

ASTD Human Performance Improvement Certificate Courses

Offered by

Department of Workforce Education and Development
Southern Illinois University Carbondale

Human Performance Improvement (HPI) training is a comprehensive program for Human Resources and Organizational Development Professionals who are responsible for improving employee performance. Courses will be offered on the campus of Southern Illinois University Carbondale on Fridays, 1:00pm-5:00pm; Saturdays, 9:00am-5:00pm; and Sundays, 9:00am-5:00pm. For more information or to register, please email Carissa Semanski (semanski@siu.edu) or Dr. Keith Waugh (ckwaugh@siu.edu) or call 618-453-3321.

Human Performance Improvement in the Workplace (18 hours)-June 6-8, 2008—\$985

This course helps participants get their clients to articulate their business goals, link these goals to human performance, diagnose the current state of performance in the organization, find the root causes for performance deficiencies, implement solutions, and evaluate the results of the interventions implemented.

Analyzing Human Performance (18 hours)-July 18-20, 2008—\$985

Participants learn how to analyze their performance needs to optimize their HPI efforts. They see how to align their front-end analysis with the business results the organization is seeking, use analysis tools efficiently, and practice implementing them in their organizations.

Evaluating HPI Solutions (18 hours)-August 1-3, 2008—\$985

This course helps participants assess a number of evaluation theories and show how they apply to the HPI process. They learn the strengths and limitations of familiar evaluation processes as well as see how the Performance Improvement Intervention Model blends a number of models and ties them directly to the HPI process.

Selecting HPI Solutions (18 hours)-October 17-19, 2008—\$985

Participants become acquainted with some of the hundreds of possible interventions that can improve performance as they learn how to select the most appropriate intervention to close identified performance gaps. They also learn how to cost-effectively implement the intervention and troubleshoot the implementation process.

Transitioning to Human Performance Improvement (18 hours)-November 14-16, 2008—\$985

In this capstone course, participants use everything that they have learned in the previous courses to create a transition plan for their organization that will create an environment that supports the ideals of the HPI movement. They also get feedback on their plan before it is presented to their stakeholders.



Participants will receive 9 CEU's for completion of the program

For more information, please visit our website at <http://wed.siu.edu/public/>

