



Human Development Professional Certification Programme

**Cohort 8 starts Saturday 24 January 2026
2pm to 4:00pm, Jakarta time**



Click on Link for the enrolment form
<https://forms.gle/exuWS5C9CVBmhfbm6>

What is AHDO Professional Certification?

AHDO is the organisation to promote and support human development professionals in the workplace. As an ASEAN organisation, we created the world's first certification programme for professionals. What's in it for you?

1. Be recognised as a Human Development Professional with official certification
2. Position yourself in the growing field of human development in work and organisations
3. Enlarge your scope of work across ASEAN
4. Build an ASEAN leadership and expert network
5. Get advice and support for your career development
6. Know what's going on in the field of human development in ASEAN
7. Prepare for leadership roles across institutional sectors

Learning Roadmap

The programme is a half-year process that concludes with an individual certification interview and a team action learning project presentation.

Process graphic: the 2 arrows represent the assignments of writing a personal career strategy (Personal Enterprise Plan) and doing a team Action Learning Project. The yellow sections represent formal learning modules while the blue sections represent immersion sessions. The yellow square at the end represents the individual interview for certification.



AHDO Professional Certification Programme

Programme Fee:
USD 995 per participant

Click on Link for the enrolment form
<https://forms.gle/exuWS5C9CVBmhfbm6>

What is Included

- Live sessions with international human development experts
- Cohorts of 10-20 participants
- 9 online webinars
- Personal Enterprise Plan for Career Development
- Team Action Learning Project to master cross-border Human Development Projects
- ASEAN Immersion (human development country reports by participants)
- Individual and Team Certification interviews

Quality Features

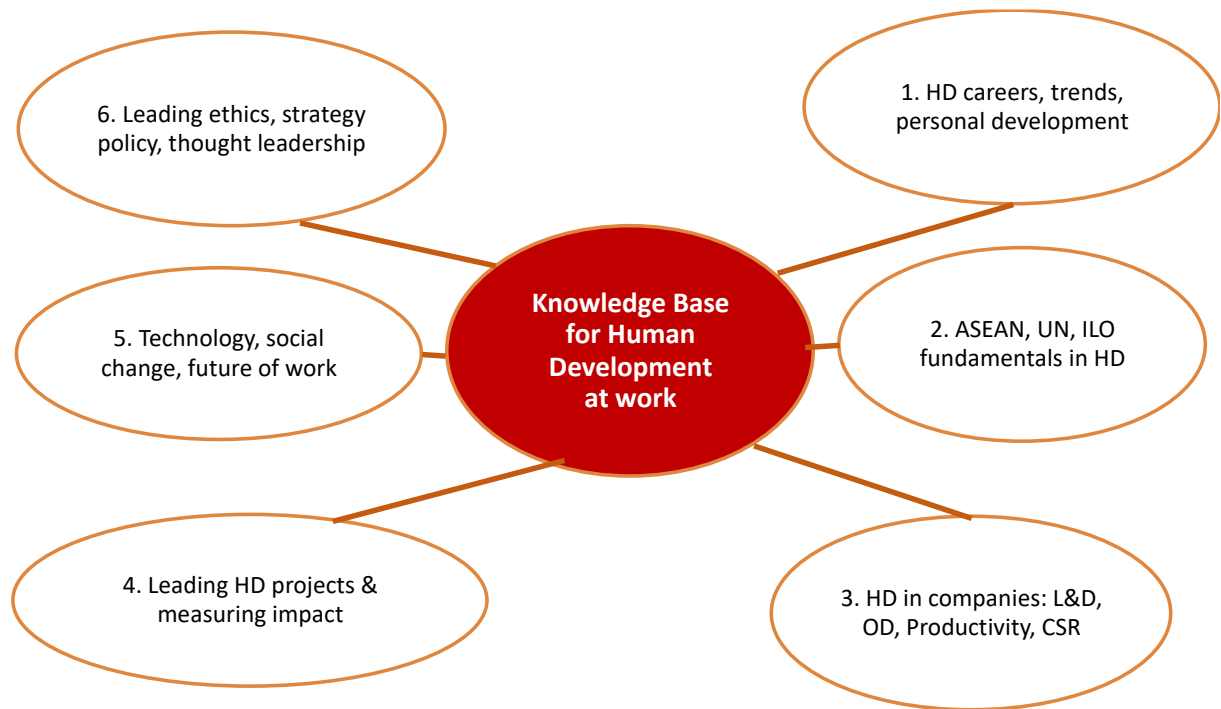
- E-books on ASEAN human development written specifically for AHDO
- Team teaching by expert faculty from different countries and sectors
- Professional network building with selected peers from diverse countries and sectors
- Small cohort size: Only 10–20 participants per intake personalised learning

