

IFTDO 2020

NEXT DESTINATION NEW DELHI, INDIA

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FROM THE EDITOR

Dear Members,

Let me begin with a thanksgiving note. I record my sincere appreciation and gratitude for all the board members who had made contribution to this issue. This is signaling a positive trend in member engagement. When all our members start showcasing their ideas, products and services here, then the two way communication would make this publication relevant. The vision and zeal of our Chairman is guiding this communication engine to realize its truest potential. I am optimistic that this newsletter would support the branding and outreach initiatives of IFTDO. With the excitement building around the 49th IFTDO World Conference that is to be held in New Delhi, I request all the international members to plan attending in big numbers. You would receive a conference brochure very soon. Keep sharing your feedback and let us know how this newsletter is evolving. I would be grateful for such insights from you.

Warm Regards,

Dr R Karthikeyan

Editor

ceo@iftdo.net

IFTDO does not necessarily agree with the comments expressed in this newsletter and does not accept responsibility for any views stated therein.



Dr. Ebrahim Al Dossary

Chairman IFTDO

☎ +973 39433333

✉ donna@alreemcentre.com

CHAIRMAN'S MESSAGE

Dear IFTDO Partners,

Greetings!

Firstly I would like to thank all the members who have renewed their memberships and welcome all the new members to the IFTDO fraternity. It is your trust in us that is making us try harder to meet your expectations and to make IFTDO, the NGO of your choice.

It is our main concern to find ways and means to make your membership more rewarding and beneficial for you and your organization. I am pleased to inform you that few changes are taking place towards rejuvenating IFTDO, such as appointment of **Dr. R. Karthikeyan** as our new Chief Executive Officer and the promotion of **Dr. Uddesh Kohli** as Hony. Secretary General and the appointment of **Mr. Praveen Tiwari** as our new Business Development Advisor.

You would definitely notice the changes over a couple of months.

I also welcome **Mr. Ranjan Kumar Mohapatra** (India), Director (HR), Indian Oil Corporation Limited as the new President of IFTDO. I am very positive that his contribution to the conference would help to scale the event multiple fold times.

I also congratulate all the new members of the board for the enthusiasm and support.

I seek your continuous support & participation to help us energize IFTDO.

Thank You.

Best Wishes

Dr. Ebrahim Al Dossary

Chairman
Executive Board

WELCOME TO NEW COMMITTEE CHAIRS



Prof. Helmi Sallam
Chair
Scientific & Research Awards Committee
hsallam@iftdo.net



Dr. Tayo Rotimi
Chair
International Projects Committee
tayo.rotimi@iftdo.net



Dr. Ahmed Al Banna
Chair
Conferences and Professional Events Committee
ahmed.albanna@iftdo.net



Janet Jolaoso
Chair - Africa & Asia
Women Empowerment Committee
ijolaoso@iftdo.net



Sanja Miovcic
Chair - Europe
Women Empowerment Committee
sanja.miovcic@iftdo.net



Chris McDonagh
Chair
Membership Affairs Committee
chris.mcdonagh@iftdo.net



Meshack Justin Tafa
Chair
Youth & Entrepreneurship Committee
mjtafa@iftdo.net



HONORARY SECRETARY GENERAL'S REPORT

48th IFTDO World Conference was organized by Origin Group at Hotel Hills, Sarajevo (Bosnia & Herzegovina) on June 24-26, 2019, which was a great success. This Newsletter provides information regarding the Conference.

IFTDO Global HRD Awards 2019 as decided by the International Panel of Judges, consisting of Prof Abdel Bari Durra (Chair), Dr. Helmi Sallam, Dr. Sunil Gupta, Dr. Rick Holden and Dr. Bart Tkaczyk (Rick and Bart for Research Excellence Category), were the presented during the 48 IFTDO World Conference. The Board meeting and AGM were held in conjunction with the Conference. Prior to the AGM, Annual Report with Accounts for 2018 was sent to all IFTDO Members. The Annual Report was approved at the AGM. Elections were conducted for various positions at the AGM.

