



# HRODC POSTGRADUATE TRAINING INSTITUTE

*A Postgraduate – Only Institution*

**Websites:**

<https://www.hrodc.com/>  
<https://www.hrodc.londonpostgraduateshortcourses.com/>

**HQ**

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 Wolverhampton WV3 8DZ  
 West Midlands, UK

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## HRODC Postgraduate Training Institute, A Postgraduate-Only Institution

### Our UK Government's Verification and Registration

**Our Institute is Verified by, and Registered with, the United Kingdom (UK) Register of Learning Providers (UKRLP), of the Department for Education (DfE). Its UK Provider Reference Number (UKPRN) is: 10019585 and might be located at: <https://www.ukrlp.co.uk/>.**

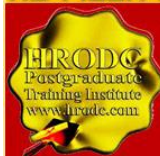
## Profile of HRODC Postgraduate Training Institute, *A Postgraduate-Only Institution*

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## HRODC Postgraduate Training Institute

HQ : 122A Bhylls Lane, Castlecroft, Wolverhampton, West Midlands WV3 8DZ, UK



### Prof. Dr. Ronald B. Crawford - Director

PhD (Uni London); M. Ed. M (Bristol); PGCIS (UWL); Adv. Dip. Sc. Ed (Bristol); Dip. Doc. Res. (Uni Wlv); F.I.M.S.; HR. S. (I.M.S.); Exec. M. AOM; M. AAM; M.I.S.G.S.; M.S.C.O.S.; M. RG. C.

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PhD (Uni London); M. Ed. M (Bristol); PGCIS (UWL); Adv. Dip. Sc. Ed (Bristol); Dip. Doc. Res. (Uni Wlv); F.I.M.S.; HR. S. (I.M.S.); Exec. M. AOM; M. AAM; M.I.S.G.S.; M.S.C.O.S.; L.M. M.I.H.R.M.; M. RG. C.

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## Our Institute's UK Government's Verification and Registration

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## Our Institute's Mission

HRODC Postgraduate Training Institute's Mission has, for the Decades of its existence, been to provide the opportunity for both Private and Public Sector Organisations to enhance their Micro and Macro Organisational Development Effort, through the Continuous Professional Development (CPD) of their employees, with the opportunity for the latter to heighten their productivity and career prospects, while enhancing organisational effectiveness. A Postgraduate-Only Institution, we respond to the desire of Engineers, HR Professionals,

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Metrologists, Accountants and Financial Specialists, Corporate Executives, Divisional and Departmental Managers, Team and Project Leaders, Legal and Administrative Support Personnel, among others, to gain Postgraduate Qualifications, without losing track of their occupational commitment. To this end, we provide a wealth of Specialist Postgraduate Certificate, and Postgraduate Diploma Programmes, with the built-in facility to 'Pick and Mix' Postgraduate Short Courses, to meet their desired blend. The accumulation of Postgraduate Short Courses to Postgraduate Certificate and Postgraduate Diploma, combined with the choice of Classroom-based, Online (Video-Enhanced) and Blended Delivery Modes, provide a perfect opportunity for employers and their employees to plan their disruption-free Continuous Development.

Our stringent Employee Resourcing Policy and Practice has endowed us with a cadre of highly committed and quality-conscious Academic and Administrative Staff, enabling us to maintain our robust quality standard, dispensing a superb level of care and support, to our culturally diverse delegates and students.

A Postgraduate-Only Institute, it responds to the needs of:

- Electronic, Electrical, Mechanical and Civil Engineers;
- Human Resource Management and Humana Resource Development Professionals;
- Industrial and Commercial, National and International Legal Metrologists;
- Financial, Management, and Cost Accountants;
- Financial and Investment Managers;
- Corporate Executives;
- Divisional and Departmental Managers;
- Team and Project Leaders;
- Legal and Administrative Support Personnel; among others,

To gain a Postgraduate Qualification, without losing track of their occupational commitment.

Our focus, therefore, is on:

- Continuous Professional Development (CPD);
- Management Development; and

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➤ Executive Development,

Its stringent employee resourcing policy and practice have endowed HRODC Postgraduate Training Institute with a cadre of highly committed and quality-conscious engineering, academic and administrative staff, enabling us to maintain our high quality-standard, providing the best level of care and support possible – to our culturally diverse delegates and students.

## Our Director, Professor Dr. Ronald B. Crawford

Prof. Dr. Ronald B. Crawford is a Director of HRODC Limited and Director of HRODC Postgraduate Training Institute. He has the following Qualifications and Affiliations:


- Doctor of Philosophy {(PhD) (University of London)};
- Med. Management (University of Bath);
- Advanced Dip. Science Teacher Ed. (University of Bristol);
- Postgraduate Certificate in Information Systems (University of West London, formerly Thames Valley University);
- Diploma in Doctoral Research Supervision, (University of Wolverhampton);
- Teaching Certificate;
- Fellow of the Institute of Management Specialists;
- Human Resources Specialist, of the Institute of Management Specialists;
- Executive Member of Academy of Management (AOM), within the following

Management Disciplines:

- Human Resources;
- Organization and Management Theory;
- Organization Development and Change;
- Research Methods;
- Conflict Management;
- Organizational Behavior;
- Management Consulting;
- Gender & Diversity in Organizations; and
- Critical Management Studies.

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- Member of the Asian Academy of Management (MAAM);
- Member of the International Society of Gesture Studies (MISGS);
- Member of the Standing Council for Organisational Symbolism (MSCOS);
- Life Member of Malaysian Institute of Human Resource Management (LMIHRM);
- Member of ResearchGate Community;
- Member of Convocation, University of London;
- Professor HRODC Postgraduate Training Institute.

**Prof. Crawford was an Academic at:**

- University of London (UK);
- London South Bank University (UK);
- University of Greenwich (UK); and
- University of Wolverhampton (UK).


## Our Course Groupings

Postgraduate Diploma, Postgraduate Certificate, and Postgraduate Short Courses are located within the following Specialist Groupings:

- Accounting and Finance;
- Business Communication;
- Client-Customer Care;
- Corporate Governance;
- Costing and Budgeting;
- Events Management;
- Health and Safety;
- Human Resource Development;
- Human Resource Management;
- Leadership Skills;
- Logistics and Supply Chain Management;

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- Management Skills;
- Maritime Management;
- Oil and Gas Accounting;
- Oil and Gas Operation;
- Politics and Economic Development;
- Procurement Management;
- Contract Management;
- Project Management;
- Quality Management; \_
- Engineering and Technical Skills;
- Healthcare Management;
- Information and Communication Technologies (ICT);
- Law – International and National;
- Sales and Marketing; [and](#)
- Travel, Tourism and International Relations.

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## Postgraduate Short Courses (Diploma – Postgraduate Award)

Our Postgraduate Short Courses, of a minimum of 5 days – in classroom and 10 days online, accumulate to a Postgraduate Diploma. These courses (Diploma – Postgraduate) include:

- Dynamics Of Organisational Change Management Course;
- Client Or Customer Care Course;
- Trainer Training: Training for Trainers Course;
- Motivating Workers: Intrinsic and Extrinsic Rewards Course;
- Recruitment & Selection – Employee Resourcing: Recruitment & Selection Course;
- Diversity Management: A Value-Added Inclusion Course;
- Research Project: Design, Conduct & Report – Research Methodology, Qualitative Methodology, Qualitative Methodology; Ethnography, Ethnomethodology Course;
- Fibre Optic System Configuration and Cable Installation Seminar or Course;
- Internal Audit, Incorporating Corporate Governance and Financial Risk Management Course;
- Financial Risk Management Course, Leading to Diploma–Postgraduate in Financial Risk Management;
- Judges Seminar (public course) 1: Dealing with Economic and Financial Crimes Course;
- Judges Seminar (Public Course) 2: The UK Legal System – Court Organisation, Dispute Resolution & Sentencing Course;
- Automotive Industry 1: Salient Contextual Issues in the Automotive Industry;
- Automotive Industry 2: Technical and Contextual Explorations;
- Advanced Mechanical Engineering: Automotive Fault Diagnosis and Repair Course;
- Automotive Electrical Wiring Course;
- Automotive Repair and Maintenance Course;
- Legal Human Resource Support Course;
- Productivity Improvement: Employing Modern Productivity Enhancement Methods Course;
- Comprehensive Real Estate Management Programme, - Intensive Full-Time (3 Months);
- Comprehensive Real Estate Management Programme, - Full-Time (6 Months);
- Real Estate Management and Pertinent Financial Issues Course;
- Conveyancing and Property Valuation – Property Sales, Property Auction, Conveyancers, Open House, Title Deeds, Title Plan, Surveys, Fee Interest, Title Abstractors – Course,

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- Human Resource Management: A Comprehensive View Course;
- Petroleum – Oil and Gas – Well Testing Course;
- Employment Law Course;
- UK Consumer Protection Law Course;
- ISO 9000 Quality Systems Course;
- Modern Quality Systems Course;
- Modern Quality Systems and ISO 9000 Course;
- Information, Risk, Security and Crisis Management Course;
- Executive Leadership and High-Performance Team Management Course;
- Organisational (Organizational) Design: Structuring and Restructuring Organisations (Organizations) Course, Leading to Diploma – Postgraduate – in Organisation Design: Structuring and Restructuring Organisations, Accumulating to Postgraduate Diploma;
- Executive Management, Intensive Full-Time (3 Months) Programme;
- Executive Management, Full-Time (6 Months) Programme;
- Organisation (Organization) and Management: An Introduction Course;
- Managing Individuals and Groups In Organisations (Organizations) Course;
- Organisational Improvement: Revitalizing Organisations, Through Organisational (Organizational) Development and Change Course;
- Enhancing Managerial Effectiveness Course;
- The Management of Human Resource Course;
- Managing Individual Performance Course;
- Talent Management Course;
- The Newcomer in an Organisation: A Strategic Approach Course;
- Managing Organisational (Organizational) Quality and Resources Course;
- Managing Internal and External Cultural Diversity Course;
- Enhancing Objective Accomplishments Through an Enthusiastic Workforce Course;
- Organisational (Organizational) Structure and Control Systems Course;
- Creating Investment Projects in the Industrial Sector Course;
- Evaluating the Performance of Industrial Investments Course;
- Strategic Management and Project Management Course;

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- Upstream Oil & Gas Accounting & Contracts: Oil & Gas Operation, Mineral Rights, Leases & Successful Efforts Accounting Course;
- Advanced Financial Accounting For Non-Accountants Course;
- Advanced Cost Management for Business Enhancement Course;
- Executive Leadership, Team Leadership and Public Relations Course, Leading to Diploma – Postgraduate – in Executive),
- Strategic Management and Strategic Cost Management Course;
- Strategic Management Accounting, Incorporating Balanced Score Card Course;
- Advanced Budgeting For Business Enhancement Course;
- Women In Management Full-Time (6 Months) Programme;
- Advanced Language and English Communication Skills Course;
- Advanced Oil and Gas Accounting: International Petroleum Accounting (1) Course;
- Advanced Oil and Gas Accounting: International Petroleum Accounting (2) Course;
- Advanced Oil and Gas Accounting: International Petroleum Accounting (3) Course;
- Leadership Styles Course;
- Team Dynamics: Team Leadership Course;
- Power Quality Management: Power Quality Identification, Analysis and Remedy, Seminar or Course;
- The Management of Organisational Resource;
- Effective Time Management Course;
- Delegating For Role and Organisational Effectiveness Course;
- The Dynamic Functions of Management Course;
- Training Needs Analysis: Determining Training Needs Course;
- Satellite Network Design and Security;
- Planning, Costing and Budgeting for Executive Decision-Making Course;
- Instrumentations and Control Systems Course;
- Business and Organisational Analysis Course;
- Financial Accounting and Management Accounting Course;
- Warehousing, International Logistics, Inventory and Supply Chain Management Course;
- Training Expenditure or Investment?: Training Needs Analysis, Costing and Budgeting for Accelerated Rate of Return;
- High Voltage Engineering: Designing a Reliable and Economic Insulation System Course,