Discounts, Grants and Scholarships

- **Discounts:** available for group enrolment
- **Partial Grants:** AHDO offers partial grants according to ASEAN country economic levels
- **Scholarships:** Needs-based scholarships are also available. Please check your eligibility when applying.

Knowledge content for HD Professionals

The workshops and webinars sessions will cover the essential knowledge needed to be a human development professional for the world of work in different kinds of organisations and institutions



AHDO Facilitators



AHDO is a community of human development professionals working in different countries and sectors internationally. Certification Course Leaders who are regional human development experts work together to team teach each cohort of participants for the learning sessions, action learning projects, individualised career planning, and as assessors for certification.

Certification

Certification encompasses all the components of the programme: knowledge, capability, action learning and career development. The purpose of certification is validate that you are a human development professional – it is your professional credential and is given after assessment of your capability, ethics and career positioning.



AHDO certification takes place in interview format with assessment and recommendations by a panel made up of the following:

1. Certification Course Leaders
2. Your AHDO Facilitators
3. Your Course Peers

Certification is assessed according to quality criteria for active participation, delivering course assignments, project work and career plan.

Time Commitment and Certification Requirements

AHDO certification programmes are designed to fit the schedule of working professionals. Webinars are organised on Saturday afternoons.

The sessions are scheduled for 2 hours and may extend to 2 ½ hours for modules.

The estimated time commitment for assignments is ½ day preparation for each of the 9 modules, plus time invested with your action learning team and writing your Personal Enterprise Plan.



To be certified, participants must meet the following requirements:

1. Attend at least 7 of the 9 sessions (maximum 2 absences before elimination)
2. Participate actively in online discussions during the modules (with screen on)
3. For the PEP assignment, write a Personal Enterprise Plan with at least 2 coaching sessions with a course Facilitator of choice
4. For the team Action Learning Assignment, define a specific role for contribution to the project and demonstrate active collaboration.

Certification is validated by a panel of at least 2 qualified Assessors. There are 2 certification interviews: a team assessment for the Action Learning Project of 2 hours and an individual interview of 90 minutes.



In cases where participants cannot attend 7 of the 9 sessions for a valid reason such as illness, intensive travel or career change, it is possible to complete the certification requirements in the next cohort.

Schedule of Sessions and Module Content

This schedule avoids all major public holidays for Singapore, Indonesia, Malaysia, Thailand, Philippines, Vietnam, Myanmar, Cambodia, Brunei, and Laos. Each Saturday session falls on a date that does not overlap with the principal national or religious holidays for any of these ASEAN member states. The course timing was specifically arranged to be suitable and non-conflicting for participants in all ASEAN countries: Chinese New Year, Eid al-Fitr, Vesak Day, Hari Raya Haji, Songkran, Tet, and other important regional holidays.

Note: the facilitators for the different modules may be changed in the scheduling.

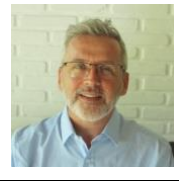
Module/Session	Session Date (Saturday)	Time (Jakarta)	Course Leaders and Speakers	Key Content
Module 1 Kickoff Human Development Foundations	Saturday, 24 January 2026	14:00–16:00	Dr Renee Tan (Co-Course Leader, AHDO Associate Certification Director), Dr Bob Aubrey (Co-Course Leader, AHDO Certification Director), Yulius Bulu (Chairman AHDO Indonesia)	- Opening by Certification Directors - Facilitator and participant introductions - Definitions of human development - ASEAN and international human development policies - Capability areas for professionals
Module 2 Human Development Careers	Saturday, 7 February 2026	14:00–16:00	Dr Bob Aubrey, Dr Renee Tan, Tayla Bestbier (South Africa)	- HD careers markets and sectors - Research on human development careers - Personal Enterprise Plan (PEP) - Career change case study - Participant exchange
Module 3 Action Learning Project (ALP)	Saturday, 28 February 2026	14:00–16:00	Isa Jamalludin, Dr Bob Aubrey, Rajashree Chandramogen	- What is action learning? - Choosing projects, forming teams - ALP case study - Action plan, sponsor/mentor - KPIs/KDIs and impact analysis - Certification criteria