The Minutes of these meeting as well as all other IFTDO documents such as Articles of Association, past Board minutes, AGM Minutes, Annual Reports, Newsletters, Conference Criteria and Procedures, are uploaded on our website, and are available in Members Area. Members are requested to log in at our web site (www.iftdo.net) and access the Members area. The log in ID and passwords to access Members Area were communicated to all members along with the Guidelines to log in. They can edit their information and upload their logos. In case of any problem, members are welcome to contact me.

Dr. Uddesh Kohli
Hony. Secretary General
sg@iftdo.net



IFTDO WELCOMES ITS NEWEST MEMBERS



Shenzen Huashi Brother Education Technology Co. Ltd. (Full time Member)

📞 Xian Fu Wang, CEO
✉ wangxf@huashijingi.com
🌐 en.huashijingji.com

📍 3rd Floor, No. 1 Building,
1970 Science Park,
Minzhi, District: Longhua
ShenZhen, Republic of China



CMD Training Institute (Associate Member)

📞 Chris McDonagh, Partner
✉ chris.mcdonagh@cmd.ie
🌐 www.cmd.ie

📍 The Gateway Building,
NW Business Park,
Collooney, Co. Sligo, Ireland



International Institute of Channel Management & Retailing (Associate Member)

📞 Suleiman Kabir Ajetunmobi
✉ iicmr50@gmail.com,
info@iicmr.com.ng
🌐 www.iicmr.com.ng

📍 Nigeria Union of Journalist,
Press Center,
Offa Road G.R.A,
Ilorin Kwara State, NIGERIA



Global Straskills Consulting

(Associate Member)

📞 Suraj Yakubu, CEO
 ✉️ sbyakubuconsulting@yahoo.com
 🌐 www.gscl.com

📍 Katsina House, 3rd Floor, GARKI,
 P O Box 7120, WUSE,
 Abuja, Nigeria



ROI Institute, Inc.

(Associate Member)

📞 Patti P. Phillips, Ph.D. CEO
 ✉️ patti@roiinstitute.net
 🌐 www.roiinstitute.net

📍 350 Crossbrook Drive
 Chelsea, AL 35043



International Organization for Managerial Science

(Associate Member)

📞 Aymean Mohamed Almalt
 📞 +20 1028888782, +20 1000013856
 ✉️ aetoseccc@gmail.com
 🌐 www.ioms.ac

📍 El Serag City Mall.
 1st Mall, 1st backward Entrance,
 6th floor., Egypt, Postal : 11563



GODP, Nigeria

(Associate Member)

📞 Oluwaseun Akinyelu, Lead Consultant
 📞 +234 8060126972
 ✉️ info@godp.co.uk, info@godp.com.ng

📍 76 Mobolaji Bank Anthony,
 Ikeja, Lagos, Nigeria
 🌐 www.godp.co.uk

Bureau of Establishments and Training

(Full-time Member)

📞 Onasanya Idowu Oladapo, Director
 📞 +234 803 506 6681
 ✉️ ogunestab@gmail.com

📍 PMB 2067 Block A,
 New Secretariat Office Complex,
 Oke-Mosan Abeokuta, Ogun State, Nigeria

Arab Systems

(Full-time Member)

📞 Mr. Mohamed Karem
 📞 +20 1144121111
 ✉️ mmmkarem1111@gmail.com

📍 6A Gawad Hosny Street,
 Downtown Cairo, Egypt
 🌐 arabtic.com



Royal University for Women

(Full-time Member)

📞 Dr Mona Suri, Academic Vice President
 📞 00973 1766435; +973 80008900
 ✉️ msuri@ruw.edu.bh
 🌐 www.ruw.edu.bh

📍 GATE 366 MUASKAR HIGHWAY,
 WEST RIFFA 942,
 KINGDOM OF BAHRAIN



FireWorks HRM

(Associate Member)

