



มูลนิธิพัฒนาทรัพยากรมนุษย์ระหว่างประเทศ

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**Foundation for International Human Resource Development  
(FIHRD)**

Foundation for International Human Resource Development

[www.fihrd.com](http://www.fihrd.com) , [www.chiraacademy.com](http://www.chiraacademy.com)



## Foundation for International Human Resource Development

### Background

Economic, social and political cooperation has become even more important for developing countries, especially under the new world environment of globalization and on-going technological change. It is now well recognized that human resource development is not only the key for the timely and effective management of constant changes. It provides also an important mechanism for building linkages and promoting collaboration of mutual benefit at local, national and international levels.

Developing programs of technical and economic cooperation in human resource development is therefore part-and-parcel enhancing mutual trust and understanding at every level of the society -- including government to government, organization to organization, community to community, and people to people. Such confidence-building programs can be mediated, among a variety of other ways, through economic, sporting, cultural and social exchanges and interaction across border.

Thailand has placed considerable importance on these concepts and objectives. As such, on 27<sup>th</sup> January 1998, the Royal Government of Thailand approved a motion to establish the **“Foundation for International Human Resource Development”**. Mr. Arsa Sarasin, a former Minister of Foreign Affairs and a prominent business person, was appointed as the first Chairman of the Foundation. The Foundation was mandated to support the government’s policy to encourage mutual trust and understanding through building academic and other linkages, and through the sharing of knowledge with other countries of the region, thereby helping Thailand to become the regional center for human resource development in the process.

### Guiding Principles

- Thailand appreciates very much the contribution from technical assistance and human resources support made by the more advanced countries in the past. Such contribution is, to a considerable extent, responsible for Thailand’s successful economic and social development. Therefore, it is now Thailand’s turn to make a similar contribution in the field of human resource development for the benefit of the Asian region.
- It took Thailand more than 35 years to develop and transform to this point. Thus, the knowledge and experiences so far gained can be transferred to other regional developing countries to help speed up their own development and transformation.
- Co-operation with other countries should be built on trust, sincerity, transparency and equality.
- Providing human resource support to other countries should be conducted in an atmosphere of cooperation and a spirit of understanding between people from different social, cultural and historical backgrounds.
- Acquiring knowledge is a two ways process. Therefore, Thailand also hopes to learn from other countries’ knowledge and experiences in improving its own standard of living.
- The Foundation will play the role of a coordinator – including through the mobilization of resources for assistance and cooperation, and through combining

forces with other countries that also wish to contribute, both in cash and kind, to human resource development in the region.

- The formation of relationships and collaborative networking, based on sharing knowledge and experience, represents a new type of forward-looking, win-win diplomacy.



### **Visions**

1. People are the world's most important resource.
2. By developing people around the region, we can create a better quality of life all around.
3. Thailand can show the world its commitment to working with other countries in the promotion of human resource development.
4. We should create a better international understanding of, and trust in, Thailand.
5. We should involve the international community, governments, academics, business persons, civil society organizations, and individuals in human resource development.
6. We should synergize and network with other similar projects.
7. We should gain new knowledge and add value to existing knowledge.
8. We should become a center of excellence in the field of human resource development.

### **Objectives**

1. To coordinate and cooperate with technologically advanced countries in promoting human resource development at various levels as a catalyst for progress in economic, social, environmental, managerial, technological and other areas in developing countries, especially those in the region.
2. To create a regional and international sphere of cooperation in human resource development guided by the founding principle of raising the standard of living in all countries concerned.
3. To create a high quality, high potential human resource base, thus building a strong foundation for national and regional development.
4. To establish a reputation for Thailand as a reliable human resource development center both within the region and internationally, thereby serving as a catalyst in bringing peace and prosperity to the region.
5. To conduct activities for the public benefit, both separately and in cooperation with donor countries and foundations.
6. To use the experiences gained by the Foundation to upgrade the quality and potential of human resources in Thailand.



The following areas of focus have been identified to ensure that the Foundation operates in a manner consistent with its objectives:

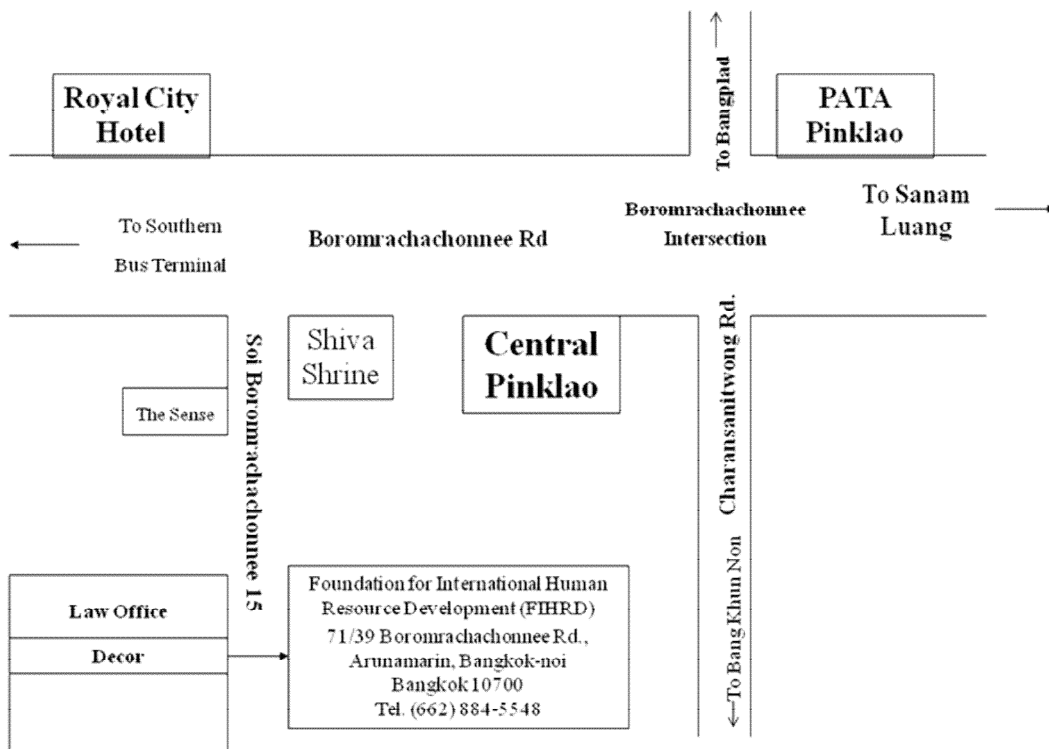
1. Survey and undertake research into human resources, and exchange data and research results with other institutions and agencies, both local and international.
2. Create databases and publish books and documents etc. to disseminate research information on human resource, economic, social and environmental development.
3. Conduct training programs and implement related projects to disseminate information on and promote better understanding of human resource development, and the pertinent issues and implications.
4. Increase the number and range of academic studies on human resources in order to foster good relations and understanding between countries.
5. To report on progress of Foundation's activities and projects to the Board every 6 months.







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**FIHRD's important activities**

**Local Projects**

- **EGAT Assistant Director Development Program (EADP 1-9) (2005-2013)**





- Knowledge Development Project for Thai Press at the Office of the National Broadcasting and Telecommunications Commission (NBTC) on 14<sup>th</sup> -15<sup>th</sup> March 2013
- Study Visit on Communication Technology in Tokyo, Japan on 17<sup>th</sup> -22<sup>nd</sup> March 2013
- Study Visit on Digital Broadcasting at Thai PBS on 28<sup>th</sup> March 2013



- **Research on Tourism and Sports Management Capacity Building for AEC from August-November 2012**





**Integrated Tourism and Sport Knowledge in Preparation for AEC Promotion Roadmap  
Development Project  
from April-September 2013**



**International Projects**

**Learning forum on “Sufficiency Economy and the New Agricultural theory in Cambodia” on 28-29 October 2002 at Phnom Penh, Cambodia**



**The follow-up project of the Learning Forum on "Sufficiency Economy and New Agricultural Theory in Cambodia" on December 1-10, 2003, Thailand**





**The Follow-up Project II Learning Forum on “Leadership Development in Sufficiency Economy for Agriculture Value Added” in Siem Reap, Cambodia on May 19-21, 2004**



**Learning Forum “Tourism, Globalization and Sufficiency Economy in Myanmar” at Sedona Hotel, Yangon in Myanmar on 21-23 July 2004**





**Workshop on ACMECS Human Resource Development in  
Tourism A Learning Forum: Sustainable Cultural Tourism On  
30 August- 4 September 2005  
Pailyn Hotel, Sukhothai, Thailand**



**Learning Forum on "Sufficiency Economy and New Agricultural  
Theory in Kunming" on March 14-15, 2006**



**Learning Forum on “Sufficiency Economy and New Agricultural Theory in Ho-Chi Minh City, Vietnam” on September 29, 2006**



**Learning Forum on "Sufficiency Economy and the New Agricultural Theory in Myanmar" on June 5, 2007**



**Impact Study for GMS Countries. In 2005, Foundation for International Human Resource Development cooperated with KhonKaen University and Chiang Mai University**



**Research on Human Resource in GMS Tourism Sector**



**Focus Group Meeting on Human Resources in Yunnan's Tourism On April 30, 2008 At Kunming Jin Jiang Hotel, Kunming, Yunnan**



**Research on  
Human Resource in GMS Tourism Sector**



**Focus Group Meeting on Human Resources in Cambodia's  
Tourism Sector On May 21, 2008 At Sunway Hotel Phnom Penh,  
Cambodia**

**Research on  
Human Resource in GMS Tourism Sector**



**Focus Group Meeting on Human Resources in Laos' Tourism  
Sector On May 28, 2008  
At Hotel Cosmo & Restaurant, Vientiane Capital, Laos**

**Research on  
Human Resource in GMS Tourism Sector**



**Learning Forum on Myanmar's Tourism Sector and Human Resources on August 28, 2008**

**The Follow-up Project of Research on  
Human Resource in GMS Tourism Sector**



**Learning Forum on Human Resource Development for Laos' Tourism Sector On Wednesday 4 – Sunday 8 February 2009 At Lao Plaza Hotel, Vientiane, Laos**

**The Follow-up Project of Research on  
Human Resource in GMS Tourism Sector**



**Learning Forum on Tourism Management for Yunnan  
on Monday 30 March – Friday 3 April 2009  
At Kunming Enjoying International Hotel, Kunming, Yunnan,  
China**

**The Follow-up Project of Research on  
Human Resource in GMS Tourism Sector**



**Learning Forum on Tourism Management for Cambodia  
On Monday 29 June – Friday 3 July 2009  
At Sunway Hotel Phnom Penh, Phnom Penh, Cambodia**