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- Small Business Start-Up, Expansion and Management Course;
- Small Business Start-up and Management 1: Company Products, Market Sectors, Legal Status and Costing,
- Small Business Start-up and Management 2: Small Business Cost Accounting, Customer Values, and Business Planning,
- Anti-Dumping and Anti-Subsidy: Claims, Measures, Stance, Sunset Review and Suspension Course;
- Advanced Media Production and Presentation Course ;
- Telephone Billing & Financial Accounting Course or Seminar;
- Decision-making in Organisations (Organizations): Structural Design Myths and Realities Course;
- Human Resource Training and Development Management,
- Human Resource Training and Development Management,
- Executive Leadership and Corporate Communication;
- Corporate Governance: Principles and Practice, Incorporating Financial Risk Management Course,
- Conflict and Role Conflict: Conflict Management In Organisations Course;
- Employee Resourcing and Worker Motivation – Diploma – Postgraduate Course;
- Tourism and International Relations, Diploma – Postgraduate Course;
- International Relations and Conflict Resolution Course;
- Globalisation and World Trade Course;
- International Tourism and International Relations Course;
- International Organisations, Globalisation and World Trade Course,
- International Relations, Conflict Resolution and International Tourism,
- Communication Dynamics and Networking in Organisation Course;
- Communication in Organisation (1) Course;
- National and International Economic Competitiveness: Towards Economic Growth and Sustainability, Intensive Full-Time (3 Months) Postgraduate Diploma and ; Course
- National and International Economic Competitiveness: Towards Economic Growth and Sustainability, Full-Time (6 Months) Postgraduate Diploma and ; Course
- Organisational Development (OD) in Action: Improving Organisational Effectiveness Course,

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- Mergers, Acquisitions, Joint Ventures and Strategic Alliances: Financial and Accounting Aspects of Mergers, Acquisitions and Joint Ventures For Managers, Entrepreneurs, Private Equities and Corporate Investors Course ;
- Financial Risk Management (2):Financial Risk Management: Financial Risk, Microeconomics and Macroeconomics and The 'Credit Crunch' Course,
- Civil and Environmental Engineering: Erosion Control and Watershed Management Course;
- External and Internal or Organic Organisational Growth Strategy: In Pursuit of Organisational Effectiveness Seminar or Course,
- Corporate Governance and Strategic Management – incorporating Corporate Strategy,
- Corporate Governance and Strategic Management – incorporating Corporate Strategy,
- Investor Relations Course
- Business Plan: A Guide to Entrepreneurs and Investors Course;
- Internal and External Organisational Analysis Course;
- Strategic Planning and Organisational Development Course ;
- Business Administration Course, Intensive Full-Time (3 Months);
- Business Administration Course, Full-Time (6 Months);
- Public Relations in Principle and Practice;
- Public Relations 1: Public Relations Communication, Management, Promotion, Sports and Tourism Course,
- Public Relations 1: Employee, Media, Multicultural, National and International Government Relations Course,
- Bank Cost and Budgetary Control Course
- Banking Operation, Risk Management and Control Seminar or Course;
- Legal, Dynamic and Deterministic Metrology: Metrology with ISO 9000 Conformity Course;
- Oil and Gas Operation for Non Technical Staff – Incorporating Oil and Gas Safety Course;
- Human Resource Management (HRM) in the Petroleum – Oil and Gas Industry Course;
- Change Management and Executive Leadership in Organisations Course,
- Communications, Information Management and Project Management, Diploma – Postgraduate Course,
- Executive Leadership, Change Management and Worker Motivation Course,
- Antitrust Practice Policy and Law: Creating International Competitive Advantage Course;
- Managerial Facilitation Of Value-Added Customer Service Excellence Course,;

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- Telecommunication Systems, Intensive Full-Time (3 Months) Programme;
- Telecommunication Systems, Full-Time (6 Months) Programme ;
- Telecommunications Regulation and Spectrum Management;
- Executive Leadership and Public Relations Course;
- Time Management and Client or Customer Care Course;
- Extreme Client or Customer Care Course
- Real Estate Managing Agency Course;
- Sales and Marketing Corporate and Operational Strategies, for Enhanced Effectiveness and Sustainable Revenue Growth,;
- Sales and Marketing Corporate and Operational Strategies, for Enhanced Effectiveness and Sustainable Revenue Growth,;
- Sales and Marketing Management (1): Sales Perspective Seminar or Course,
- Sales and Marketing Management (2): Sales Environment Seminar or Course,
- Sales and Marketing Management (3): Sales Techniques,
- Sales and Marketing Management (4): Sales Management Seminar or Course,
- Performance Management and Modern Quality Systems Course;
- Human Resource Management: A Practitioner's Approach – Selected Modules,;
- SAP and Joint Venture Accounting, for Joint Venture Petroleum – Oil and Gas – Operation Seminar or Course
- Travel and Protocol Management Course;
- Modern Electrical and Electronic Measuring Instruments Course,
- Corporate Social Investment (CSI): Policy Formulation, Communication and Implementation Strategy Course;
- Vibration Analysis Vibration Instruments RMS Techniques Vibration Measurement Spectrum Analysis Course;
- Advanced Value Engineering, Cost Effective Project Initiation Management and Delivery Course;
- Marketing Dynamics: Effective Customer and Client-Driven, Value Orientation and Strategy Course;
- Marketing Dynamics: Effective Customer and Client-Driven Value, Orientation and Strategy (1),
- Marketing Dynamics: Effective Customer and Client-Driven Value, Orientation and Strategy (2),
- Marketing Dynamics: Effective Customer and Client-Driven Value, Orientation and Strategy (3),

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- Marketing Dynamics: Effective Customer and Client-Driven Value, Orientation and Strategy (4),
- Advanced Oil and Gas Accounting: International Petroleum Accounting – Bridging Course
- Cost Accounting, Budgeting, Profitability Analysis, Strategy and Balanced Scorecard, Intensive Full-Time Postgraduate Diploma (3 Months);
- Cost Accounting, Budgeting, Profitability Analysis, Strategy and Balanced Scorecard, Full-Time Postgraduate Diploma (6 Months);
- Internal Accountant's Role in an Organisations, Cost Terms and Purposes, Diploma, Postgraduate Course;
- Cost-Volume-Profit (CVP) Analysis and Job Costing;
- Activity Based Costing, Cost Management, Master Budgeting and Responsibility Accounting Course;
- Flexible Budget, Direct and Overhead Variances, and Management Control Course;
- Inventory Costing, Capacity Analysis and Determining Cost Behavior Course;
- Cost Accounting: Decision-Making, Pricing Decision and Cost Management Course;
- Strategic Profitability Analysis, Customer Profitability and Sales Variance Analysis, Incorporating Balanced Scorecard and Cost Allocation Course;
- Cost Allocation and Process Costing Course;
- Accounting for Spoilage, Rework and Scrap, with Balanced Scorecard Course;
- Inventory Management, Simplified Costing, Capital Budgeting and Cost Analysis Course;
- Management Control Systems, Transfer Pricing and Multinational Operations (1) Course
- Performance Measurement, Compensation and Multinational Operations (2) Course;
- Project Management in Action: Managing World Bank Projects Course;
- Accounting and Finance World Bank Compliant Course;
- Malaysian Industrial Relations and Employment Law Course;
- Advanced Oil Tanker Operations STCW 2011 Compliant Course;
- Advanced Oil Tanker Operations STCW 2011 Compliant – Module 3,
- International Trade Promotion and Marketing Course;
- International Trade Promotion and Marketing (1) Course;
- International Trade Promotion and Marketing (2) Course;
- Key Success Factors (KSFs) and Key Performance Indicators (KPIs): Strategic Operational Survival Imperatives Course,
- Advanced Agricultural Project Management;

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**Prof. Dr. Ronald B. Crawford - Director**

PhD (Uni London); M. Ed. M (Bristol); PGCIS (UWL); Adv. Dip. Sc. Ed (Bristol); Dip. Doc. Res. (Uni Wlv); F.I.M.S.; HR. S. (I.M.S.); Exec. M. AOM; M. AAM; M.I.S.G.S.; M.S.C.O.S.; L.M. M.I.H.R.M.; M. RG. C.



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- Project Management and Time Management Issues – Setting the Stage For Agricultural Project Management Course,
- Agricultural Project Development, Planning, Execution and Evaluation Course,
- Team Leadership and Motivation in Agricultural Project Management Course,
- Agricultural Project Design, Data Elicitation, Interpretation and Financial Risk Management Course,
- Public Sector and Civil Service Reforms: An International Perspective Course ;
- Salient Issues in Government Reinvention: Public Sector Restructuring, Reforming,
- Comparative Analysis of Public Sector Reforms: OECD, USA, Australia, Scandinavia, Ireland Course,
- Exemplifying Public Sector Change Strategy: Australia, Canada, UK Course,
- Rationalizing Public Sector Reform: Cost Effectiveness Assessment Course,
- Heating, Ventilation, Air-conditioning and Refrigeration (HVAC&R): Equipment Installation, Diagnosis, Repairs, Maintenance & Troubleshooting Course,;
- Heating, Ventilation and Air-conditioning (HVAC): System Design and Value Engineering Course,
- Organisational and Human Resource Strategy Life Cycle: Human Resource Strategy Formulation, Implementation and Review Course;
- Travel, Protocol Management and International Relations, Diploma – Postgraduate Course;
- Travel, Protocol Management and International Relations (Module 1) Course,
- Travel, Protocol Management and International Relations (Module 2) Course;
- Travel, Protocol Management and International Relations (3),
- Travel, Protocol Management and International Relations (Modules 3 & 4) Course;
- Health and Safety Management in Industrial and Commercial Sectors Course;
- Industrial Safety and Health Management Course;
- Ensuring Workers' Safety in Industrial Setting: Safety Standards Compliant Course;
- Prioritising Workers' Health and Safety Interest while in the Workplace Course, ;
- Safety Precautions and Emergency Incident Risk Management Course;
- Strategic Planning, Business Planning and Budgeting for Organisational Effectiveness Course,
- Enterprise Risk Management ERM Course;
- International Finance and Financial Services ;
- International Finance and Financial Services;

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- Global Marketing: Local, National and International Marketing, Strategic Plan and Implementation;
- Global Marketing: Local, National and International Marketing, Strategic Plan and Implementation;
- Commercial Law Course;

A full list of our Postgraduate Diploma Programmes and Postgraduate Short Courses is located at:

[https://hrodc.com/Course\\_Finder\\_Postgraduate\\_Diploma\\_Postgraduate\\_Short\\_Courses\\_in\\_Accra\\_Amsterdam\\_Brussels\\_Doha\\_Dubai\\_Durban\\_KL\\_London\\_Lusaka\\_Nairobi\\_Paris\\_Online.htm](https://hrodc.com/Course_Finder_Postgraduate_Diploma_Postgraduate_Short_Courses_in_Accra_Amsterdam_Brussels_Doha_Dubai_Durban_KL_London_Lusaka_Nairobi_Paris_Online.htm)

