



Human Development Professional Certification Programme

**Cohort 8 starts Saturday 8 November 2025
2pm to 4:00pm, Jakarta time**



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

What is AHDO Professional Certification?

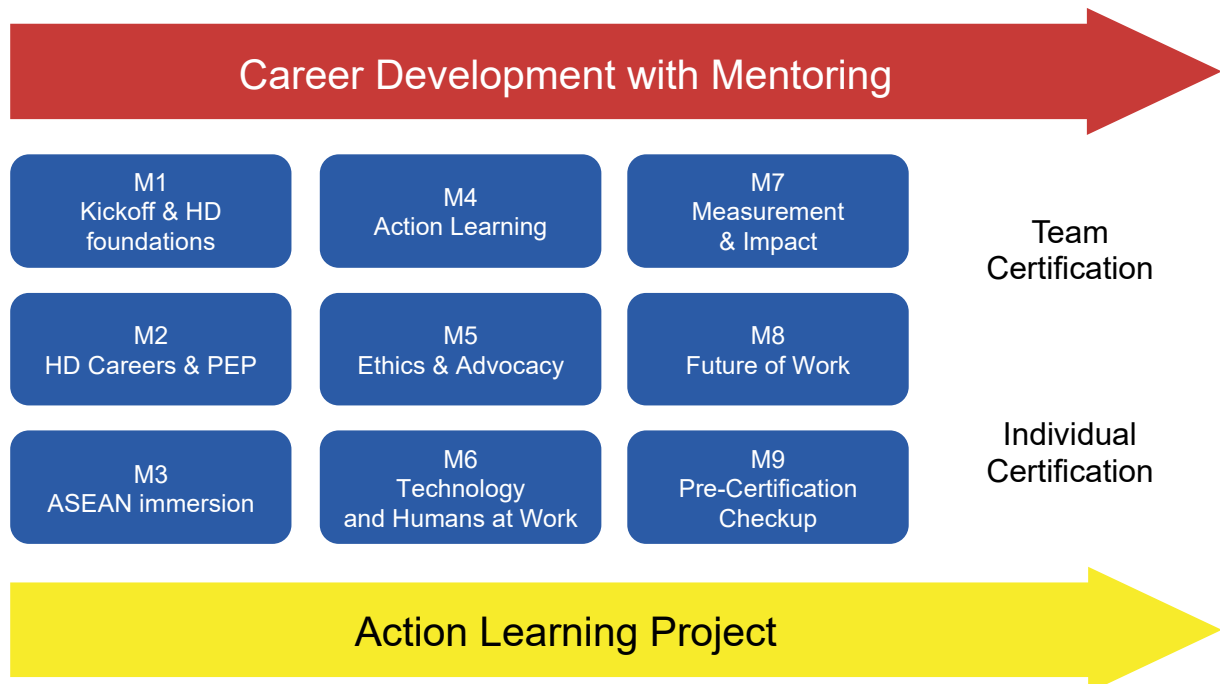
AHDO is the organisation to promote and support human development professionals in the workplace. As an ASEAN organisation, we created the world's first certification programme for professionals. What's in it for you?

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 5-month 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

What is Included

- 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

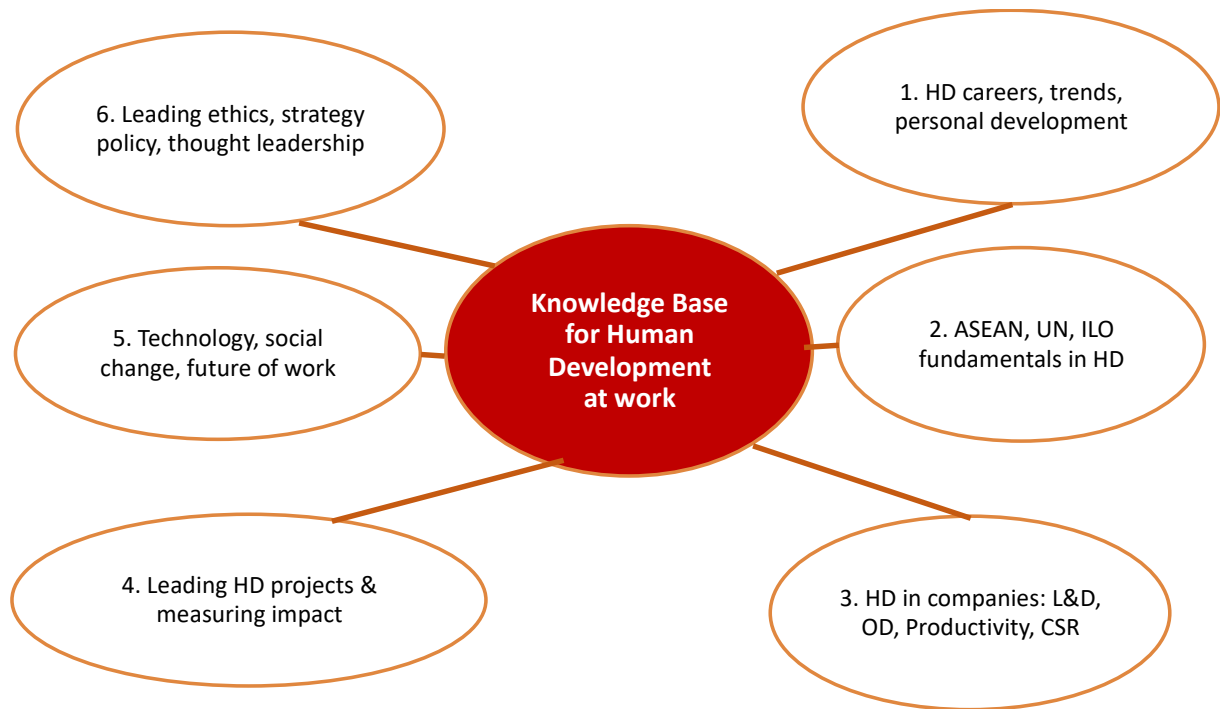
- E-books on ASEAN human development written specifically for AHDO
- Team teaching by expert faculty from different countries and sectors
- Professional network building with selected peers from diverse countries and sectors
- Small cohort size: Only 10–20 participants per intake personalised learning