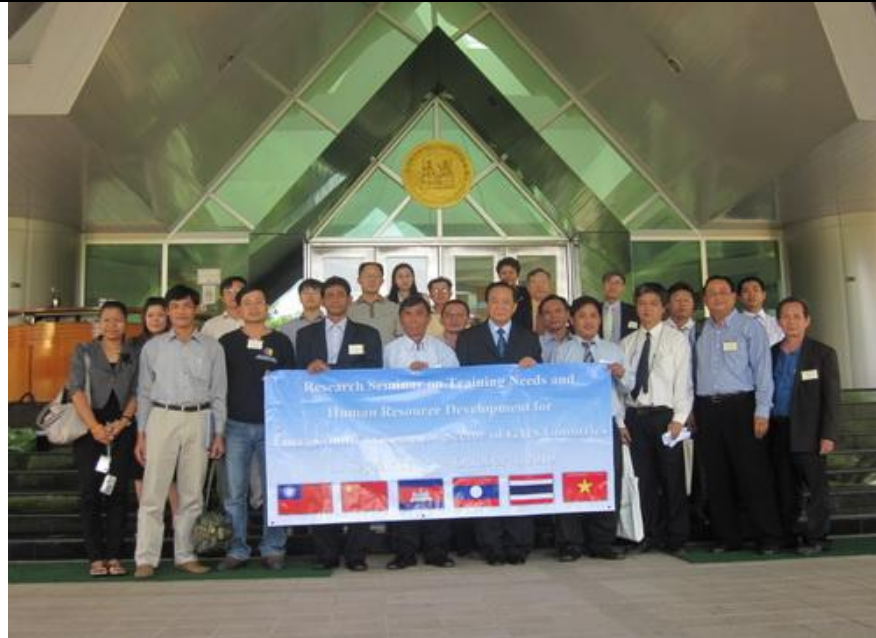
**International Conference on GMS Tourism  
on January 22-24, 2010 in Hua-Hin, Thailand**



- **Energy and Environment Projects for GMS Countries**

**2010 (Year 1)**

**Research Seminar on Training Needs and Human Resource Development for Energy and Environment Sector of GMS Countries on September 28 - October 4 2010**



**2011 (Year 2)**

**Intensive Workshop on Energy and Environment Sector Cooperation among GMS Countries (Phase 2) on Tuesday 17 May - Sunday 5 June 2011 ,In Thailand**





**2012 (Year 3)**

**International Conference on Energy and Environment Sector  
Cooperation of the GMS Countries (Phase 3)  
19-28 May 2012, Thailand**



- **Co-operation Project**

**Cooperation Memorandum between Foundation for International  
Human Resource Development (FIHRD)  
and Specialized Committee in China Association of Environmental  
Conservation**





**Participation in  
International Workshop on Solar Thermal Power Technology on  
September 22, 2011**



**Meeting of GMS Tourism Working Group  
Travel Leaders' Symposium on Sustainable Tourism  
in Myanmar**



**Study Visit on Tourism Education in Thailand For Delegation of professors from Mandalay, Yangon and Lashio Universities on February 21-26, 2012  
Sponsored by EGAT**



***EGATi for Education in Myanmar***  
**Seminar on " Cultural Conservation in Myanmar Cultural Heritage Sites and Culture as the Tourism Related"**  
**October 1-3, 2012 at Asia Plaza Hotel**  
**Supported by EGAT International Co., Ltd.**



**NFE Leader Camp for Agricultural Development in Thailand to ASEAN (TRAINING THE TRAINERS) 1 for the Northern Cluster**  
**organized by Non-formal Education Office in cooperation with Foundation for International Human Resource Development (FIHRD)**  
**on January 26-30, 2014**





**Seminar on "Integrated Management Capacity Building for ASEAN Community"**  
**organized by**  
**Ministry of Tourism and Sports of Thailand, Suan Sunandha Rajabhat University and**  
**Foundation for International Human Resource Development (FIHRD)**  
**on January 20-23, 2015, Chiang Rai, Thailand.**



**Projects participated by the Indonesians**

- **ASEAN Anti-Corruption Youth Camp” organized by the National Anti-Corruption Commission (NACC) in cooperation with Foundation for International Human Resource Development (FIHRD) on April 30- May 9, 2013**



**Study Visit on Radio Broadcasting and Community Radio in Indonesia**  
**March 24, 2014 as a part of Research on “Regulation Guidelines to Enhance Radio**  
**Broadcasting and Community Radio in Thailand” conducted by**  
the Office of the National Broadcasting and Telecommunications Commission (NBTC) and  
Foundation for International Human Resource Development (FIHRD)





**NFE Leader Camp for Agricultural Development in Thailand to ASEAN (TRAINING THE TRAINERS) 2** for the Northeastern Cluster organized by Non-formal Education Office cooperated with Thammasat University Research and Consultancy Institute (TU-RAC) and Foundation for International Human Resource Development (FIHRD) on April 20-24, 2014. Speakers from ASEAN countries like Cambodia, Indonesia, Laos, Philippines and Vietnam were invited to present the agricultural sector overview of their countries.