## Client List and Confidentiality

Because of our Confidentiality Clause, we are unable to provide you with a Comprehensive Client List or specifics of Clients' Engagement with our Institute. However, I would like to point to a few of the Organisations, mainly in Africa and Gulf States, for which I have had Direct Client Management Responsibility:


- Abu Dhabi Company for Onshore Oil Operations;
- Abu Dhabi National Oil Company;
- Alosco Holdings – Tanzania;
- Anglogold Ashanti Ltd;
- Angola Liquefied Natural Petroleum Gas;
- Badan Pengawasan Keuangan dan Pembangunan (BPKP);
- Bank of Botswana;
- BP Migas, Indonesia;
- Civil Aviation Authority (UK) - International;
- Celon Electricity Board (CEB);
- Chevron – Nigeria;
- Companhia Moçambicana de Hidrocarbonetos, SA;
- Enap Sipetrol International Egypt Branch;

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- ENI Pakistan Limited;
- Estate Proekt LLC - Moscow;
- Ghana Investment Trust;
- Ghana National Petroleum Corporation;
- Ghana Social Security and National Insurance Trust (SSNIT);
- Ghana Revenue Authority;
- Ghana Ventures Ltd;
- GreenStream B.V – Libyan Branch;
- Gulfsands Petroleum Syria Ltd.;
- Kaduna Oil Refinery - Nigeria;
- Kuwait Gulf Oil Company;
- Kuwait Oil Tanker Company (KOTC);
- Kuwait Public Authority for Industry (PAI);
- Libyan Defense Ministry;
- Liz Fashion Industry Limited, Bangladesh;
- Lusail Real Estate Development Company - Qatar;
- Malaysia Ministry of Interior;
- Malaysian Civil Service;
- Nigeria Education Trust Fund;
- Nigeria LNG;
- Nigeria National Petroleum Corporation (NNPC);
- Nigeria Ports Authority;
- Ocean Bank, Uganda;
- Oceaneering Angola;
- Oceanic Bank International PLC - Nigeria;
- Oman Air Technical Training – Engineering;
- OMV Petroleum Exploration GmbH;
- Pakistan Fertilizer
- Petroleum Products Pricing Regulatory Agency (PPPRA);
- Petroleum Training Centre – Kuwait;
- Petroliam Nasional Berhad (PETRONAS)
- Qatar Fuel Additive Company Limited;

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- Qatar Ministry of Interior;
- Qatar Petroleum;
- Saudi Arabia Basic Industry Corporation (SABIC);
- Saudi Arabia Iron and Steel;
- Saudi Arabia Stock Exchange;
- Saudi Aramco;
- Saudi Electricity Company;
- Sea Petroleum;
- Secretariat General of the Gulf Cooperation Council;
- Shell Nigeria;
- Sierra Leone Petroleum Directorate;
- Singapore Ministry of Defense;
- *Taleveras Group of Companies – London, Nigeria, UAE;*
- Tanzania Airport Authority;
- Tanzania Ministry of Health;
- Tanzania Petroleum Development Corporation;
- The Gambia Ministry Of Health And Social Welfare;
- Tigray Agricultural Research Institute;
- Total Nigeria;
- Uganda Revenue Authority;
- United Nations;
- West Africa Agricultural Productivity Programme;
- Zambia Institute of Advanced Legal Education.

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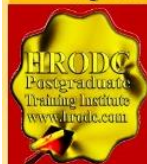
## Our Websites and Their Foci

The Institute's websites and their foci are:

1. <https://www.hrodc.com> Postgraduate Diploma Full-Time Courses; Postgraduate Short Courses; Online Courses;
2. <https://www.hrodclondonpostgraduateshortcourses.com/> Our Dedicated Online (Video-Enhanced) Postgraduate Short Courses and Postgraduate Diploma Programmes;
3. <https://www.online-pg-diploma-and-online-pg-short-courses-hrodc.com/> Our Dedicated Postgraduate Short Course Site; In-Classroom and Online (Video-Enhanced);
4. <https://www.hrodc-mobile.com> Our Mobile-Friendly Site, For Postgraduate Diploma Full-Time; Postgraduate Short Courses; and Online Courses.

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## Verbatim Comments From Some of Our Past Delegates.



**Mr. Champika Nishantha, moving the 'Vote of Thanks' after receiving the Diploma - Postgraduate - in Organisational Effectiveness Enhancement Strategy Development and Implementation (Double-Credit), in Dubai, UAE, said:**

"Dear Professor; My Dear Colleagues, this is a wonderful experience for us. .... we have had a wonderful learning journey..... thank the General Manager of CEB and the Additional General Manager, Distribution ... They supported us to attend this wonderful training session ..... Professor Dr. Crawford and HRODC Postgraduate Training Institute, for giving us this wonderful opportunity .. training session was really good. We gathered a lot of new knowledge .. facilities ..... absolutely superb. .... most important ... the learning ... is good ... Delegates really participated ..... Professor Crawford ..... concern for ... our successful careers. .... our colleagues .....were excited ... really happy ... Professor helped us so much.

"... colleagues contributed .... their behaviour and dedication to learn were absolutely superb. .... I wish Professor, .... long life and hope he will distribute the course further. Thank you".

<https://www.youtube.com/watch?v=Z0zMaYoHNhY>

Profile of HRODC Postgraduate Training Institute, A Postgraduate-Only Institution - Page 20 of 73

**HRODC Postgraduate Training Institute**  
HQ : 122A Bhylls Lane, Castlecroft, Wolverhampton, West Midlands WV3 8DZ, UK



**Prof. Dr. Ronald B. Crawford - Director**

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## Verbatim Comments From Some of Our Past Delegates.



"Dear Professor, Ladies and Gentlemen. We are here at the inductive successful event. We gathered the knowledge, the experience that we can practice in the CEB for the betterment of our customers and organisation. We believe that, and we can probably say that, the investment that CEB made for this event has been (a) successful one because I believe you all can practice in our organisation what you learned here. Dear Professor, we are privileged to have this relationship with you: the commitment that you made here to disseminate your knowledge and experience is an excellent one. The knowledge and the experience in different display is amazing. The way you deliver the lecture and the characterisation you made are really attractive. Your teaching style, the lecture pattern influences us to come on time and be here until the end of the session lively. You influenced us to rethink what we are doing in our organisation and arrange according to the situation and changes. Dear Professor, thank you very much for the arrangement you have made. The accommodation, lecture facilities, food, the course material and everything - we are happy with them. I frankly say that your organisation can be ranked in the high position in your customer service. I hereby take this opportunity to invite you to be in Sri Lanka someday for a session. I believe that some people in Sri Lanka will get the chance to be with you, we invite you to be there and I take this opportunity to thank you for the wonderful service you have done and I take this opportunity to wish you and your organisation to go far in this career, to serve the HR Professional in the world for long and thank you again for the service you have done. We will have the memories that we can go along - nice memories for the workplace. We can live with them for a long time. I assure that we will be able to practice what you gave here and finally I say - Thank you very much!"

Response from one of 27 Recipients of Diploma – Postgraduate - in – Strategic and Operational Human Resource Management in an International Context, in Kuala Lumpur Malaysia, from HRODC Postgraduate Training Institute

YouTube Link: [https://www.youtube.com/watch?v=by\\_KvG4n\\_k&t=518s](https://www.youtube.com/watch?v=by_KvG4n_k&t=518s)

## Verbatim Comments From Some of Our Past Delegates.

Mr. Abdulkareem Taher Taha commenting at his Award Ceremony, on the receipt of his Diploma - Postgraduate - in Advanced Oil and Gas Accounting: International Petroleum Accounting (1) Bridge (Double Credit), Paris France, from HRODC Postgraduate Training Institute

"For my side, I would like to take this opportunity to thank you Prof. Crawford and also to thank Ms. Maria because she was very helpful to me. I'd like to say to \* everybody and to my colleagues that honestly this training would be very helpful and makes your business life easy. Thank you very much". Please click link to view the Award Ceremony for Diploma - Postgraduate - in Advanced Oil and Gas Accounting: International Petroleum Accounting (1) Bridge (Double Credit):



<https://www.youtube.com/watch?v=wGszu8uTEcU>

## Verbatim Comments From Some of Our Past Delegates.

Team Leader commenting, on behalf of his colleagues, at their Award Ceremony, on the receipt of their Diploma - Postgraduate - in Advanced Value Engineering (Double Credit), in London, UK, from HRODC Postgraduate Training Institute  
 Thanks for the sharing Professor, It's a pleasure for us that we have attended this course. It was a great training course for all of us. It has added a lot to our information and to our knowledge and you made it fantastic also, played by your contribution, your clarification to a lot of points ..... which shows your professionalism and shows how professional your organization is. Thanks for you, thanks for the staff because they helped us a lot and we hope to see you again in other future courses". Please click link to view the Award Ceremony for Diploma - Postgraduate - in Advanced Value Engineering (Double Credit)



[https://www.youtube.com/watch?v=-a5mg\\_uxTXg](https://www.youtube.com/watch?v=-a5mg_uxTXg)



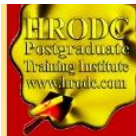
## Verbatim Comments From Some of Our Past Delegates.

"I would like to say some words Professor. Professor Crawford, thank you for this 2 weeks - you taught me. As you say it, I tried to put my best into this course. Thank you for having me. From this experience and this knowledge that I got, I can now go back home, in Africa, and send some more of my colleagues. I enjoyed it very much and I hope it's going to make me grow in my profession. Thank you very much". Please click link to view the Award Ceremony for Diploma - Postgraduate - in Diploma Postgraduate in Human Resource Management (HRM) in the Petroleum Oil and Gas Industry (Double Credit);

Mr. Angelo Teixeira Commenting, at his Award Ceremony, on receipt of his *Diploma Postgraduate in Human Resource Management (HRM) in the Petroleum Oil and Gas Industry (Double Credit)*, in London UK, from HRODC Postgraduate Training Institute.



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**PROF. DR. RONALD B. CRAWFORD - DIRECTOR**

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## Verbatim Comments From Some of Our Past Delegates.

Ms. Anne Asuquo, Receiving her Diploma Postgraduate in Human Resource Management (HRM) in the Petroleum Oil and Gas Industry (Double Credit),

Dubai - United Arab Emirates (UAE), from HRODC Postgraduate Training Institute

"It is really a pleasure & a very interesting experience to me. In depth knowledge is a whole lot and you can actually see how you can relate this knowledge into your everyday field, and I say, this has been one of the best courses I've attended. I'd implore everyone that if you are thinking of coming to a course at HRODC, please do so, you will not waste time coz he is really hands-on and he has in-depth experience to share with you and I hope you have a great time when you come for your courses. Thank you Prof, once again, and I hope to see you more often". Please click video link:

<https://www.youtube.com/watch?v=0byHCnKVwvY>



## Verbatim Comments From Some of Our Past Delegates.

Dr. Umar Faruk comments, at his Award Ceremony, on receipt of his Diploma - Postgraduate - in Corporate Governance, incorporating Financial Risk Management (Double Credit) from HRODC Postgraduate Training Institute, in London, UK

"Like I said, the course has been very, very beneficial: the content, the demonstrations, the extracts and the films and I promise you, with my relationship with some of \*\*\*\*\* , I will make sure that my colleagues also can benefit from what I have benefited. Thank you Professor. Thank you so much".



[Please click link to view the Award Ceremony for Corporate Governance: Principles and Practice, incorporating Financial Risk Management https://www.youtube.com/watch?v=Byp3O-mxi\\_Y](https://www.youtube.com/watch?v=Byp3O-mxi_Y)

## Verbatim Comments From Some of Our Past Delegates.

Engineer Said, comments at his Award Ceremony, for Diploma - Postgraduate - in Health and Safety Management in Industrial and Flammable Environments, in University of London, UK, from HRODC Postgraduate Training Institute.