📞 Laura Hamidova, Director
 📞 Telephone : (+994 70) 336 88 11
 ✉️ laura.hamidova@fworks.az
 🌐 www.fworks.az

📍 Emerald Palace/ Tower 1, 7th floor,
 Basti Baghirova street, block 592,
 Baku/Azerbaijan

SARAJEVO HOSTS THE 48TH IFTDO WORLD CONFERENCE AND EXHIBITION

“With the participation of prominent HR professionals, Officials, Managers from 32 countries around the world”

For the first time in the International Federation of Training and Development Organizations (IFTDO) history, The Bosnian capital – Sarajevo – hosted the 48th IFTDO World Conference and Exhibition under the patronage of H.E. The Prime Minister of Bosnia and Herzegovina, Fadil Novalic, on 24th-26th June 2019 at Hills Hotel - Sarajevo, Bosnia and Herzegovina focusing on the Human Resource Development in the digital transformation era.

Organized and managed by Origin Europe in Bosnia and Herzegovina – which is an arm of the Origin Group, the international leading company in events management and human capital development based in Kingdom of Bahrain.

The host country, Bosnia and Herzegovina has been chosen because of its promising opportunities for human resources development and its strategic location amid the Balkan countries that allow it to be the hub of human resource development

The conference attracted more than 270 participants from 32 countries around the world, which was widely echoed in Bosnia and Herzegovina and the rest of the Balkans. The Kingdom of Bahrain had a special presence at this conference, where the Bahraini delegation had the largest number of attendees with more than 60 participants of officials, managers, consultants, and professionals specialized in human resources from various institutions in Bahrain from the private and public sectors.

Following the welcome remarks by the IFTDO President, Ms. Sanja Moicvic. The conference was kicked off with 3 pre – conference concurrent workshops on the 24th June 2019.

The first workshop titled “**Cultivating Coaching and Innovation at Workplace**” was delivered by the Coach and Trainer, **Ms. Sameera Ali Baba** who explained coaching as a creative process that inspires the attendees to maximize their personal and professional potential and clearly defined what coaching is and what coaching is often mistaken as. The workshop comprehensively explains difference between group and team coaching and various tools and techniques to ignite innovation. The session was interactive and engaged the audience with the innovation and maturity score.

The second Workshop was delivered by **Dr. Sunil Gupta**, Executive Learning Manager, Ideas Management Consulting, titled “**Design Thinking**”. Dr. Sunil converses the define segment, it's well said that a problem well defined is half solved and Dr. Sunil talks about the significance of right definition and strategies to do it. The workshop defined the need to ideate as it's not tied in with thinking of the 'right' thought, it's tied in with producing the broadest scope of potential outcomes. In the conclusion the workshop discussed the need of prototypes and tests as testing is an opportunity to learn about your solution and your user.

Dr. Abdullah Al-Hamid, Executive Director of Interimid Group, concluded the first day of the conference with his interactive workshop titled “**The shift towards digitization in the business world**”. Dr. Al Hamid vividly explained the L.E.A.D approach used at Interimid and the Process of Idea generation, Leading to understanding to tackle challenges.



With the presence of the Prime Minister's representative, The IFTDO Chairman Dr. Ibrahim bin Khalifa Al Dossari, IFTDO board members and a number of dignitaries, the official opening ceremony of the conference on 24th June evening started with a speech of the IFTDO President by Ms. Sanja Moicvic. Followed by The IFTDO Chairman speech Dr. Ibrahim bin Khalifa Al Dossari who introduced all the board members attending. The ceremony was concluded with the recognition of the event's strategic partners, sponsors, supporters, and press and media.

The speakers' papers and the panels of discussion that took place during the second and third day of the conference (25th – 26th June 2019) focused on various topics highlighting the impact of the digitalization, automation, HR technologies, Artificial Intelligence on the human resource development. More than 25 speakers and international experts from different countries of the world participated at the conference, coming from Portugal, India, New Zealand, America, Turkey, Germany, Bahrain, Italy, Sweden, Malaysia, UAE, and host country Bosnia and Herzegovina.