**ASEAN Plus Three Tourism Students Summit  
organized by Ministry of Tourism and Sports of Thailand, Suan Sunandha Rajabhat  
University and Foundation for International Human Resource Development (FIHRD)  
on October 20-25, 2014, Thailand**

ASEAN+3 Tourism | InstaMag





**ASEAN Debsirin Knowledge Camp 2015 on June 2-7, 2015**





### Activities in 2015

#### HUMAN RESOURCE DEVELOPMENT PROGRAM

No.	Customers	Target Groups/ Participants	Project/Program	Timing
1	The Faculty of Medicine, Prince of Songkla University	The doctors and staffs of the Faculty of Medicine, Prince of Songkla University	The Faculty of Medicine, Prince of Songkhla University's Leadership Development Project for the Future Phase 3	on 15 <sup>th</sup> July-3 <sup>rd</sup> October 2015
2	Debsirinromklaol School	High School Students from ASEAN+China	ASEAN Debsirin Knowledge Camp 2015	on 2 <sup>nd</sup> -7 <sup>th</sup> June 2015
3	The Electricity Generating Authority of Thailand	Assistant Directors or equivalent	EGAT Assistant Director Development Program (EADP 11)	on 28 <sup>th</sup> January-22 <sup>nd</sup> May 2015
4	Ministry of Tourism and Sports	GMS Tourism and Sport Sector's stakeholders	Seminar on Integrated Management Capacity Building for ASEAN Community	on 20 <sup>th</sup> -23 <sup>rd</sup> January 2015

### Activities in 2014

#### HUMAN RESOURCE DEVELOPMENT PROGRAM

No.	Customers	Target Groups/ Participants	Project/Program	Timing
1	Ministry of Tourism and Sports	Thailand Tourism and Sport Sector's stakeholders	Tourism and Sport Organization Network Integrated Management Development Project for Entering ASEAN Community	on 29 <sup>th</sup> September 2014 – 26 <sup>th</sup> June 2015
2	Ministry of Tourism and Sports	ASEAN Plus Three Youths	ASEAN+3 Youth Network Development under Tourism and Sport Cooperation Strategy Development and Driving Project for AEC	on 30 <sup>th</sup> September 2014 – 28 <sup>th</sup> January 2015
3	The Faculty of Medicine, Prince of Songkla University	The doctors and staffs of the Faculty of Medicine, Prince of Songkla University	The Faculty of Medicine, Prince of Songkhla University's Leadership Development Project for the Future Phase 2	on 3 <sup>rd</sup> July – 1 <sup>st</sup> October 2014
4	The Faculty of Medicine, Prince of	The doctors and staffs of the	The Faculty of Medicine, Prince of Songkhla University's	on 2 <sup>nd</sup> October-26 <sup>th</sup> December

	Songkla University	Faculty of Medicine, Prince of Songkla University	Leadership Development Project for the Future Phase 1	2014
5	The Electricity Generating Authority of Thailand	Assistant Directors or equivalent	EGAT Assistant Director Development Program (EADP 10)	on 28 <sup>th</sup> January-13 <sup>th</sup> June 2014
6	Non-formal Education Office (NFE)	NFE officials and farmers in the North East	Agricultural Development in Thailand to ASEAN (TRAINING THE TRAINERS) 2	on 20 <sup>th</sup> -24 <sup>th</sup> April 2014
7	Non-formal Education Office (NFE)	NFE officials and farmers in the North	NFE Leader Camp for Agricultural Development in Thailand to ASEAN (TRAINING THE TRAINERS) 1	on 26 <sup>th</sup> -30 <sup>th</sup> January 2014

## Activities in 2013

### HUMAN RESOURCE DEVELOPMENT PROGRAM

No.	Customers	Target Groups/ Participants	Project/Program	Timing
1	Office of the National Broadcasting and Telecommunications Commission (NBTC)	Radio Broadcasting stakeholders	Research on "Regulation Guidelines to Enhance Radio Broadcasting and Community Radio in Thailand"	from 27 <sup>th</sup> July 2013 to present
2	Office of the National Broadcasting and Telecommunications Commission (NBTC)	NBTC executive directors	NBTC Executive Directors Development Program	from August to September 2013
3	TTC Siam Drinking Water Co., Ltd	Managers and Assistant Managers	Executive Development Program	on 20 <sup>th</sup> ,21 <sup>st</sup> ,23 May 2013
4	Culture Sports and Tourism Department	Staffs of Culture Sports and Tourism Department	Human Capital and Personnel Competency Development for the New Challenge from AEC	on 30 <sup>th</sup> April – 2013
5	The National Anti-Corruption Commission (NACC)	youths from 10 countries in ASEAN	ASEAN Anti-Corruption Youth Camp	on 30 <sup>th</sup> April – 9 <sup>th</sup> May 2013
6	Ministry of Tourism and Sports	Businessmen and stakeholders of Thailand's tourism and sport sectors	Integrated Tourism and Sport Knowledge in Preparation for AEC Promotion Roadmap Development Project	from April-September 2013
7	Office of the National Broadcasting and Telecommunications Commission	Thai Press	Knowledge Development Project for Thai Press	on 14 <sup>th</sup> -22 <sup>nd</sup> March and 28 <sup>th</sup> March 2013
8	Metropolitan Waterworks Authority (Thailand)	Line Managers	Metropolitan Waterworks Authority (Thailand) Line Managers Development Program	9 <sup>th</sup> ,10 <sup>th</sup> January and 15 <sup>th</sup> February 2012
9	SrithaiSuperware Public Company Limited	Managers	Presentation on Strategies and Possible Solutions for Thai SMEs for ASEAN 2015	on 5 <sup>th</sup> February2013
10	The Electricity Generating Authority of Thailand	Assistant Directors or equivalent	EGAT Assistant Director Development Program (EADP 9)	on 29 <sup>th</sup> January– 18 <sup>th</sup> May 2013