"Thank you very much, Professor. It's my honour to receive this certificate and also it was a long way to achieve this. Thank you for everything, Professor, I've learned a lot in this course, I enjoyed it. It was a great presentation from the Professor. In the end of the day I achieved my goal and I'm going back to Africa, specifically Tanzania, with my hopes higher in terms of what I learned here in London and I would like to take this opportunity to say Thank you very much" -

Please Click Video Link to view video:

<https://www.youtube.com/watch?v=GJdRO5ZnNcw>



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## Verbatim Comments From Some of Our Past Delegates.

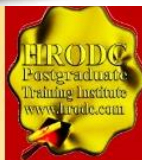
Mr. Eric Odoom comments, on behalf of his colleagues, at their Award Ceremony, on receipt of their Diploma - Postgraduate - in Enterprise Risk Management (Double Credit), from HRODC Postgraduate Training Institute, in Wolverhampton UK

"Prof., Thank you so much for the opportunity of having this Programme. It is indeed a privilege to come to HRODC which have been doing this things for the fellow soul and we hope to go back with the political and the practical aspect of risk management that we have derived from this consultancy, the last two (2) weeks. I will prove, with my colleagues and I, and the social security of national trust of Ghana will always continue to have this accomplished".



[Please click link to view the Award Ceremony for Enterprise Risk Management \(Double Credit\):](https://www.youtube.com/watch?v=wvcFVvjAVys)

<https://www.youtube.com/watch?v=wvcFVvjAVys>



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## Verbatim Comments From Some of Our Past Delegates.

I would say in this moment... I have the honor to be one of the lucky delegates who have attended this distinguished course with a great Professor Crawford, and I would say that beside his great amount knowledge about of a lot of subject in the . and besides his academic skills, he has a great personality. Both contribute to making the delegate comfortable in dealing with him and I haven't prepared very well to say something to him, but I think you have to deal with him in order to see how good, I think and best among others in his field. I would like to thank him during the whole days that we are together and thank you so much for all the inputs you provide. Thanks so much.

**Mr. Fahad Altoraiki** recipient of Anti-Dumping, Anti-Subsidy and Trade in Services: Investigation, Determination, Countervailing Measures, Sunset Review, Suspension and National Security Course in London, United Kingdom, Leading to a Diploma – Postgraduate in Anti-Dumping, Anti-Subsidy and Trade in Services (Double Credit)



YouTube Link: <https://www.youtube.com/watch?v=FsuZi3Qzszo>



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## Verbatim Comments From Some of Our Past Delegates.

Ms. Gaziel Rumoldo, commenting, at her Award Ceremony, on receipt of her Diploma - Postgraduate - in Human Resource Administrative Support, in Dubai, UAE, from HRODC Postgraduate Training Institute

“Knowledge to me and as you’ve said, one of your achievement as an instructor is to see your student learn and impart also those knowledge with how I work I’ll do my best when I go back to work. Thank you again. knowledge to me and as you’ve said, one of your achievement as an instructor is to see your student learn and impart also those knowledge with how I work I’ll do my best when I go back to work. Thank you again”.



Please click link to view the Award Ceremony for  
Diploma - Postgraduate - in Human Resource Administrative Support:  
<https://www.youtube.com/watch?v=SIZEF8j-44B0>

## Verbatim Comments From Some of Our Past Delegates.

### Response from one of 25 Recipient of Diploma - Postgraduate - in UK Employment Law (Double Credit), in Kuala Lumpur (KL) Malaysia, from HRODC Postgraduate Training Institute

"On behalf of the class, I would like to say thank you to Prof. Crawford for all the sharing of knowledge and also downloading his experience with us - and I believe that we have learned a lot from the knowledge that he has shared with us and also with regard to the experience that he had gone through and shared with us! .... He has also addressed our concerns with regards to .... UK Law and I believe that we will cherish and also use the knowledge that we have received in our day to day activities specifically in handling our UK Office in London"

Please Click Link, to view video:

<https://www.youtube.com/watch?v=4TdH3b5wzLw>



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## Verbatim Comments From Some of Our Past Delegates.

Mr. Jeremiah Kato, commenting on his course *Internal Audit, Incorporating Corporate Governance and Financial Risk Management*, at his Award Ceremony for Diploma - Postgraduate - in Internal Audit, Dubai, UAE, from HRODC Postgraduate Training Institute

"Thank you very much Professor. I want to thank you so much for such an enriching transfer of knowledge and I hope remain the same and I am now also going to exhibit the same knowledge and pass it on to accommodate the team but also my \*\*\* and other institutions where I work and the people that I get to contact with. There are quite so many things I learned and also practically but I was enlightened about especially in financial risk management where we are talking about Swap and we are talking about hidden motives and I know exactly where I've been. I am going to pass this knowledge to all the people that I meet. Thank you very much again Professor".

[Please click link to view the Award Ceremony for Diploma - Postgraduate - in Internal Audit:](#)

<https://www.youtube.com/watch?v=eSCGJMaQrPA&feature=youtu.be&a>





## Verbatim Comments From Some of Our Past Delegates.

Thank you very much Professor. It has been an honor being in this course. I have learned a lot and I look forward to coming back soon. Thank you!

Ms. Nunana Lawson of GRA recipient of Conveyancing and Property Valuation Course in Dubai, UAE, Leading to a Diploma-Postgraduate in Conveyancing and Property Valuation



YouTube

Link: <https://www.youtube.com/watch?v=i7TrBK42Qcs&t=20s>

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## Verbatim Comments From Some of Our Past Delegates.

Messrs Faisal Abdulaziz Al-Hawas, Bader Riyadh Al-Onaizi, and Khalid Al-Ghamdi, Delegates of Anti-Dumping and Anti-Subsidy: Claims, Measures and Stance Course, commenting, on receipt of their Award of Diploma - Postgraduate - in Anti-Dumping and Anti-Subsidy, in Dubai, UAE, from HRODC Postgraduate Training Institute.

1. "Thanks, Professor. It is an excellent course and I am pleased to be part of it and get your knowledge from your wide experience in the field." (Mr. Faisal)
2. "Thanks Professor for your full explanation about Anti-Dumping and Anti-Subsidy and I'm sure that we get most beneficial from this course .... We are going to spread it and let our colleagues know about it, deep and deep, also as well as our Top Management ....." (Mr. Khalid)
3. "Thank you so much for the great explanation ..... and I look forward to having more next time ....." (Mr. Bader)

Please click link to view video:

<https://www.youtube.com/watch?v=7JC0zpwIAXY>



## Verbatim Comments From Some of Our Past Delegates.

Mr. Isu Sani Ogedegbe and Mrs. Gloria Bob-Manuel, Receiving their Diploma - Postgraduate in Conveyancing and Property Valuation, University of London, UK, from HRODC Postgraduate Training Institute "My name is Mr. Isu Sani Ogedegbe from Nigerian ports authority and with me is Mrs. Gloria Bob-Manuel. We are employees of Nigeria Port authority. Good morning, Prof. Crawford. First and foremost I want to express, on behalf of myself and my colleague, our gratitude to Almighty Allah, for making it possible for us to be alive to take part to this wonderful course. Secondly, I would like to express our appreciation to our organization Nigeria Ports Authority for giving us this wonderful opportunity to attend this course in this noble event when we were nominated for this course. We knew we had a pre-knowledge of Conveyancing and property valuation, we thought we were just coming to refresh our educational knowledge on the course but behold! what we have been given today surpasses all our expectations and we want to publish this great institution that we will be good and no good if and we promise our employer that what we have gained here will improve our performance in the office, our contribution to our organisation to our own benefit to our lives benefit and I want to conclude by saying Thank you for Prof. Crawford \*\*\* we have gone to several courses within Nigeria and outside Nigeria but we never had this so good, the presentation was so wonderful, the materials given to us, perfect, and, I believe, as we go back home this will be of help to us in our duties, in our offices. Once again, I thank you Prof. Crawford".

Please click Video-Link, <https://www.youtube.com/watch?v=U2qlfm6hAuw>



## Verbatim Comments From Some of Our Past Delegates.

Mr. John Dogo commenting on his experience with HRODC Postgraduate Training Institute, on receipt of his Diploma - Postgraduate - in Legal Human Resource (HR) Support, in London UK, from HRODC Postgraduate Training Institute

"Thank you very much, Sir, I had a great time and I must say, I am taking this back home and letting them know that HRODC Postgraduate Training Institute is of great repute and that the training is second to none. Thank you very much, Professor Crawford. Thank you very much." Please click link, to view video:

<https://www.youtube.com/watch?v=IYngQmGVV1c&feature=youtu.be>



## Verbatim Comments From Some of Our Past Delegates.

**Mr Laurent Kamaliza Madalimba Mwigune, comments on the receipt of his Diploma - Postgraduate - in *Managing Individual Performance; and Executive Management Block 6*, in Kuala Lumpur (KL) Malaysia, from HRODC Postgraduate Training Institute**

**When I arrived in Malaysia, I felt that it would be a very strange time, something not very so familiar. However, within a very short time, I realized that this is a very interesting time, very richful time. We have a moment of a very very pleasant time, I learned a lot from you. It is a very very that it was only one week but I hope because everything has a starting point, and this was a starting point and I am still milestones away continuously and I hope you'll keep on working with me and I keep on working with you \* my career life much more stronger and stronger. I enjoyed your presentations, I enjoyed your company; thank you very much. Wish you all the best in your endeavors. Welcome to Tanzania, hope to meet you soon.**

**Please Click Link to View Video:**

**<https://www.youtube.com/watch?v=PwtX17OkCww>**



## Verbatim Comments From Some of Our Past Delegates.

Mr. Mohammad Hasan Al Emran - Warehouse Management, Material Handling, Storage and Logistics Operation, in London UK, from from HRODC Postgraduate Training Institute

Thank you, Sir. I want to thank first my \*\*\* and MD who really chose for me this course and It's a great opportunity for me to be here with HRODC and within 2 weeks I gained lots of knowledge and lots of ideas from here. So, I hope to bring it in my company and I want to bring my company in front... in the world so it's a greater opportunity for me so I hope to do well in my future. Thank you Professor.

Please click link, to view video:

<https://www.youtube.com/watch?v=fciD-JFJJdY>



## Verbatim Comments From Some of Our Past Delegates.

Russian Delegates' comments, During their Award Ceremony, on receipt of their Diploma - Postgraduate - in Time Management, in Milan, Italy, from HRODC Postgraduate Training Institute.

"Thank you very much. Dear Prof. Crawford, let me tell you what I really think. I am pleased of you Mr. Crawford for teaching a lot of really important things and Ms. Interpreter for a good translation and a great company. We have recognized that we have a lot of things learned in accordance with this course and we are happy that we are really advanced in our job now. We have such a team learning here because you have taught us things and we achieved a lot of examples for my job. \*\*\*\*\* , I did not know English but here I learned English. I think if I get another course like this, I will be able to speak English. Thank you again and I want to tell you and wish you big success in your life.

Welcome to Kazakhstan"



[Please click to link View Award Presentation Video:](#)

<https://www.youtube.com/watch?v=PpPr-AduYh8> . [Please click to read and/or Download Part 3 - Time Management Course Lecture Presentation, in Russian Language](#)

## Verbatim Comments From Some of Our Past Delegates.

I just want to thank... for taking us to do this training.

It has been good and I always want to say God bless you to Prof. Crawford. He has been so good to us and I know that we have learned a lot that will really help us in our work at GRA. I just want to say God bless you!

