program Director Coaches

We Provide Solution

Consult and provide solutions

Step 11	Delivery all the workshop to the trainees	Program Director
Step 12	Prepare a report based on the data collected during the workshop Prepare a report before after about each trainee's skills & Performance	Chief Training Officer Program Director
Step 13	Submit all reports to the CEO / HD Director the final report card and skill map journey showing before and after	Chief Training Officer Program Director
Step 15	Graduation Ceremony for all trainees Showcasing the hero journey	Chief Training Officer
Step 16	Present the report and Provide a consulting session for the HR leaders / CEO, to support their HR strategy	Chief Training Officer Program Director

Addinational Steps Can be added (Optional)

(with additional fees)

Step 17	Installation and deloy the Knowledge retention tool	Program Director
Step 18	Setup 3 months focus group to support the development journey of the trainees, 1 session per month.	Coaches Program Director

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Pick Your Right Options

Essential Pack		Platinum Pack	
3 Months Duration		6 Months Duration	
Essential Standard Solution	Essential Pro Solution	Platinum Standard Solution	Platinum Pro Solution
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18 M VND / Trainee	29 M VND / Trainee	30 M VND /Trainee	40 M VND /trainee

Voice of Founder & Chief Training Officer

JOHN MASUD PARVEZ

What is the meaning of the word 'Company'? It means a group of people who are working together to create products and services for customers.

Did you notice the word 'people'. Yes ! That is the main focus to develop and every success of company is based on that. And it always starts from building the right work culture.

VSHR Pro Academy

Total Trainer

100+

Total Years of Experience

1000+

VSHR Pro Academy

OUR EXPERT & TRAINER POOL

Our Trainers Speak

English

Vietnamese

Japanese

French

Korean

HR Pro Academy
VSHR

Your
Business
Partner

Pro Academy
VSHR

Consult
Productivity
Growth