## Activities in 2012

HUMAN RESOURCE DEVELOPMENT PROGRAM				
No.	Customers	Target Groups/ Participants	Project/Program	Timing
1	Ministry of Tourism and Sports		Research on Tourism and Sports Management Capacity Building for AEC	from August- November 2012
2	Credit Union League of Thailand Limited	Credit union members	The Diploma on Advanced Credit Union Leaders	on 23 <sup>rd</sup> August- 24 <sup>th</sup> November 2012
3	Land Development Department	Expert level of civil servants	Competency and Talented Capital Development for Land Development Department Expert Level of Civil Servants Phase 2	on 28 <sup>th</sup> August- 14 <sup>th</sup> September 2012
4	Land Development Department	Expert level of civil servants	Competency and Talented Capital Development for Land Development Department Expert Level of Civil Servants Phase 1	on 12 <sup>th</sup> August- 7 <sup>th</sup> September 2012
5	Office of Civil Servant Commission	Young civil servants	Young Civil Servant Camp Phase 1	on 27 <sup>th</sup> July- 8 <sup>th</sup> August 2012
6	National Housing Authority	Executives	Executive Development Program 2012 Group 2	on 18 <sup>th</sup> June- 17 <sup>th</sup> July 2012
7	National Housing Authority	Executives	Executive Development Program 2012 Group 1	on 14 <sup>th</sup> - 30 <sup>th</sup> June 2012
8	The Electricity Generating Authority of Thailand	31 Assistant Directors	EGAT Assistant Director Development Program (EADP 8)	on 12 <sup>th</sup> March- 20 <sup>th</sup> June 2013

<b>Activities in 2011</b>				
Consulting and Organizational Development Project				
No.	Customers	Target Groups/ Participants	Project/Program	Timing
1	Ministry of Commerce	-	The National Business and Human Capital Development Plan Making Project	from February–May 2011
HUMAN RESOURCE DEVELOPMENT PROGRAMS				
No.	Customers	Target Groups/ Participants	Project/Program	Timing
1	The Electricity Generating Authority of Thailand	40 Assistant Directors	EGAT Assistant Director Development Program (EADP 7)	from May-July 2011
2	BRUBI	50 SMEs entrepreneurs in Burirum	The 2-day program on SMEs Management in Changing World	on 5 <sup>th</sup> – 6 <sup>th</sup> March 2011
3	Rajamangala University of Technology Thanyaburi	120 prospective Bachelor's Degree graduates	Personality Development and Preparation for the Future Career Program	on 12 <sup>th</sup> March 2011
4	Rajamangala University of Technology Tawan-ok	Management, Teachers and Staffs	Leadership and Work Habits Development Program	on 11 <sup>th</sup> March 2011
<b>Activities in 2010</b>				
Consulting and Organizational Development Projects				
No.	Customers	Target Groups/ Participants	Project/Program	Timing
1	Siam Pharmaceutical Co., Ltd.	-	HR Transformation Project	4 Months (From 4 <sup>th</sup> September 2010)
2	Office of Small and Medium Enterprises Promotion	-	SMEs KnowledgeCenter	4 Months (From 31 <sup>st</sup> August 2010)
HUMAN RESOURCE DEVELOPMENT PROGRAMS				
No.	Customers	Target Groups/ Participants	Project/Program	Timing

		Participants		
10	Office of Small and Medium Enterprises Promotion	40 Staffs of Office of Small and Medium Enterprises Promotion	Office of Small and Medium Enterprises Promotion and Roadmap to Learning Organization Program	on 30 <sup>th</sup> December 2010
9	The Cooperative League of Thailand	40 Cooperatives Leaders	Coop. Leaders in Advanced Cooperative Leadership	from August–October 2010
8	Thai Summit Harnest	Staffs	The Business Social Skills Program	on 24 <sup>th</sup> August 2010
7	National Intelligence Agency	Civil Servants of C6-7 Levels	The Follow-up project of Talented Capital Development Program	on 2 <sup>nd</sup> – 4 <sup>th</sup> August 2010
6	Public Seminar	General Public	Human Capital Development in Creative Economy and Critical Thinking Program	on 4 <sup>th</sup> August 2010
5	Public Seminar	General Public	Happiness Capital Development for Effective Working Program	on 21 <sup>st</sup> July 2010
4	Public Seminar	General Public	Cross-functional Team Program	on 14 <sup>th</sup> July 2010
3	Bureau of Personnel Competency Development, Vocational Education Commission	80 Civil Servants of C8 level in the Central Region	Modern Vocational Education Management Competency Development Project for Central Region Group 1 and 2 (Phase 1-3)	on 9 <sup>th</sup> – 11 <sup>th</sup> March 2010
2	The Electricity Generating Authority of Thailand	40 Assistant Directors	EGAT Assistant Director Development Program (EADP 6)	on 2 <sup>nd</sup> March-28 <sup>th</sup> April 2010
1	Saowabha Vocational College	Teachers and Staffs	Saowabha Vocational College Teachers and Staffs Development Program	on 25 <sup>th</sup> – 26 <sup>th</sup> February 2010