(Mrs. Thompson) We would like to tell him that this won't be the last time that we will be coming. We'll be coming for more programmes and then I really enjoyed it and I will be coming back to London. Thank you, Professor Crawford. (Mr. Sampeney)

*Mrs. Ernestina Thompson and Mr. Kwadwo Sampeney of GRA, recipient of Conveyancing and Property Valuation Course in London, UK, Leading to a Diploma- Postgraduate in Conveyancing and Property Valuation*

YouTube Link: <https://www.youtube.com/watch?v=LTv8ShXQBzQ>





## Verbatim Comments From Some of Our Past Delegates.

Mr. Martin Muhangi commenting on behalf of his colleagues, on their Award Ceremony for Diploma - Postgraduate - in Oil and Gas - Petroleum - Taxation - Paris, France, from HRODC Postgraduate Training Institute

"On behalf of Uganda Revenue Authority, and on behalf of my colleagues, who have attended this training - Oil and Gas Taxation - we take this opportunity, Professor, to thank you so much. Thank you enormously for the excellent training with Oil and Gas Taxation. We also thank you for the invaluable information and the splendid time you have spent with us to acquire this kind of knowledge. Professor we greatly commend you and thank you so much". Please click link to view the Award Ceremony for Diploma - Postgraduate - in Diploma - Postgraduate - in Oil and Gas - Petroleum - Taxation:



<https://www.youtube.com/watch?v=YzDoMhaITl0>



## Verbatim Comments From Some of Our Past Delegates.

Mr. Zahid Momin commenting, at the end of Organisational Improvement: Revitalizing Organizations, Through Organisational (Organizational) Development and Change Course, in University of London, UK, on his receipt of his Diploma - Postgraduate - in Organisational Improvement: Development and Change and Executive Management Block 3, from HRODC Postgraduate Training Institute "I would like to say some words, of course It was a very delighted moment for me to pass this certificate, to qualify for this certificate and of course this is not just a certificate for me. During these days, I have learned a lot from Dr. Crawford and of course, though I have a very long 11 years of experience in HR and OD but I would acknowledge and I would accept that many of the ideas and discussions made by Dr. Crawford with me were new for me and some of them I realized that those aspects are Art of OD and I have a firm conviction that I will remember these ideas and new systems taught by Dr. Crawford in my company when I go back to Pakistan. So, thank you Dr. Crawford for everything you have just transferred - all the information, the knowledge to me and I really appreciate it and I thank you for all your efforts and kind atmosphere". Please click link to view the Award Ceremony for Diploma - Postgraduate - in Organisational Improvement: Development and Change and Executive Management Block 3 -

[https://www.youtube.com/watch?v=wGszu8uTEcU&feature=em-upload\\_owner](https://www.youtube.com/watch?v=wGszu8uTEcU&feature=em-upload_owner)



## Programme and Course Duration and Location


1. We admit full-time students and delegates (short course participants) with academic qualifications ranging from Undergraduate Degrees to PhDs;
2. Classroom-based Diploma – Postgraduate Short Courses are of a minimum of 5 days (30 Credit-Hours);
3. The equivalent Video-Enhanced On-Line (Video-Enabled Face-to-Face) delivery for a 5-day course is 10 days, based on 3 hours per day;
4. Intensive Full-Time {5 days (30 hours) per week direct lecturer-contact} Postgraduate Diploma Programmes last 3 months (360 Credit-Hours);
5. Full-Time (15 hours direct lecturer-contact) Postgraduate Diploma Programmes are of 6 months' duration (360 Credit-Hours).
6. Video-Enhanced On-Line Postgraduate Diploma Programmes (360 Credit-Hours) last 20 weeks. This delivery is based on direct lecturer contact for 3 hours per day, 6 days per week (<https://www.hrodc-business-products-and-services.com/>);
7. Courses are delivered in over 30 Cities but are regularly scheduled for:
  - a. Amsterdam, The Netherlands;
  - b. Brussels, Belgium;
  - c. Dubai, United Arab Emirates (UAE);
  - d. Durban, South Africa;
  - e. Kuala Lumpur, Malaysia;
  - f. London (Central), United Kingdom (UK), but occasionally in Manchester, Birmingham and Wolverhampton; and
  - g. Paris, France.

Profile of HRODC Postgraduate Training Institute, A Postgraduate-Only Institution - Page 43 of 73

**HRODC Postgraduate Training Institute**  
HQ : 122A Bhylls Lane, Castlecroft, Wolverhampton, West Midlands WV3 8DZ, UK

**Prof. Dr. Ronald B. Crawford - Director**

PHD (Uni London); M. Ed. M (Bristol); PGCIS (UWL); Adv. Dip. Sc. Ed (Bristol); Dip. Doc. Res. (Uni Wlv); F.I.M.S.; HR. S. (I.M.S.); Exec. M. AOM; M. AAM; M.I.S.G.S.; M.S.C.O.S.; M. RG. C.



8. We organise In-house Courses, at competitive prices, delivered within or outside the organisation's premises, in most countries.

## Our Promotional Course Discount Offers

Our Promotional Discount Offers are as follows:

1. Fifty Percent (50%) Discount for four or more Delegates and Thirty-Three and one third Percent (33.3%) Discount for three Delegates. Pro rata Discount applies to larger groups.
  - a. This means that if three Delegates attend from the same organisation, we will charge for only two.
  - b. If there are four Delegates, we will still charge for two of them only.
  - c. In addition, if the course is being taken in Dubai or Kuala Lumpur, Hotel Accommodation and Meals will be free of cost, based on two females or two males sharing a room, where there are balanced numbers.
2. In addition to the above discounts, we also offer a thirty percent (30%) reduction in the fee cost for individual delegates taking short courses lasting four (4) weeks or longer.

## Concessionary Residential Study Packages

To facilitate a greater degree of individual organisation's participation in our courses, we now offer Highly Discounted Residential Study Packages, in Kuala Lumpur and Dubai, or other mutually convenient locations. Groups of 20 or more participants will enjoy up to seventy percent (70%) discount, depending on their size. Each Study Package includes the following items:

- Hard Copy Study Material, in Folder;
- Electronic Study Material, on USB;
- 2-Way Airport Transfer;
- 4-Hour City Tour;
- Hotel Accommodation;
- Breakfasts;

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- Morning and Afternoon Snacks, during the Workshop;
- Hot Lunch during the Workshop;
- Dinner for the Course Duration;
- Institute's Polo Shirt and Metal Pen.

As soon as you are ready to take advantage of the great developmental opportunity that we will offer your staff, by booking a course with us, please send us the following information:

- ◆ The title of the course that you require;
- ◆ The number of participants;
- ◆ Your preferred start date, for the course;
- ◆ Your preferred location for the course.

As soon as we receive the above information, from you, we will send you our cost offer, on your acceptance of which we will formalise the processes, leading up to, and incorporating, your training event. These formalities incorporate:

- ◆ Processing of Application Forms;
- ◆ Granting of Admission;
- ◆ Issuance of Admission Letters;
- ◆ Generating of Invoice;
- ◆ Provision of Visa Support Letters.

In this regard, please be aware that we can customise any of our pre-existing courses, to meet your corporate needs. We are also able to design any that you require, but which we do not currently offer.

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## Normal Course and Programme Cost Inclusions

Normal Course and Programme Cost includes:

- Free Continuous snacks throughout the Event Days;
- Free Hot Lunch on Event Days;
- Free City Tour;
- Free Stationery;
- Free On-site Internet Access;
- Postgraduate Diploma/ Diploma – Postgraduate – or
- Certificate of Attendance and Participation – if unsuccessful on resit.


## Our Branded Complimentary Products

Students and Delegates will be treated to a Selection of our Complimentary Products, which include

- HRODC Postgraduate Training Institute's Branded **Leather Conference Folder**;
- HRODC Postgraduate Training Institute's Branded **Leather Conference Ring Binder/ Writing Pad**;
- HRODC Postgraduate Training Institute's Branded **Key Ring/ Chain**;
- HRODC Postgraduate Training Institute's Branded **Leather Conference (Computer – Phone) Bag** – Black or Brown;
- HRODC Postgraduate Training Institute's Branded **8GB or 16GB USB Flash Memory Drive**, with Course Material;
- HRODC Postgraduate Training Institute's Branded **Metal Pen**;
- HRODC Postgraduate Training Institute's Branded **Polo Shirt**..

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## Preserving our International Reputation and Standing

As an Institution of Higher Education and Training, we have made concentrated effort to achieve and maintain our reputation, over the years. Our UK Government's Recognition and our International Standing have made us the envy of most private training establishments. We have had numerous requests from some to validate their courses, granting our Certificate - Postgraduate; Postgraduate Certificate; Diploma - Postgraduate; and Postgraduate Diploma to their students and delegates.

## Learning Experience, Equipment and Teaching Material

### Teaching & Learning Strategy: Promoting Maximum Participants' Engagement

One of the most frustrating experiences for short course participants, is their inability to transfer their newly acquired knowledge to their organisational roles, on their return. This factor translates into a waste of organisational resources. It is our philosophy that if participants are given the highest level of 'engagement', during their training, then they will experience the greatest degree of transfer of knowledge and expertise, on their return to their organisations. This factor is supported by renowned Learning and Developmental Psychologists. Consequently, we utilise practical and illustrative experiences that promote the perfect participant engagement. These experiences progress our delegates and students through the three domains of learning (Bloom, et. Al., 1956:

- Cognitive: mental skills (*knowledge*)
- Affective: growth in feelings or emotional areas (*attitude or self*)
- Psychomotor: manual or physical skills (*skills*)

Our practical and illustrative engagement, seek to heighten their cognitive domain through the developmental stages, as follows (Bloom, et. Al., 1956):


1. Knowledge or Simple Recall;

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2. Comprehension or Understanding;
3. Application or, Simply, Applying;
4. Analysis or Analysing;
5. Evaluating or Evaluating;
6. Synthesis or Creating.

We support the highest levels of learning, by providing boosts to reinforcement, through:

- Industrial Visits;
- Demonstrations;
- Role Play;
- Role Simulations;
- Scenario Building;
- Team Assignments;
- Individual Assignments;
- Video Case Studies;
- Video Demonstrations;
- Explanations;
- Documentaries;
- Quizzes, among others.

Delegates, over the years, have given most positive comments about the value that they have derived from the learning experiences that they gained through these exposures. One of the most prominent unsolicited comments, in this regard, came from [Mr. Faisal M. Kaballo](#), Training and Development Coordinator of [Qatar Fuel Additive Co Ltd.](#), following the attendance of the Head of Human Resource, to one of our courses:

"Halim has reached Doha and resumed duty. He enjoyed very much the "One to One" course that you offered him. That was so generous of you. The amount of information he grasped



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and the way it was presented, he says, was professionally of the top. That was an experience he would joyfully talk about for quite sometime.

“Many many thanks & best regards.”

Video comments from some of our past delegates, and actual lectures in progress, might be viewed on our YouTube channel, at: <https://www.youtube.com/user/HRODCPGInstitute/videos>

The written version of these comments are also above (pages 20-42) and with video links at: [https://www.hrodc.com/Students\\_Delegates\\_Comments\\_Postgraduate\\_Diploma\\_Programmes\\_Short\\_Courses\\_HRODC\\_Postgraduate\\_Training\\_Institute\\_A\\_Postgraduate\\_Only\\_Institution\\_London.htm](https://www.hrodc.com/Students_Delegates_Comments_Postgraduate_Diploma_Programmes_Short_Courses_HRODC_Postgraduate_Training_Institute_A_Postgraduate_Only_Institution_London.htm)

Because of the intensive nature of our Programmes and Courses, assessment are largely in-course, adopting differing formats. These assessment formats include, but not limited to, in-class tests, ‘out of class assignments’, and end of course summative examinations. Based on these assessments, successful candidates will be Awarded the Postgraduate Diploma, Postgraduate Certificate, or Diploma – Postgraduate – as appropriate. In the highly unlikely event that candidates are unsuccessful in the cumulative assessment and any resultant resits, Delegates and Students will be Awarded a Certificate of Attendance and Participation in their respective field of study.



