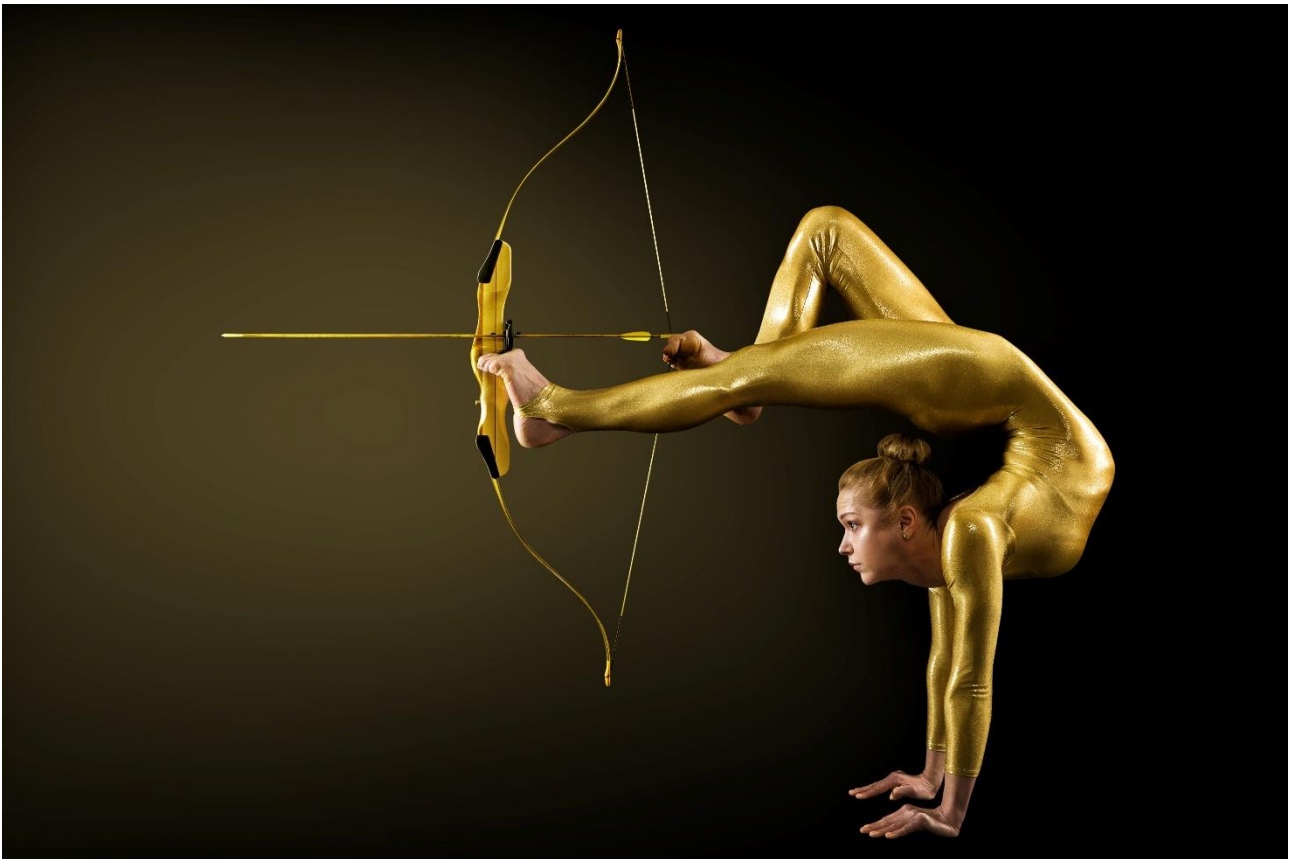


# F-TOP INSTITUTE

Learning from the Best Performing Companies



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## Learning Nugget - Critical positions

### Live 2-hour inspirational online session

Time to focus on "what moves the needle most" in critical positions. This is one out of 16 Learning Nuggets. A 2-hour inspirational session where we present "Best practice in people management" through pitfalls, best practice, metric & target ranges and business cases.

Our Learning Nuggets represent the most significant and value creating best practice in people management. The Nuggets are developed by analysing more than 1500 companies worldwide, every year, and are based on more than 350 metrics and 4000 activities including business cases. Get the most important and valuable knowledge about how the top performers are performing people management. In every process there are only a handful of things which make the significant difference. This knowledge we gather every year and package for our clients. Each Nugget consists of a 2-hour session where we present, interpret, and discuss the significant top performer practice.

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## Content

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### Pitfalls

We share the 10 major pitfalls financially top performing companies avoid but many others falling into (anonymous voting during the Nugget regarding own organization).

### Best Practice

The most significant practice is portrayed, and questions answered like (examples):

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The most significant practice is portrayed, and questions answered like (examples):

- How do financial top performers define critical positions?
- Are all your top managers critical (and why not)?
- What is the difference between a critical position and a critical person and how do top performing companies deal with those two groups?
- What exactly is the "insurance principle" that highly successful companies embrace regarding their critical positions?
- What are the most effective approaches applied by top companies in managing critical positions?
- If there is virtually no fluctuation among critical positions, what is the use of having successors in place?
- How can digitization help in managing critical positions?

### Metric and target ranges

We give you the most important metrics to keep track on (going from old-world reporting to high value metrics) including the target ranges most successful organizations reach.

### Business cases

We show why impact and top line focus is even in special times more important than pure cost focus. You will get to know the financial impact the process has on the business.

**Date**

24th January 2022 13.00 – 15.00 or

24th February 2022 9.00 – 11.00 or

16th March 2022 9.00 – 11.00

**Price** EUR 645,00

**Participants**

No matter if your current role is working in HR as executives, managers, business partners, HR professionals, HR generalists, HR specialists, HR experts, COE professionals, analysts, recruiters, talent managers and service professionals you will benefit from participating.

**Tutors**

Our Learning Nuggets are facilitated by international trainers and coaches with proven impact in HR, coaching, management consulting and blended learning.

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