### Activities in 2009

#### HUMAN RESOURCE DEVELOPMENT PROGRAMS

No.	Customers	Target Groups/ Participants	Project/Program	Timing
1	National Intelligence Agency	Civil Servants of C6-7 Levels	Talented Capital Development Program	on 5 <sup>th</sup> – 27 <sup>th</sup> November 2009
2	Thai Summit Auto Group	35 Executives	Development towards Learning Organization Program	on 5 <sup>th</sup> – 6 <sup>th</sup> October 2009



3	Bureau of Personnel Competency Development, Vocational Education Commission	80 Civil Servants of C8 level in the Central Region	Modern Vocational Education Management Competency Development Project for Central Region Group 1 and 2 (Phase 1)	on 15 <sup>th</sup> -23 <sup>rd</sup> September 2009
4	The Cooperative League of Thailand	40 Cooperatives Leaders	4 <sup>th</sup> Coop. Leaders in Advanced Cooperative Leadership	on 10 <sup>th</sup> September-25 <sup>th</sup> December 2009
5	Thailand Post Co., Ltd.	HR Department	The 2-day program on HR Strategy	in July 2009
6	The Electricity Generating Authority of Thailand	40 Assistant Directors	EGAT Assistant Director Development Program (EADP 5)	in June 2009
7	Bureau of Personnel Competency Development, Vocational Education Commission	Director of Vocational Colleges all over Thailand	Modern Vocational Education Management Competency Development Project Group 2 (Phase 4)	on 28 <sup>th</sup> – 30 <sup>th</sup> April 2009
8	The Cooperative League of Thailand	40 Cooperatives Leaders	3 <sup>rd</sup> Coop. Leaders in Advanced Cooperative Leadership	on 8 <sup>th</sup> January-24 <sup>th</sup> April 2009
9	Bureau of Personnel Competency Development, Vocational Education Commission	Director of Vocational Colleges all over Thailand	Modern Vocational Education Management Competency Development Project Group 1 (Phase 4)	on 21 <sup>st</sup> – 23 <sup>rd</sup> April 2009
10	Department of Science Service, Ministry of Science and Technology	Civil Servants of C8 level of Department of Science Service	Leadership and Management Development Program for Management and Science and Technology Managers	on 10 <sup>th</sup> January-5 <sup>th</sup> February 2009

### Activities in 2008

#### HUMAN RESOURCE DEVELOPMENT PROGRAMS

No.	Customers	Target Groups/ Participants	Project/Program	Timing
1	Bangkok University	General Public	Learning Organization: How Organizations can Adapt to Global Challenges	on 14 <sup>th</sup> December 2008
2	Suan Sunandha Rajabhat University	General Public	Public Seminar on Super Human Capital for Globalization	on 17 <sup>th</sup> October 2008

3	Credit Union League of Thailand Limited	40 Credit Union Leaders	The Diploma on Advanced Credit Union Cooperative Leader	on 29 <sup>th</sup> August-20 <sup>th</sup> December 2008
4	The Cooperative League of Thailand	40 Cooperative Leaders	Coop. Leaders in Advanced Cooperative Leadership	on 1 <sup>st</sup> July-19 <sup>th</sup> October 2008
5	Bureau of Personnel Competency Development, Vocational Education Commission	69 Vocational Education Commission Directors or equivalent	60-hour program on Leadership and Professional Management Development for Vocational Education Commission Group 2	on 22 <sup>nd</sup> -24 <sup>th</sup> September 2008
6	Bureau of Personnel Competency Development, Vocational Education Commission	47 Vocational Education Commission Directors or equivalent	60-hour program on Leadership and Professional Management Development for Vocational Education Commission Group 1	on 17 <sup>th</sup> -19 <sup>th</sup> September 2008
7	Office of Agricultural Economics, Ministry of Agriculture and Cooperatives	50 Civil Servants of C4 – 6 levels	Talented Capital Development Program for Young Executive, Office of Agricultural Economics	on 4 <sup>th</sup> – 8 <sup>th</sup> August 2008
8	Department of Science Service, Ministry of Science and Technology	31 Civil Servants of C8 level	60-hour program on Leadership and Professional Management Development for Department of Science Service Group 2	on 1 <sup>st</sup> -31 <sup>st</sup> July 2008
9	Bureau of Personnel Competency Development, Vocational Education Commission	77 Vocational Education Commission Division Chiefs or equivalent	60-hour program on Leadership and Professional Management Development	on 1 <sup>st</sup> -7 <sup>th</sup> July 2008
10	The Electricity Generating Authority of Thailand	40 Assistant Directors	EGAT Assistant Director Development Program (EADP 4) <ul style="list-style-type: none"> <li>▪ 6-day program on Leadership and Talented Capital Development</li> <li>▪ 2-day program on Personality Development</li> </ul>	on 7 <sup>th</sup> May-14 <sup>th</sup> June 2008

			for Organization Rebranding <ul style="list-style-type: none"> <li>7-day Study Visit in Perth, Western Australia, Australia</li> </ul>	
11	The Government Lottery Office	80staffs	HR for Non-HRProgram Group 2	on 24 <sup>th</sup> , 25 <sup>th</sup> and 28 <sup>th</sup> April 2008
12	Mary Technology and Mary Thongchai School	15 participants consisting of teachers and staffs	Super Teacher Program	on 21 <sup>st</sup> – 23 <sup>rd</sup> April 2008
13	Department of Science Service, Ministry of Science and Technology	34 Civil Servants of C8 level	60-hour program on Leadership and Professional Management Development Group 1 and 5-day Study Tour to South Korea	on 2 February-7 <sup>th</sup> March 2008
14	Office of Agricultural Economics, Ministry of Agriculture and Cooperatives	120 Civil Servants of C7-8 level	Talented Capital Development Program	on 17 <sup>th</sup> -29 <sup>th</sup> January 2008
15	The Government Lottery Office	80 Staffs	HR for Non-HRProgram Group 1	on 9 <sup>th</sup> – 10 <sup>th</sup> January 2008