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## Diploma – Postgraduate Short Course, and Postgraduate Diploma Programme Regulation

### Postgraduate Diploma and Diploma – Postgraduate: Their Distinction, Credit Value and Award Title

Postgraduate Short Courses of a minimum of five days' duration, are referred to as Diploma – Postgraduate. This means that they are postgraduate credits, towards a Postgraduate Diploma. A Postgraduate Diploma represents a Programme of Study, leading to an Award bearing that title prefix. We, therefore, refer to our short-studies as 'Courses', while the 'longer-studies', are regarded as Programmes. However, both study-durations are often referred to as 'Courses'. Another mark of distinction, in this regard, is that participants in a short-course are referred to as 'Delegates', as opposed to the term 'Students', which is confined to those studying a Postgraduate Programme.

Courses are of varying Credit-Values; some being Single-Credit, Double-Credit, Triple-Credit, Quad-Credit, 5-Credit, etc. These credits, therefore, accumulate to a Postgraduate Diploma. As is explained, later, in this document, a Postgraduate Diploma is awarded to students and delegates who have achieved the minimum of 360 Credit Hours, within the required level of attainment.

Delegates studying courses of 5-9 days' duration, equivalent to 30-54 Credit-Hours (Direct Lecturer Contact), will, on successful assessment, receive the Diploma – Postgraduate Award. This represents a single credit at Postgraduate Level. While 6-day and 7-day courses also lead to a Diploma – Postgraduate, they accumulate 36 and 42 Credit Hours, respectively.

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## Postgraduate Diploma and Diploma – Postgraduate Assessment Requirement

Because of the intensive nature of our courses and programmes, assessment will largely be in-course, adopting differing formats. These assessment formats include, but not limited to, in-class tests, assignments, end of course examinations. Based on these assessments, successful candidates will receive the Diploma – Postgraduate, or Postgraduate Diploma, as appropriate.

In the case of Diploma – Postgraduate, a minimum of 70% overall pass is expected. In order to receive the Award of Postgraduate Diploma, candidates must have accumulated at least the required minimum 'credit-hours', with a pass (of 70% and above) in at least 70% of the courses taken.

Delegates and students who fail to achieve the requirement for Postgraduate Diploma, or Diploma – Postgraduate – will be given support for 2 re-submissions for each course. Those delegates who fail to achieve the assessment requirement for the Postgraduate Diploma or Diploma – Postgraduate – on 2 resubmissions, or those who elect not to receive them, will be awarded the Certificate of Attendance and Participation.

## Diploma – Postgraduate and Postgraduate Diploma Application Requirements

Applicants for Diploma – Postgraduate – and Postgraduate Diploma are required to submit the following documents:

- Completed Postgraduate Application Form, including a passport sized picture affixed to the form;
- A copy of Issue and Photo (bio data) page of the applicant's current valid passport or copy of his or her Photo-embedded National Identity Card;
- Copies of credentials mentioned in the application form.

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## Admission and Enrolment Procedure

- On receipt of all the above documents we will assess applicants' suitability for the Course or Programme for which they have applied;
- If they are accepted on their chosen Course or Programme, they will be notified accordingly and sent Admission Letters and Invoices;
- One week after the receipt of an applicant's payment or official payment notification, the relevant Course or Programme Tutor will contact him or her, by e-mail or telephone, welcoming him or her to HRODC Postgraduate Training Institute;
- Those intending to study in a foreign country, and require a Visa, will be sent the necessary immigration documentation, to support their application;
- Applicants will be notified of the dates, location and venue of enrolment and orientation, where appropriate.

## Modes of Study for Postgraduate Diploma Courses

There are three delivery formats for Postgraduate Diploma Courses, as follows:

1. Intensive Full-time (Classroom-Based) Mode (3 months). This duration is based on six hours' lecturer-contact per day, five days (30 hours) per week;
2. Full-time (Classroom-Based) Mode (6 month). This duration is based on two and a half days' lecturer-contact, equivalent to fifteen hours, per week;
3. Video-Enhanced On-Line Mode. This mode is achieved in twenty (20) weeks, based on three hours per day, six days per week.


Whichever study mode is selected, the aggregate of 360 Credit Hours must be achieved.

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## Introducing Our Video-Enhanced Online Study Mode

In a move away from the traditional online courses and embracing recent developments in technology-mediated distance education, HRODC Postgraduate Training Institute has introduced a Video-Enhanced Online delivery. This Online mode of delivery is revolutionary and, at the time of writing, is unique to HRODC Postgraduate Training Institute.

You are taught as individuals, on a one-to-one or one-to-small-group basis. You see the tutor face to-face, for the duration of your course. You will interact with the tutor, ask and address questions; sit examinations in the presence of the tutor. It is as real as any face-to-face lecture and seminar can be. Choose from a wide range of Diploma – Postgraduate Courses and approximately 60 Specialist Postgraduate Diploma Programmes. Accumulate short courses, over a 6-year period, towards a Postgraduate Diploma.

## Key Features of Our Online Study: Video-Enhanced Online Mode


- The tutor meets the group and presents the course, via Video, in a similar way to its classroom-based counterpart;
- All participants are able to see, and interact with, each other, and with the tutor;
- They watch and discuss the various video cases and demonstrations that form an integral part of our delivery methodology;
- Their assessment is structured in the same way as it is done in a classroom setting;
- The Video-Enhanced Online mode of training usually starts on the 1<sup>st</sup> of each month, with the cut-off date being the 20<sup>th</sup> of each month, for inclusion the following month;
- Its duration is twice as long as its classroom-based counterpart. For example, a 5-day (30 Credit Hours) classroom-based course will last 10 days, in Video-Enhanced Online mode. This calculation is based on 3 hours tuition per day, adhering to the Institute's required 30 Credit-Hours;
- The cost of the Video-Enhanced Online mode is 67% of the classroom-based course;

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- For example, a 5-day classroom-based course, which costs Five Thousand Pounds, is only Three Thousand Three Hundred and Fifty Pounds (£3,350.00) in Video-Enhanced Online Mode.

## 20-Week Video-Enhanced Online Postgraduate Diploma

You might study an Online Postgraduate Diploma Course, in 20 weeks, in the comfort of your homes, through HRODC Postgraduate Training Institute's Video-Enhanced Online Delivery. We will deliver the 360 hours 'Direct-Lecturer-Contact', as is required by our Institute's Regulation, within the stipulated 20 weeks. We aim to fit the tuition around your work and leisure, thereby enhancing your effective 'Life-Style Balance', at times convenient to you and your appointed tutor.

## Cumulative Postgraduate Diploma Courses


All short courses can accumulate to the required number of hours, for the Postgraduate Diploma, over a six-year period from the first registration and applies to both general and specialist groupings. In this regard, it is important to note that short courses vary in length, the minimum being 5 days (Diploma – Postgraduate) – equivalent to 30 Credit Hours, representing one credit, as is tabulated below.

On this basis, the definitive calculation on the Award requirement is based on the number of hours studied (aggregate credit-value), rather than merely the number of credits achieved. This approach is particularly useful when a student or delegate studies a mixture of courses of different credit-values.

For those delegates choosing the accumulative route, it is advisable that at least two credits be attempted per year. This will ensure that the required number of credit hours for the Postgraduate diploma is achieved within the six-year time frame.

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## Understanding Our Postgraduate Credit System

In an effort to increase understanding of our Postgraduate Credit System, we will address the following elements:

Postgraduate Diploma;  
Postgraduate Certificate;  
Postgraduate Short Courses;  
Credit-Hours;  
Credit-Value; and  
Accumulated Credit-Hours.

### Credit-Hours and Credit-Values

Credit-Hours are the actual amount of time that a lecturer or tutor spends with his or her students or delegates, in both Classroom-based and Video-Enhanced Deliveries. Each Five-Day Classroom-Based, or Ten-Day Video-Enhanced (3 hours per day) Course consists of 30 Credit-Hours, while a 6-Day Classroom-based course amounts to 36 Credit-Hours. Because Credit-Values are calculated in multiples of 30 Credit-Hours, 60-89 Credit-Hours have a Double-Credit (2 Credit) value, while 90 Credit-Hours earn a Triple-Credit (3 Credits).

### Postgraduate Diploma Award

A Postgraduate Diploma Award is achieved with a minimum of 360 Credit-Hours, through continuous study, or an accumulation of Credit-Hours.

### Postgraduate Certificate Award

A Postgraduate Certificate might be gained with a minimum of 180 Credit-Hours, through continuous study or Credit-Hours' accumulation.

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### Postgraduate Short Course Awards

A delegate who successfully completes a Postgraduate Short Course of 30 or more Credit-Hours, but which is less than 180 Credit-Hours (Postgraduate Certificate), is awarded a Diploma – Postgraduate. These Awards are assigned Credit-Values and Credit-Hours, as are exemplified by the following:

Diploma – Postgraduate – in Organisational Change Management, 30 Credit-Hours;

Diploma - Postgraduate - in Trainer Training: Training for Trainers, Double-Credit, 60 Credit-Hours:

Conveyancing and Property Valuation, Incorporating Property Law, Double-Credit, 72 Credit-Hours:

Diploma – Postgraduate – in University and Higher Education Administration, Triple-Credit, 90 Credit-Hours;

Diploma – Postgraduate – in Tourism and International Relations, Quad-Credit, 120 Credit-Hours.

### Cumulative Postgraduate Certificate and Postgraduate Diploma.

All Postgraduate Short Courses accumulate to a Postgraduate Certificate and a Postgraduate Diploma, on a 'Pic and Mix' or Specialist basis. This means that we maintain academic records for each delegate, indicating the courses studied, with their Credit-Value and Credit-Hours, as are indicated above, under 'Postgraduate Short Course Awards'. The Credit-Hours are aggregated to accumulate to at least 180 and 360 Credit-Hours, for a Postgraduate Certificate and a Postgraduate Diploma, respectively. Each Short Course Award (below a Postgraduate Certificate) indicates both the Credit-Value and Credit-Hours.