The conference was concluded on 26th June with the announcement of the next IFTDO conference in its 49th version in 2020 and the host country will be India. The past IFTDO President Ms. Sanja Moicvic presented the badge and the flag to the coming President Dr. Karthikeyan Ranganathan from India.

Aside from the conference, H. E. Mr. Abdula Skaka Mayor of Sarajevo invited The IFTDO Chairman Dr. Ibrahim bin Khalifa Al Dossari, The IFTDO President Ms. Sanja Moicvic, Dr. Ahmed Al Banna Chairman of Origin Europe (Event Manager of the conference), IFTDO board members, conference speakers and panelists and a number of dignitaries for a special dinner at the City Hall in the capital of Bosnia. IFTDO Chairman presented a token of appreciation to his Excellency for his hospitality. After the dinner, the Mayor invited his guests to tour around the most historical place in the heart of the Bosnian capital Sarajevo.

The annual conference of the International Federation of Training and Development Organizations (IFTDO) is one of the largest and most important international gatherings of experts and specialists in human resource development from around the world under one roof.

IFTDO UN REPORT: APRIL – AUGUST 2019

by Sean F. O’Gorman

April 10th, 2019

Plenary Meeting on the Future of Work

Goals:

- Reach goal of full employment to the best of each sovereign nation's ability
- Increase productivity for all the unemployed, the underpaid and future generations of labourers
- Tackle wage inequality wherever it exists to ensure equal pay for equal work

Facts, Realities & Problems:

- Massive rises in productivity silenced by the constant push to increase GDP growth and over-consuming executive
- Smaller countries, specifically island nation-states, suffer from drastic wage inequalities, youth unemployment and several forms of workplace discrimination
- Sustainable development is reliant on the future of work in progress in education. Environmental conservation and globalization cannot function with massive increases in unemployment and poverty worldwide

Solutions & Conclusions:

- Greater emphasis must be placed on education and technological development globally and in lesser-developed countries specifically to ignite entrepreneurship and opportunity for current and future working classes
- Private sector must continue to push for human-centered employment opportunities that prioritize wage and condition fairness over company profits
- A gradual change that will ultimately lead to further, innovative success in the future

April 24th, 2019

International Day of Multilateralism and Diplomacy for Peace

Goals:

- Conversation on preserving international institutions that promote development and projects for peace
- Continue to strengthen international cooperation while not impeding on the national sovereignty of individual states
- Keep the 2030 Sustainable Development Goals in mind when deciding on resolutions and recommendations

Facts, Realities & Problems:

- International agreements on trade, nuclear weapons and the environment are struggling due to lack of leadership from member-states with heavy influence
- Multilateralism can only go so far as to recommend initiatives without negatively interfering in the affairs of any one nation-state
- The international system remains the last line of defense for smaller, less influential nation-states

Solutions & Conclusions:

- Collective security is the penultimate goal of effective multilateralism
- Multilateralism must be used responsibly in order to facilitate innovation and development in all sectors of socioeconomic life on a global scale

by **Sommaila Romeo Rakistaba**

July 8th, 2019

Economic and Social Council Chamber, Plenary Meeting 28

Subject:

Operational activities of the United Nations for international development cooperation (Action on UN Draft Resolution E/2019/L.21).

Take-away:

The Economic and Social Council reaffirms the General Assembly resolution 71/243 of 21 December 2016 on the quadrennial comprehensive policy review of operational activities for development of the United Nations system, including its general guidelines

Also, the ECOSOC requests that future annual reports submitted by the Secretary-General to the Economic and Social Council at its operational activities for development. It welcomes the funding compact, and encourages all Member States and entities of the United Nations development system to contribute to its full and effective implementation.