### Activities in2007

#### Consulting and Organizational Development Projects

No.	Customers	Target Groups/ Participants	Project/Program	Timing
1	Office of the Permanent Secretary, Ministry of Science and Technology	-	Human Resource Management Strategic Planning and KPI Establishment Project	6 months

#### HUMAN RESOURCE DEVELOPMENT PROGRAMS

No.	Customers	Target Groups/ Participants	Project/Program	Timing
1	Marketing Organization for Farmers	70 Civil Servants of C6 - 7 levels	A Half-day Program on Personality Development for Organization Rebranding	on 22 <sup>nd</sup> November 2007
2	Marketing Organization for Farmers	50 Civil Servants of C7-8 levels	4-day Program on Happiness Capital Development for Effective Working	on 17 <sup>th</sup> Octoberand 1 <sup>st</sup> ,2 <sup>nd</sup> ,9 <sup>th</sup> Novem



				ber 2007
3	Office of the Permanent Secretary, Ministry of Science and Technology	Civil Servants of C7-8 levels	Leadership and Professional Management Development Program	on 6 <sup>th</sup> – 7 <sup>th</sup> September 2007
4	Department of Local Administrative, Ministry of Interior Group3	157 participants from Tambon Administrative Organizations, Provincial Administrative Organizations and Municipals in the Northeastern Region	Local Administrative Development on Sufficiency Economy and Covey's 7 Habits workshop (The 7 Habits of Highly Effective People)	on 27 <sup>th</sup> – 29 <sup>th</sup> August 2007
5	Department of Local Administrative, Ministry of Interior Group2	46 participants from Tambon Administrative Organizations, Provincial Administrative Organizations and Municipals in the Northeastern and Eastern Regions	Local Administrative Development on Sufficiency Economy and Covey's 7 Habits workshop (The 7 Habits of Highly Effective People)	on 23 <sup>rd</sup> – 25 <sup>th</sup> July 2007
6	Department of Local Administrative, Ministry of Interior Group1	84 participants from Tambon Administrative Organizations, Provincial Administrative Organizations and Municipals in the Northeastern Region	Local Administrative Development on Sufficiency Economy and Covey's 7 Habits workshop (The 7 Habits of Highly Effective People)	on 25 <sup>th</sup> – 27 <sup>th</sup> June 2007
7	Ministry of Agriculture and Cooperatives	Civil Servants of C7 level	60-hour Program Leadership and Professional Management Development	on 1 <sup>st</sup> – 11 <sup>th</sup> August 2007
8	The Electricity Generating Authority of Thailand	35 Directors who will be the governor assistants	60-hour Senior Executive Development Program <ul style="list-style-type: none"> <li>▪ 6-day program on Leadership and Talented</li> </ul>	on 17 <sup>th</sup> May-14 <sup>th</sup> July 2007

			<p>Capital Development</p> <ul style="list-style-type: none"> <li>▪ 2-day program on Personality Development for Organization Rebranding</li> <li>▪ 8-day Study Tour to New Southwales University, Australia</li> </ul>	
9	Ministry of Culture	51 Civil Servants of C7-8 levels	60-hour Program Leadership and Professional Management Development Group 5	on 14 <sup>th</sup> – 24 <sup>th</sup> March 2007
10	Ministry of Culture	41 Civil Servants of C7-8 levels	60-hour Program Leadership and Professional Management Development Group 4	on 21 <sup>st</sup> February – 3 <sup>rd</sup> March 2007

### Activities in 2006

#### Consulting and Organizational Development Projects

No.	Customers	Target Groups/ Participants	Project/Program	Timing
1	Siam City Bank		The Study and the Design of Job Structure System, Compensation System, Motivation Management for Improving Human Resource's Efficiency	4 months

#### HUMAN RESOURCE DEVELOPMENT PROGRAMS

No.	Customers	Target Groups/ Participants	Project/Program	Timing
1	UbonRatchathani University	60 Executives	Covey's 7 Habits workshop "The 7 Habits of Highly Effective People."	on 25 <sup>th</sup> – 28 <sup>th</sup> November 2006
2	Public Course	39 participants from general public	Personality Development Program	on 4 <sup>th</sup> – 5 <sup>th</sup> November 2006
3	Soft Square Group	40 Executives	Leader Camp 1	on 23 <sup>rd</sup> – 24 <sup>th</sup> September 2006
4	Ministry of Culture	40 graduates from 60-hour program on Leadership and Professional Management Development	Study Visit on Culture in France and Italy (Follow-up project from 2005)	on 16 <sup>th</sup> – 23 <sup>rd</sup> September 2006