### Accumulated Postgraduate Certificate and Postgraduate Diploma Award Titles

All Specialist Postgraduate Certificate and Postgraduate Diploma Programmes have predetermined Award Titles. Delegates who do not follow a specialism, for accumulation to a Postgraduate Certificate and Postgraduate Diploma, receive a Generalist, rather than a Specialist, Award. However, a Specialist Award is given to delegates who studied at least seventy percent (70%) of their courses in a specialist grouping, as are exemplified by:

Postgraduate Diploma in Accounting and Finance;

Postgraduate Certificate in Accounting and Finance;

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Postgraduate Diploma in Business Communication;  
Postgraduate Certificate in Business Communication;  
Postgraduate Diploma in Corporate Governance;  
Postgraduate Certificate in Corporate Governance;  
Postgraduate Diploma in Costing and Budgeting;  
Postgraduate Certificate in Costing and Budgeting;  
Postgraduate Diploma in Client or Customer Relations;  
Postgraduate Certificate in Client or Customer Relations;  
Postgraduate Diploma in Engineering and Technical Skills;  
Postgraduate Certificate in Engineering and Technical Skills;  
Postgraduate Diploma in Events Management;  
Postgraduate Certificate in Events Management;  
Postgraduate Diploma in Health and Safety Management;  
Postgraduate Certificate in Health and Safety Management;  
Postgraduate Diploma in Health Care Management;  
Postgraduate Certificate in Health Care Management;  
Postgraduate Diploma in Human Resource Development;  
Postgraduate Certificate in Human Resource Development;  
Postgraduate Diploma in Human Resource Management;  
Postgraduate Certificate in Human Resource Management;  
Postgraduate Diploma in Information and Communications Technology (ICT);  
Postgraduate Certificate in Information and Communications Technology (ICT);  
Postgraduate Diploma in Leadership Skills;  
Postgraduate Certificate in Leadership Skills;  
Postgraduate Diploma in Law – International and National;  
Postgraduate Certificate in Law – International and National;  
Postgraduate Diploma in Logistics and Supply Chain Management;  
Postgraduate Certificate in Logistics and Supply Chain Management;  
Postgraduate Diploma in Management Skills;  
Postgraduate Certificate in Management Skills;  
Postgraduate Diploma in Maritime Studies;  
Postgraduate Certificate in Maritime Studies;

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Postgraduate Diploma in Oil and Gas Operation;  
Postgraduate Certificate in Oil and Gas Operation;  
Postgraduate Diploma in Oil and Gas Accounting;  
Postgraduate Certificate in Oil and Gas Accounting;  
Postgraduate Diploma in Politics and Economic Development;  
Postgraduate Certificate in Politics and Economic Development;  
Postgraduate Diploma in Procurement Management;  
Postgraduate Certificate in Procurement Management;  
Postgraduate Diploma in Project Management;  
Postgraduate Certificate in Project Management;  
Postgraduate Diploma in Public Administration;  
Postgraduate Certificate in Public Administration;  
Postgraduate Diploma in Quality Management;  
Postgraduate Certificate in Quality Management;  
Postgraduate Diploma in Real Estate Management;  
Postgraduate Certificate in Real Estate Management;  
Postgraduate Diploma in Research Methods and Report Writing;  
Postgraduate Certificate in Research Methods and Report Writing;  
Postgraduate Diploma in Risk Management;  
Postgraduate Certificate in Risk Management;  
Postgraduate Diploma in Sales and Marketing;  
Postgraduate Certificate in Sales and Marketing;  
Postgraduate Diploma in Travel, Tourism, and International Relations.  
Postgraduate Certificate in Travel, Tourism, and International Relations.

The actual courses studied will be detailed in a student or delegate's Transcript.

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## Prof. Crawford's Academic Focus

**Prof Dr. Crawford is an Academic and Consultant who has delivered numerous lectures to university students, to delegates coming from different organisations and to private individuals since 1988, in the areas of:**


- Oil and Gas – Petroleum - Operation;
- Upstream Oil & Gas Accounting;
- Mineral Rights, Leases and Contracts;
- Successful Efforts Accounting;
- Advanced Oil and Gas Accounting: International Petroleum Accounting;
- Advanced Value Engineering;
- Human Resource Management (HRM) in the Oil and Gas Industry;
- Human Resource Management – Generally;
- Time Management;
- International Relations;
- Protocol Management;
- Information, Risk, Security and Crisis Management;
- Human Resource Competency Framework;
- Managerial Competency Framework;
- Control and Quality Systems;
- Financial Risk Management;
- Mergers and Acquisitions;
- Protocol Management;
- Real Estate Management, incorporating Conveyancing and Property Valuation;
- Strategic Management Accounting;

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- Warehouse management;
- Logistics and Supply Chain;
- UK Employment Law;
- UK Consumer Protection Law;
- Advanced English Grammar;
- Use of English;
- Intellectual Property Law;
- Organisational Behaviour;
- Anti-Dumping, Anti-Subsidy and Sunset Review;
- Diversity Management;
- Research Methodology;
- Trainer Training;
- Organisational Development and Change Management.

Some of his engagement can be viewed at  
<https://www.youtube.com/user/HRODCPGInstitute>

## Prof. Crawford's External Contribution

Outside HRODC Postgraduate Training Institute, Prof. Dr. Crawford's UK and International former and current Academic Roles include:

- Senior Lecturer of Organisational Behaviour and Human Resource Management, in University of Wolverhampton Business School;
- Senior Lecturer in Organisational Behaviour and Human Resource Management, University of Greenwich Business School,
- Research and Business Tutor, University of London - Royal Holloway,
- Executive Editor, *Journal of Pro-Poor Growth*;

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- Track Chair and currently conference committee member of the *European Conference for Research Methodology (ECRM)*,
- Conference and Journal Reviewer/ Editor;
- Book Pre-Publication Reviewer/ Editor – Information Systems;
- Reviewer for Academy of Management (AOM) Journal, and
- *Critical Management Studies* Reviewer;
- Reviewer and Assessor, *Critical Management Studies (CMS) Dark Side Case-Writing Competition*;
- Member of Reviewing Panel for *Association of Chartered Certified Accountants (ACCA)*
- Pre-publication review of a book on Information Systems (Details not given because of confidentiality) - Publisher: Edward Arnold, 1996.
- Member of Convocation, University of London
- Member of Conference Committee European Conference on Research Methods in Business and Management (ECRM), Reading University, UK, 29th – 30th March 2004
- Article Reviewer for the 3<sup>rd</sup> European Conference on Research Methods in Business and Management (ECRM), Reading University, UK, 29th – 30th March 2004
- Article Reviewer for the Academy of Management (USA), in the area of 'Gender and Diversity in Organisations', 2003.
- Article Reviewer for the Academy of Management (USA), in the area of 'Gender and Diversity in Organisations', 2004

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## Prof. Crawford's Research Activities

An ardent researcher, Prof. Dr. Crawford's contribution to knowledge is disseminated through International Journals, International Conferences, International Public Courses or Seminars, In-house Employee Development, In-house Publications, and Web Publications.

Some of his works have been published and in books and as books, and as articles which are available in Universities; and on portals such as Amazon([www.amazon.com](http://www.amazon.com)); Itunes([www.itunes.apple.com](http://www.itunes.apple.com)); WorldCat([www.worldcat.org](http://www.worldcat.org)); EBJRM([www.ejbrm.com](http://www.ejbrm.com)); ISSUU([www.issuu.com](http://www.issuu.com)); University College London([www.eprints.ioe.ac.uk](http://www.eprints.ioe.ac.uk)); Ethos E-Theses Online Service – British Library([www.ethos.bl.uk](http://www.ethos.bl.uk)); freepatentsonline ([www.freepatentsonline.com](http://www.freepatentsonline.com)); Questia ([www.questia.com](http://www.questia.com)); books.google.com([www.books.google.com](http://www.books.google.com)); University of Wolverhampton Books([www.capitadiscovery.co.uk](http://www.capitadiscovery.co.uk)); and EBSCO Publishing([www.connection.ebscohost.com](http://www.connection.ebscohost.com)). Some of these are tabulated below.

## Prof. Crawford's Conference Papers

**Professor Crawford is 'research active' and has presented a number of Papers at International Conferences. Recent Conference Papers include:**

- Crawford, R. B. (July, 2001), 'Gender, race & ethnicity: Key elements of unexploited workforce diversity', A Paper presented at: 'Rethinking Gender, Work And Organisation', Gender, Work and Organisation Conference - An international Interdisciplinary Conference, at Keele University, Staffordshire, UK, June 27-29, 2001;

**\*\*Please Note\*\***

- The above Paper exceeds 90 pages in length and has been published as a book, which is available from:
  - University of Wolverhampton, at: [http://capitadiscovery.co.uk/wlv-ac/items/481635?query=author%3A\(B\)&resultsUri=items%3Fquery%3Dauthor%253A%2528B%2529%26facet%255B0%255D%3Dcollection%253A%2522Printed%2BWorks%2522%26offset%3D190&facet%5B0%5D=collection%3A%22Printed+Works%22](http://capitadiscovery.co.uk/wlv-ac/items/481635?query=author%3A(B)&resultsUri=items%3Fquery%3Dauthor%253A%2528B%2529%26facet%255B0%255D%3Dcollection%253A%2522Printed%2BWorks%2522%26offset%3D190&facet%5B0%5D=collection%3A%22Printed+Works%22) ;

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- WorldCat, at: <http://www.worldcat.org/title/gender-race-ethnicity-key-elements-of-unexploited-workforce-diversity-a-paper-presented-at-rethinking-gender-work-and-organisation-gender-work-and-organisation-conference-an-international-interdisciplinary-conference-at-keele-university-staffordshire-england-june-27-29-2001/oclc/263570609>
  
- Crawford, R. B. (2001), 'Structural flexibility and managerial choice: A comparative case study', A Paper presented at: the 4th Asian Academy of Management Conference (Malaysia), November 10-13, 2001.
  
- Crawford, R. B. (2001), 'Industrial and commercial response to flexibility: The place of UK Universities in meeting the technological challenge', A Paper presented at: "The Role of Universities in a Knowledge Driven Economy" - Conference of Association of South East Asian Institutions of Higher Learning, Philippines, December 2-4, 2001.
  
- Crawford, R. B. (2002), 'The development & value of ethnomethodology: conceptual, contextual and empirical illustrations', A Paper presented at: 'Ethnomethodology: A Critical Celebration'. A Conference Sponsored By The Sociological Review (Blackwell Publishers) and Culture And Organization (Routledge/ Taylor And Francis) and Organised In Conjunction With: The International Institute For Ethnomethodology And Conversation Analysis. University of Essex, United Kingdom, March 20 – 22, 2002
  
- Crawford, R. B. (2002), 'Triangulating research methods in case studies: an empirical representation', A paper presented at the: European Conference On Research Methodology For Business and Management Studies, Reading University, Reading. UK, 29-30th April 2002
  
- Crawford, R. B. (2002), 'The Cultural Significance Of Gestures And The Counterbalance Of Kinesics And Kinesiology. A Paper presented at: The First Congress of the International Society for Gesture Studies College of Communication University of Texas at Austin, June 5-8, 2002

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- Crawford, R. B. (2002), 'On-line learning and lecturers' intellectual property rights: A legal-empirical analysis of the European and Asian implications'. A Paper Presented At: The Association of South East Asian Institutions of Higher Learning (ASAIHL) Conference on: 'Lifelong Learning', Singapore, June 17 – 19, 2002.
- Crawford, R. B. (2002) 'Gender Race and Ethnic Relations at Work: An Empirical Analysis' A Paper presented at the XVth International Sociological Association World Congress of Sociology, Brisbane, Australia, July 7-13, 2002
- Crawford, R. B. (2002), 'The Myths And Realities Of Decision-Making In Matrix And Hierarchical Structures: A Comparative Case Analysis'. A Paper presented at the: XVth ISA World Congress of Sociology, The Social World in the Twenty First Century: Ambivalent Legacies and Rising Challenges, Research Committee on Participation and Self-Management RC10, Brisbane, Australia, July 7-13, 2002
- Crawford, R. B. And Chow, I. (2002) "Change Acceleration: Success With Individual And Organisational Casualties', A Paper accepted for presentation at: The 20th International Conference of The Standing Conference on Organisational Symbolism, 'Speed: Research and Representation in the Age of Instantaneous Organization', 10th – 13th July, 2002, Budapest, Hungary
- Crawford, R. B. (2003), 'Gender disparity in organisation and the resultant human resource mismanagement: a case analysis A paper presented at the: European Conference On Research Methodology For Business and Management Studies', Reading University, Reading. UK, 20-21st March, 2003
- Crawford, R. B. (2003), 'Workforce Flexibility, Flexible Working and Distance Education: Their Facilitation of Women's Choice', A Paper Presented At The International Employee Relations Conference - Regulation, deregulation and re-regulation: the scope of employment relations - University of Greenwich, UK, July 8 – 11, 2003.
- Crawford, R. B. (2003), 'The UK's Growing Demand For Computer Mediated Distance Education And The Legal Basis Of Their Creators', A Paper Presented at the joint meeting of the International Conference on Education and Information Systems: Technologies and Applications (EISTA '03) and International Conference on Computer, Communication and Control Technologies (CCCT '03). Orlando USA, July 31-Aug 2, 2003.