August 21st, 2019

Executive Board of United Nations Development Program / United Nations Population Fund (UNFPA)/ United Nations Office for project services

Subject:

Conference and interactive discussion on issues ranging from maternal mortality, reproduction, child development and access to education, HIV/AIDS, unemployment, infectious diseases/epidemics, humanitarian crises such as droughts, floods, hurricanes etc.)

Take-away:

UN member-states and all actors of development at both the local and international level should invest more time and resources in addressing these issues that contribute to the weakening of individual member states capacity to reduce poverty and inequality within their territory. The effects can spill over national borders with trans-national migration.

Cooperation and solidarity in capacity-building through both governmental as well as non-governmental action by NGOs is essential to effectively remedy all of the enumerated issues in order to stay on track for the achievement of the UN SDGs. Specific emphasis was on the Africa Region with cases relative to Angola, the Republic of Congo, Liberia, Sierra Leone, and the Latin America and Caribbean region with Mexico.



SUPPORT TO THE TVET REFORM PROGRAM IN EGYPT - TVET II

Enhancing Technical Vocational Education & Training (TVET) Relevance to Labour Market Ministry of Industry and Trade, Egypt 2017-2019
Funded by European Union (EU)

OBJECTIVE

The objective of the project is to provide technical assistance to Supporting the transition to employment of the TVET II programme, to develop a systematic and continuous mechanism for the evaluation of the TVET programmes' competencies and outputs to match the labour market needs.

PROJECT PURPOSE

The purpose of project is to:

- Develop and test a methodology for regular and continuous evaluation of TVET programmes' relevance to the demand for skills. Experimentation and implementation of the methodology in pilot economic sectors, selected on the basis of their potential for growth and employment
- Build the capacity of the Ministry of Education (IVOE) and other stakeholders on the application of the developed mechanism including hand on hand implementation guidance and coaching.

TARGET GROUPS & SECTORS

- Private sector (large & medium enterprises and also including Enterprise Training Partnership "ETPs", investors associations, federations, etc.)
- Education, training and labour market policy makers (ministries, and governmental organizations)
- TVET institutions (training institutes, technical secondary schools, vocational training centres, technical colleges and any other TVET establishments) and
- Individuals (graduates, students, and job seekers).

The employment targeted sectors under study are: Tourism, Renewable Energy, Agribusiness, Food Processing, Construction, Engineering & Readymade Garments.

SCOPE OF WORK

- Identifying and selecting the countries with the best and well informed tracer studies mechanism.
- Develop and test the methodology for regularly identifying services offered at different TVET institutions and review the current skills mapping.
- Develop and test the methodology for regularly identifying the demand for skills in the above mentioned economic sectors.
- Identify, design and test all data collection questionnaires/ forms needed from recent graduates, private sector, education institutions, etc. Questionnaires/ forms should be able to provide qualitative and quantitative information, simple and short and using clear language.
- Develop a capacity building plan and selection criteria for the would-be personnel responsible of conducting tracer studies including hand on hand implementation guidance and coaching.
- Create/support a unit at Ministry of Education to be in charge of conducting the tracer studies and building the capacity of the unit personnel.
- Collecting systematic and reliable information on the links between study and subsequent employment and work. Tracer studies are to provide information on the whereabouts of graduates sometime after the award of the degree, and to be linked with socio-biographic and study descriptors (gender, age, field of study, institution awarding the degree). Tracer studies also are to provide feedback for improvements in TVET.
- Setting the institutional basis (e.g. ministerial decrees, laws, bylaws, etc.) in order to ensure the continuity and sustainability of the tracer studies unit.

THE FORMULATION OF A NATIONAL SKILLS DEVELOPMENT STRATEGY (NSDS) - 2019/23 FOR THE REPUBLIC OF MAURITIUS

The Human Resource Development Council, Mauritius, has been working in collaboration with the Ministry of Education and Human Resources, Tertiary Education & Scientific Research and Agence Française de Développement (AFD) to develop a National Skills Development Strategy for the Republic of Mauritius.