		Group 1-3		
5	SCITECH INDUSTRIES (THAILAND) CO., LTD	18 regional managers all over the world	Team Building Program	on 8 <sup>th</sup> September2006
6	Bureau of Educational Innovation Development	40 staffs	Human Resource Development on Knowledge Management Techniques for Creating Value Added	on 25 <sup>th</sup> – 26 <sup>th</sup> August 2006
7	National Research Council of Thailand	40 Executives	Leadership and Professional Management Development ProgramGroup 2	on 22 <sup>nd</sup> June– 21 <sup>st</sup> July 2006
8	The Electricity Generating Authority of Thailand	31 Directors who will be the governor assistants	60-hour Senior Executive Development Program <ul style="list-style-type: none"> <li>▪ 8-day Study Tour to Melbourne University, Australia</li> </ul>	on 31 <sup>st</sup> March- 28 <sup>th</sup> April 2006
9	Rangsit University	100 Executives	Covey's 7 Habits workshop "The 7 Habits of Highly Effective People.""	on 3 <sup>rd</sup> - 4 <sup>th</sup> April 2006
10	Rangsit University	100 Executives	Covey's 7 Habits workshop "The 7 Habits of Highly Effective People.""	on 27 <sup>th</sup> - 28 <sup>th</sup> March 2006
11	National Research Council of Thailand	20 Professional Leaders	60-hour program on Leadership and Professional Management Development Group1	on 10 <sup>th</sup> March – 1 <sup>st</sup> April 2006
12	Ministry of Culture	40 Civil Servants of C8 level	60-hour program on Leadership and Professional Management Development Group 3	on 3 <sup>rd</sup> –18 <sup>th</sup> March 2006
13	KhonKaen University	50 Executives	Covey's 7 Habits workshop. "The 7 Habits of Highly Effective People" Group 4	on 22 <sup>nd</sup> – 25 <sup>th</sup> February 2006
14	KhonKaen University	50 Executives	Covey's 7 Habits workshop. "The 7 Habits of Highly Effective People" Group 3	on 19 <sup>th</sup> – 22 <sup>nd</sup> January 2006
15	Ministry of Culture	41 Civil Servants of C8 level	60-hour program on Leadership and Professional Management Development Group2	on 20 <sup>th</sup> January –11 <sup>th</sup> February 2006in KhonKaen

### Activities in2005



Consulting and Organizational Development Projects				
No.	Customers	Target Groups/ Participants	Project/Program	Timing
1	Health System Research Institute	Health Sector	Organizational Enhancement Consulting Project for Health System Research Institute (HSRI)	in 2005
HUMAN RESOURCE DEVELOPMENT PROGRAMS				
No.	Customers	Target Groups/ Participants	Project/Program	Timing
1	Ministry of Culture	39 Civil Servants of C8 level	60-hour program on Leadership and Professional Management Development Group1	on 19 <sup>th</sup> -10 <sup>th</sup> December 2005 in Bangkok
2	KhonKaen University	50 Executives	Covey's 7 Habits workshop. "The 7 Habits of Highly Effective People" Group 2	on 30 <sup>th</sup> November – 3 <sup>rd</sup> December 2005
3	KhonKaen University	50 Executives	Covey's 7 Habits workshop. "The 7 Habits of Highly Effective People" Group 1	on 15 <sup>th</sup> -16 <sup>th</sup> and 20 <sup>th</sup> -22 <sup>nd</sup> October 2005
4	The Electricity Generating Authority of Thailand	18 Directors who will be the governor assistants	48-hour Senior Executive Development Program <ul style="list-style-type: none"> <li>▪ 8-day Study Tour to University of Washington, Seattle, U.S.A.</li> </ul>	on 9 <sup>th</sup> July-6 <sup>th</sup> August 2005
5	Debsirin School	58 participants consisting of management and teachers of Debsirin School	48-hour Super Teacher Program	on 19 <sup>th</sup> February-13 March 2005
Activities in 2004				
Consulting and Organizational Development Projects				
No.	Customers	Target Groups/ Participants	Project/Program	Timing
1	Media of Medias Public Company Limited		Consulting and Organizational Development Project	
Activities in 2003-2004				
No.	Customers	Target Groups/ Participants	Project/Program	Timing

1	Faculty of Science Rajamangala Institute of Technology, Pathumthani	100 participants consisting of management, teachers and staffs of Faculty of Science Rajamangala Institute of Technology, Pathumthani	12-hour Work Efficiency Development Program	on 31 <sup>st</sup> May– 1 <sup>st</sup> June 2004
2	Samutprakarn School Teachers and Managements	25 participants consisting of management and teachers of Schools in Samutprakarn	Work Efficiency Development Program and Study visit to Singapore (Follow-up project phase 3)	on 18 <sup>th</sup> –21 <sup>st</sup> October 2004
3	Samutprakarn School Managements	60 participants consisting of management of Schools in Samutprakarn	Leadership Development Program (Follow-up project phase 2)	on 25 <sup>th</sup> –30 <sup>th</sup> April 2004
4	Samutprakarn School Managements	60 participants consisting of management of Schools in Samutprakarn	48-hour Leadership Development Program	on 12 <sup>th</sup> – 28 <sup>th</sup> December 2003
5	Mahasarakham University	42 participants consisting of management of Primary and High Schools in Mahasarakham	48-hour Leadership Development Program	on 19 <sup>th</sup> September– 5 <sup>th</sup> October 2003
6	The Cooperative League of Thailand	50 farmer leaders	48-hour Leadership Development Program	on 15 <sup>th</sup> – 31 <sup>st</sup> August 2003

