

**Draft Programme**  
**3rd HR4ASIA Training Workshop**  
**„Retention and performance management“**  
**at Vilnius Gediminas Technical University, Vilnius,**  
**Lithuania**  
**7-9 May 2018**

Day 1, Monday 7 May 2018	
<b>VGTV Central building (lt. Centriniai rūmai), 7<sup>th</sup> floor, meeting room 704 (Saulėtekio al. 11, Vilnius)</b>	
9.00 – 9.30	<i>Registration</i>
9.30 – 9.40	Welcome word by the VGTV Vice-Rector for Strategic Partnership and HR4ASIA coordinator
9.40 – 9.50	Welcome word by the HR4ASIA project coordinator
9.50 – 10.00	<b>Introduction into the training workshop programme:</b> Aims and objectives, organisation of the process
10.00 – 10.45	Ice-breaking activities
10.45 – 11.15	Overview of the preceding 1 <sup>st</sup> and 2 <sup>nd</sup> HR4ASIA training workshops
11.15 – 11.45	<i>Coffee Break</i>
11.45 – 12.00	<b>Presentation of VGTV</b>
12.00 – 12.30	<b>VGTV strategic planning</b>
12.30 – 13.30	Group activity – <b>Reflecting on University Strategic planning</b>
13.30 – 14.30	<i>Lunch</i>
14.30 – 15.00	<i>Transfer to the Company – Danske Bank (Saltoniskiu str. 2)</i>
15.00 – 17.00	Company <b>case study on performance management and employee retention</b>
17.00 – 17.30	<i>Transfer to the City Centre</i>
17.30 – 19.30	<i>Sightseeing tour</i>
19.30 – 21.30	<i>Welcome Dinner (Pilies str. 2)</i>
Day 2, Tuesday 8 May, 2018	
8.00 – 9.00	<b>Theoretical framework of performance management at HEI</b>
9.00 – 10.30	<b>Performance management practices</b>
10.30 – 11.00	<i>Coffee Break</i>
11.00 – 11.30	<b>Retention strategies</b>
11.30 – 13.00	<b>Employee engagement as retention management tool.</b> Practical exercises
13.00 – 14.00	<i>Lunch</i>
14.00 – 15.00	<b>Employee retention strategies at HEI</b>
15.00 – 16.00	<b>The role of the performance management in the strategic HR management of HEI.</b> Practical exercises
16.00 – 17.00	<b>Transfer of the best HRM practices for the employee retention at HEI</b>

17.00 – 18.00	Group photo and Campus tour
<b>Day 3, Wednesday 9 May 2018</b>	
8.00 – 9.00	<b>Interplay of stakeholders in managing retention at HEI</b>
9.00 – 11.30	<b>Motivating incentives for employee retention at HEI.</b> Practical exercises
11.30 – 12.00	<i>Coffee Break</i>
12.00 – 13.00	<b>Staff training and skills development</b>
13.00 – 14.00	Panel discussion: <b>Conclusion of the 3<sup>rd</sup> Training Workshop</b>
14.00 – 15.00	<i>Lunch</i>
15.00 – 19.00	HR4ASIA Management board group meeting