This policy document will establish strategies and propose recommendations to improve the existing skills development system. Multi-stakeholder consultations have gone into the development of the project ToR, which has been used to invite for bids. The bidding exercise has been completed and the contract awarded to French Firm SFERE.

THE OBJECTIVES OF NSDS ARE TO:

Assess the current status and set-up of the skills development system in the country

Identify future skills development requirements in line with the vision of the government

Identify themes/ areas in the skills development system that would require changing/improving

Propose actionable recommendations that would improve the current set-up



Phase I: Diagnosis of the current skills development system in Mauritius and the proposed methodology for Phase II.

- Started with the first visit of the consultants from SFERE and consisted of a diagnostic of the skills development system and to also propose a methodological approach for the different technical working groups in Phase II.
- Deliverables: Diagnostic report and methodological template submitted.

Phase II: Thematic workshops on specific themes concerning skills development and report of the outcome.

Five working groups were constituted.

- Working group 1 - Labour Market Skills Needs
- Working group 2 - R&D, Impact of Technology and Automation on Skills Needs
- Working group 3 - SMEs and Skills Development
- Working group 4 - Education, Skills Formation and Supply
- Working group 5 - Support Infrastructure (Funding, Quality Assurance etc)

Based on the diagnostic report submitted by the consultants following the first field mission in Mauritius and supporting documentation provided by HRDC (skills studies reports), the purpose of the working groups was to engage all the actors of the skills development system to work together to tackle the challenges identified in the diagnostic phase and to complement them in case of need by further research.

In particular, working group sessions were intended to:

- Build and support collaboration between actors, creating a joint understanding of the benefits of coordinated development and ensuring the commitment of all the actors and partners
- Reinforce concertation and cooperation between the stakeholders by providing an appropriate environment for positive and constructive discussions
- Identify pointers and strategic objectives based on the proposed thematic challenges identified at the diagnosis stage.

Phase III: Formulation of the National Skills Development Strategy and action plan

The Ministry of Education and Human Resources, Tertiary Education and Scientific Research (MoEHRTESR) had been entrusted with the responsibility to draft the NSDS with the technical assistance of Agence Française de Développement (AFD).

The consultants assisted the editorial committee to be constituted by the Ministry of Education to draft the strategy.

The outcomes of this endeavour served as the foundation for the proposal of practical pragmatics and concrete actions to meet Mauritius's future skill needs, improving the match between supply and demand, boost productivity and innovation while strengthening the bedrock for Mauritian future economic growth.



Leadership in Career Qualification Initiative, Jordan

Leadership in Career Qualification Initiative (LCQI) was launched in cooperation between Knowledge Kingdom for Training and Consulting and the Youth of All Jordan / King Abdullah Fund for Development / KAFD under the patronage of HRH Princess Sanaa Assem.

Stagnant disciplines by re-qualifying them to new jobs through systematic and appropriate training for the labor market in private sector institutions and companies in Jordan and outside, finding suitable administrative jobs for them and preparing income to achieve stability.

The first cohort of the initiative was graduated in a ceremony attended by HRH Princess Sanaa Assem, Mr. Nidal Al-Batania, Minister of Ministry of Labor, in addition to the presence of a representative of the General Manager of Lafarge.



THE CLO'S CRITICAL ROLE: NINE AREAS FOR ACTION

By Jack J. Phillips, Ph.D.