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

Schedule for Cohort 8	Dates All sessions are Saturday 14:00- 16:00 Jakarta time
Module 1: Kickoff & Human Development Foundations <ul style="list-style-type: none"> • Opening by Certification Directors • Facilitator and Participant introductions • Definitions of human development • ASEAN and international key human development policies and documents • Capability areas for professionals <p>(e-book: Leading Human Development in ASEAN)</p>	Saturday 8 November 2025 <ol style="list-style-type: none"> 1. Dr Renee Tan 2. Dr Bob Aubrey <p>Course Leaders & Board Members</p>
Module 2: Human Development Careers and Personal Enterprise Plan <ul style="list-style-type: none"> • HD Careers: the market and its sectors • Research on human development careers • Personal Enterprise Plan • Case Study on career change • Participant exchange <p>(e-book: Human Development Careers & PEP handbook)</p>	Saturday 15 November 2025 <ol style="list-style-type: none"> 1. Dr Bob Aubrey 2. Dr Renee Tan 3. Tayla Bestbier (South Africa)
Module 3: Action Learning Project (ALP) <ul style="list-style-type: none"> • What is action learning? • Choosing a project and forming ALP teams • Action plan and finding a sponsor / mentor • KPIs and KDIs, impact analysis • ALP certification criteria 	Saturday 29 November 2025 <ol style="list-style-type: none"> 1. Isa Jamalludin 2. Dr Bob Aubrey

Module 4: Human Development Ethics in ASEAN <ul style="list-style-type: none"> Types of Ethics for Decision-Making ASEAN ethical declarations, practices and issues Professional ethics and advocacy Case study: Myanmar Case study: Ethical Leadership in Timor-Leste 	Saturday 6 December 2025 <ol style="list-style-type: none"> Dr Bob Aubrey Kyawt Kay Thi Win (Myanmar) Yeni Pereira (Timor-Leste)
Module 5: ASEAN Immersion (participants present HD for their country) <ul style="list-style-type: none"> AHDO priorities for the country (participants outside ASEAN may also present) Culture and institutional context Human development needs, strengths, opportunities Networking Presentation may alternatively be a deep dive immersion into a certain aspect of Human Development 	Saturday 17 January 2026 <ol style="list-style-type: none"> Renee Tan Mithi Juacel Sandalo (Philippines) Le Hong Phuc (Vietnam)
Module 6: Human Development measurement and impact <ul style="list-style-type: none"> Human Development Economics and KDIs AHDO human development assessment for organisations Social impact methodology: CSR case study Case study: Assessing a Human Development Organisation 	Saturday 24 January 2026 <ol style="list-style-type: none"> Dr Bob Aubrey Yulius Bulu (Indonesia) James McCall, Packard Foundation (tbc) Alvin Goh (Singapore)
Module 7: Human Development for Gaps and Needs <ul style="list-style-type: none"> Human Development leadership for cross-sector challenges Fair Work in ASEAN Human Rights and ASEAN Freedom HD responsibility for the planet: ASEAN potential and threats 	Saturday 7 March 2026 <ol style="list-style-type: none"> Prof Vergil Binghay (Philippines) Yeni Pereira (Timor—Leste) Yuyun Wahyuningrum (Indonesia) (tbc) Yvonne Huang (Singapore)
Module 8: Advanced Human Development: ASEAN 2045	Saturday 11 April 2026

<ul style="list-style-type: none"> • ASEAN Vision 2045 and New Human Development Frameworks • Technology, AI and Lifelong Learning • Case study: ASEAN sustainable well-being and sports 		<ol style="list-style-type: none"> 1. Dr Bob Aubrey 2. Yulius Bulu (Indonesia) 3. Renee Tan 4. Anjan Kumar Ghosh (Singapore), Kenn Colubio (Philippines), Farah Amirah Redzuan (Brunei Darussalam)
Module 9 Pre-Certification Check-up Workshop		Saturday 18 April 2026
<ul style="list-style-type: none"> • ALP project update and dry run • PEP sharing by participants • Review of certification requirements and assessment criteria 		<ul style="list-style-type: none"> • Dr Bob Aubrey • Dr Renee Tan • Isa Jamalludin
ALP certifications	ALP CERTIFICATIONS beginning 2 May 2026 (schedule adjusted to cohort 8)	
PEP certifications	PEP CERTIFICATIONS beginning 16 May 2026 (schedule adjusted to cohort 8)	
Team and Individual Certification are scheduled according to available time slots	Team ALP presentations (2 hours) and individual PEP and programme certifications (1 ½ hours)	