Module/Session	Session Date (Saturday)	Time (Jakarta)	Course Leaders and Speakers	Key Content
Module 4 Human Development Ethics in ASEAN	Saturday, 14 March 2026	14:00–16:00	Dr Bob Aubrey, Kyawt Kay Thi Win (Myanmar), Yeni Pereira (Timor-Leste)	- Ethics for decision-making - ASEAN ethical declarations, practices, issues - Case study: Myanmar - Professional ethics and advocacy - Case study: Ethical leadership in Timor-Leste
Module 5 ASEAN Immersion	Saturday, 28 March 2026	14:00–16:00	Dr Renee Tan, Mithi Juacel Sandalo (Philippines), Le Hong Phuc (Vietnam); additional presenters possible	- AHDO priorities by country - Country context/culture - Human development needs, strengths, opportunities - Deep dive immersion option - Networking
Module 6 Human Development measurement and impact	Saturday, 11 April 2026	14:00–16:00	Dr Bob Aubrey, Yulius Bulu (Indonesia), James McCall (Packard Foundation), Alvin Goh (Singapore)	- Human Development Economics, KPIs/KDIs - HD assessment for organisations - Social impact methodology, CSR - Assessing HD organisations case study
Module 7 Human Development for Gaps and Needs	Saturday, 25 April 2026	14:00–16:00	Prof Vergil Binghay (Philippines), Yeni Pereira (Timor-Leste), Yvonne Huang (Singapore)	- HD leadership for cross-sector challenges - Fair Work in ASEAN - Human rights, ASEAN freedoms - HD responsibility for the planet - ASEAN's potential and threats
Module 8 Advanced Human Development ASEAN 2045	Saturday, 9 May 2026	14:00–16:00	Dr Bob Aubrey, Yulius Bulu (Indonesia), Renee Tan, Anjan Kumar Ghosh (Singapore),	- ASEAN Vision 2045 - New human development frameworks - Sustainable well-being and sports case study - Technology, AI, lifelong learning

Module/Session	Session Date (Saturday)	Time (Jakarta)	Course Leaders and Speakers	Key Content
			Kenn Colubio (Philippines), Farah Amirah Redzuan (Brunei)	
Module 9 Pre-Certification Check-up Workshop	Saturday, 23 May 2026	14:00–16:00	Dr Bob Aubrey, Dr Renee Tan, Isa Jamalludin	- ALP project update, dry run - PEP sharing - Review certification requirements/assessment - Team and individual ALP/PEP presentations
ALP Team Certifications	Saturday, 30 May 2026 &, 13 June 2026	Assigned team time slots	Certification Panel	- Certification for ALP teams. - Teams scheduled throughout the day.
Individual PEP Certifications (All Day, 3 consecutive Saturdays, 90 min slots)	Saturday, 20 June, 27 June, 4 July 2026	Assigned individual time slots	Certification Panel	- Individual Personal Enterprise Plan (PEP) certification interviews. - 90-minute slots scheduled for each participant.

Facilitators Cohort 8

Note: this list of facilitators may change during the programme. They are each experts in a human development field and AHDO certified. You can find their biographies on LinkedIn.

				
Dr Bob Aubrey	Dr Renee Tan	Isa Jamalludin	Yulius Bulo	Tayla Michelle Bestbier
				
Yeni Pereira	Kyawt Kay Thi Win	Mithi Sandalo	Le Hong Phuc	James McCaul
				
Alvin Aloysius Goh	Dr Virgel Binghay	Yvonne Huang	Anjan Kumar Ghosh	