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- Crawford, R. B. (2003), Contemporary Diversity Management: Beyond Legal Requirements; Towards Enhanced Organisational Effectiveness, Keynote Address to: Equality & Diversity Conference, National Probation Service - West Midlands, Novotel, Wolverhampton, October 17, 2003
- Crawford, R. B. (2004), 'Gender and family Responsibility' A Paper Presented at the joint meeting of the International Conference on Education and Information Systems: Technologies and Applications (EISTA '04). Orlando USA, July 21-25, 2004.
- Crawford, R. B. (2004), Gendered Perceptions Of Work-Life Balance and Expectations of Flexible Working?: An Empirical Analysis, A Paper Presented at The European Conference on Research Methodology for Business and Management Studies, University of Reading, UK, 29th – 30th March 2004
- Crawford, R. B. (2005), 'Gender relation at work' and its morale implications: A Paper Presented at the 4th European Conference on Research Methods in Business and Management Université Paris-Dauphine, Paris, France, 21-22 April 2005.

### Prof. Crawford's Publications

- Crawford, R. B. (June 2001), 'Gender, race & ethnicity: Key elements of unexploited workforce diversity', Gender, Work and Organisation (Published Abstract of Conference Proceedings), Keele University, Staffordshire, UK
- Crawford, R. B. (Nov. 2001), 'Structural flexibility and managerial choice: A comparative case study', Asian Academy of Management Journal (Published Conference Proceedings).
- Crawford, R. B. (December 2001.), 'Industrial and commercial response to flexibility: The place of UK Universities in meeting the technological challenge', Association of South East Asian Institutions of Higher Learning (Published Conference Proceedings), Philippines.
- Crawford, R. B. (2002), "Triangulating research methods in case studies: an empirical representation", European Conference on Research Methodology for Business and Management Studies, ECRM 2002 (ISBN: 0-9540488-3-0).
- Crawford, R. B. (2002), 'On-line learning and lecturers' intellectual property rights: A legal-empirical analysis of the European and Asian implications, Proceedings of Association of South East Asian

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Institutes of Higher Learning 2002, Singapore, Nanyang Technological University (ISBN: 98 – 04 – 6756 – 7).

- Crawford, R. B. (2003), 'Gender disparity in organisation and the resultant human resource mismanagement: A case analysis', *Electronic Journal of Business Research Methods*, 2 (1)
- Crawford, R. B. (2003), 'The UK's Growing Demand For Computer Mediated Distance Education And The Legal Basis Of Their Creators', Post-Conference Proceedings of **the International Conference on Education and Information Systems: Technologies and Applications, Orlando, Florida, USA.**
- Crawford, R. B. (2003), 'Gender disparity in organisation and the resultant human resource mismanagement: a case analysis', *Electronic Journal of Business Research Methods*
- Crawford, R. B. (2003), 'Gender disparity in organisation and the resultant human resource mismanagement: a case analysis', *European Conference on Research Methodology for Business and Management Studies, ECRM 2003* (ISBN: 0-9540488-9-X)
- Crawford, R. B. (2003), 'Workforce Flexibility, Flexible Working and Distance Education: Their Facilitation of Women's Choice', *Refereed Conference Proceedings of The International Employee Relations Conference - Regulation, deregulation and re-regulation: the scope of employment relations* - University of Greenwich, UK, July 8 – 11, 2003.
- Crawford, R. B. (2004), with Professor Chow, "Gender, Ethnic Diversity and Career Advancement in the Workplace: The Social Identity Perspective", *Society for the Advancement (SAM) of Management - Advanced Management Journal*, 69 (3): 22-31 – Summer, 2004.
- Crawford, R. B. (2004), *Gendered Perceptions Of Work-Life Balance and Expectations of Flexible Working?: An Empirical Analysis*, *Proceedings of the 3<sup>rd</sup> European Conference on Research Methods in Business and Management*, Reading University, UK, 29th – 30th March 2004
- Crawford, R. B. (2004), *Gender and Family Responsibility*, *International Conference on Education and Information Systems: Technologies and Applications, Proceedings Volume 4, USA, July 2004* (ISBN: 980-6560-11-6)
- Crawford, R. B. (2005), 'Gender relation at work' and its morale implications: An empirical analysis of a Seychelles public sector organisation, *Proceedings of the 4th European Conference on Research Methods in Business and Management Université Paris-Dauphine, Paris, France 21-22 April 2005*;
- Crawford, R. B. (2018), *Gender, Race and Ethnicity: Key Elements of Unexploited Workforce Diversity*, *The Journal of The Institute Of Management Specialists Volume 2 Number 7 January 2018*

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## Prof. Crawford's Seminar Presentations

### Some Seminars Presented by Professor Dr. Crawford include:

- *The Relationship Between Management Styles and Organisational Structure*, University of London, April 19, 1989.
- *The Matrix Structure In FE*, University of London, February 24, 1992.
- *Swim! Do Not Just Keep Your Head Above The Water*, A Paper presented at the 1st African Caribbean Graduation Awards, London, August 1997
- *Flexibility or Flexion? Organisational Design and Managerial Freedom*, Wolverhampton Business School (Oct. 1998) & Management Research Centre (Feb. 1999)
- Crawford, R. B. (2003), *Gendered Expectations of Work-Life Balance*, A Paper Presented to The Staff Seminar Series, University of Greenwich Business School, November 12, 2003.
- Crawford, R. B. (2005), *Kinesics and Kinesiology: Key Aspects of Conversational Analysis*, A paper presented to Doctoral Students and Doctoral Supervisors, University of Kwa Zulu-Natal, Edgewood Campus, March 19, 2005;
- Crawford, R. B. (2018), *Gender, Race and Ethnicity: Key Elements of Unexploited Workforce Diversity*, The Journal of the Institute of Management Specialists, Volume 2, Number 7 January 2018.

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## Prof. Crawford's Conference Papers, Seminars and Journal Publications Specifically Related to Workplace Diversity and Anti-Discriminatory Practices

### Conference Papers


- Crawford, R. B. (July, 2001), 'Gender, race & ethnicity: Key elements of unexploited workforce diversity', A Paper presented at: 'Rethinking Gender, Work And Organisation', Gender, Work and Organisation Conference - An international Interdisciplinary Conference, at Keele University, Staffordshire, UK, June 27-29, 2001;

#### **\*\*Please Note\*\***

- The above Paper exceeds 90 pages in length and has been published as a book, which is available from:
  - University of Wolverhampton, at: [http://capitadiscovery.co.uk/wlv-ac/items/481635?query=author%3A\(B\)&resultsUri=items%3Fquery%3Dauthor%253A%2528B%2529%26facet%25B0%255D%3Dcollection%253A%2522Printed%2BWorks%2522%26offset%3D190&facet%5B0%5D=collection%3A%22Printed+Works%22](http://capitadiscovery.co.uk/wlv-ac/items/481635?query=author%3A(B)&resultsUri=items%3Fquery%3Dauthor%253A%2528B%2529%26facet%25B0%255D%3Dcollection%253A%2522Printed%2BWorks%2522%26offset%3D190&facet%5B0%5D=collection%3A%22Printed+Works%22) ;
  - WorldCat, at: <http://www.worldcat.org/title/gender-race-ethnicity-key-elements-of-unexploited-workforce-diversity-a-paper-presented-at-rethinking-gender-work-and-organisation-gender-work-and-organisation-conference-an-international-interdisciplinary-conference-at-keele-university-staffordshire-england-june-27-29-2001/oclc/263570609>
- Crawford, R. B. (2002) 'Gender Race and Ethnic Relations at Work: An Empirical Analysis' A Paper presented at the XVth International Sociological Association World Congress of Sociology, Brisbane, Australia, July 7-13, 2002
- Crawford, R. B. (2003), 'Gender disparity in organisation and the resultant human resource mismanagement: a case analysis A paper presented at the: European Conference On Research Methodology For Business and Management Studies', Reading University, Reading. UK, 20-21st March, 2003

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- Crawford, R. B. (2003), 'Workforce Flexibility, Flexible Working and Distance Education: Their Facilitation of Women's Choice', A Paper Presented At The International Employee Relations Conference - Regulation, deregulation and re-regulation: the scope of employment relations - University of Greenwich, UK, July 8 – 11, 2003.
- Crawford, R. B. (2003), Contemporary Diversity Management: Beyond Legal Requirements; Towards Enhanced Organisational Effectiveness, Keynote Address to: Equality & Diversity Conference, National Probation Service - West Midlands, Novotel, Wolverhampton, October 17, 2003
- Crawford, R. B. (2004), 'Gender and family Responsibility' A Paper Presented at the joint meeting of the International Conference on Education and Information Systems: Technologies and Applications (EISTA '04). Orlando USA, July 21-25, 2004.
- Crawford, R. B. (2004), Gendered Perceptions Of Work-Life Balance and Expectations of Flexible Working?: An Empirical Analysis, A Paper Presented at The European Conference on Research Methodology for Business and Management Studies, University of Reading, UK, 29th – 30th March 2004
- Crawford, R. B. (2005), 'Gender relation at work' and its morale implications: A Paper Presented at the 4th European Conference on Research Methods in Business and Management Université Paris-Dauphine, Paris, France, 21-22 April 2005;
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## Gender-Related Seminar Presentation

- Crawford, R. B. (2003), *Gendered Expectations of Work-Life Balance*, A Paper Presented to The Staff Seminar Series, University of Greenwich Business School, November 12, 2003.

## Prof. Crawford's Gender Focused Publications

- Crawford, R. B. (June 2001), 'Gender, race & ethnicity: Key elements of unexploited workforce diversity', Gender, Work and Organisation (Published Abstract of Conference Proceedings), Keele University, Staffordshire, UK
- Crawford, R. B. (2003), 'Gender disparity in organisation and the resultant human resource mismanagement: A case analysis', *Electronic Journal of Business Research Methods*, 2 (1)
- Crawford, R. B. (2004), with Professor Chow, "Gender, Ethnic Diversity and Career Advancement in the Workplace: The Social Identity Perspective", *Society for the Advancement (SAM) of Management - Advanced Management Journal*, 69 (3): 22-31 – Summer, 2004.
- Crawford, R. B. (2004), *Gendered Perceptions Of Work-Life Balance and Expectations of Flexible Working?: An Empirical Analysis*, Proceedings of the 3<sup>rd</sup> European Conference on Research Methods in Business and Management, Reading University, UK, 29<sup>th</sup> – 30<sup>th</sup> March 2004
- Crawford, R. B. (2004), *Gender and Family Responsibility*, International Conference on Education and Information Systems: Technologies and Applications, Proceedings Volume 4, USA, July 2004 (ISBN: 980-6560-11-6)
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- Crawford, R. B. (2003), 'Gender disparity in organisation and the resultant human resource mismanagement: a case analysis', European Conference on Research Methodology for Business and Management Studies, ECRM 2003 (ISBN: 0-9540488-9-X)

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*With Kindest Regards,*

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