The October 2004 Business Intelligence column presented an instrument designed to assess the extent to which the CLO and the learning enterprise add value to the organization. The 30-question instrument detailed specific areas that define this critical role of the CLO. This article presents nine areas for action that, when addressed appropriately, will ensure that the learning and development enterprise adds value and helps the organization meet its strategic goals. This article was previously published in CLO Magazine, November 2004

01. CREATING A STRATEGY AND SETTING THE INVESTMENT LEVEL

Fundamentally, the first area is to determine the strategic focus of the learning enterprise. This involves the typical issues addressed in any strategic plan: mission, vision, values and strategic objectives. It also involves identifying the stakeholders, audiences, services and scope of the function. This is not news. Perhaps a more important issue is setting the desired investment level, which is defined several ways. Traditionally, the investment is the total learning and development expenditure, often reported as a percentage of total employee compensation. In best-practice organizations, this is typically in the range between 3% and 5%.

Five strategies can be used to set the appropriate investment level:

Let others do it. Avoid the investment in human capital to whatever extent possible. This strategy involves a significant use of outsourcing, offshoring, temporary contract employees and sometimes hiring fully competent individuals so that no additional training and development is needed.

Invest only the minimum. Rarely, if ever, invest in the training of employees beyond what is absolutely necessary for current job functions.

Invest with the rest. Use benchmarking and other aggregate data to determine this level.

Invest until it hurts. Spend more than necessary. These organizations invest excessively—over-investing in learning and development—offering all types of learning programs and making them easily accessible to employees. In some situations, attendance is required to achieve certain arbitrary targets.

Invest as long as there is a payoff. Deliberately evaluate learning and development and invest when there is an actual return, at least for certain major programs.

We recommend a combination of the third (benchmarking) and the fifth (payoff) strategies. But it is not that simple. See “How Much Should You Invest in Education?” in the August 2004 issue of CLO magazine.

02. ALIGNING LEARNING WITH THE BUSINESS

One of the most critical issues is to ensure that learning is aligned with the business. (Research indicates that a lack of alignment is the number one reason why learning and development fail.) This requires a detailed, up-front analysis where the conception of learning and development begins with the end in mind (the business need). Learning solutions must be linked to the business issues to ensure that learning requests are not based on faulty assumptions or inadequate analyses. Also, consultants must be willing to discuss performance issues with key clients to pinpoint problem areas and potential solutions. This involves more of a performance analysis approach—replacing the traditional skills assessment (needs assessment) process. Although this is sometimes painful for the learning staff, it is better to raise the defenses on the front end than suffer the consequences of delivering solutions that are not aligned or adding value.

03. IMPROVING INDIVIDUAL & ORGANIZATIONAL PERFORMANCE

Closely linked to the previous area is the tremendous shift that is occurring as learning and development make the transition to performance improvement. CLOs are realizing that not all performance problems are learning issues, and that most learning and development should be designed to improve the performance of the organization. Performance consultants must be able to hand off non-learning solutions to others or develop the capability to deliver them. Sometimes, learning solutions are integrated with other solutions to improve performance. The traditional roles of designer, developer and facilitator are replaced with performance advisors and consultants. This helps to ensure that solutions are adding appropriate value.

04. DESIGNING EFFICIENT & EFFECTIVE DELIVERY

Ensuring that solutions are delivered efficiently is one of the processes that adds the most value. This requires a significant use of technology as programs are rationally and economically converted to e-learning. In some cases, immediate, on-demand learning modules are appropriate. Blended learning is usually the best approach to ensure the appropriate mix of delivery strategies as instructor-led delivery is converted to e-learning when it is appropriate and cost-effective. Cost-effectiveness should not be the only driver. The appropriate mix of on-the-job learning, coaching and mentoring is also necessary to change job performance & develop talent. Finally, the use of suppliers and vendors often is combined with internal resources to develop some programs internally and outsource others.

05. MANAGING LEARNING AS A BUSINESS

An increased need for accountability has forced CLOs to manage learning as a business. The learning enterprise must operate as any other part of the business: preparing a budget, managing the budget with fiscal controls and providing routine reports that show not only the expenditures, but also the results of those expenditures. A few organizations are pursuing the concept of a profit center, where the learning and development function charges fees for all services. The fees become revenue for the center, and the expenses are compared to the revenue. The learning enterprise generates a profit or breaks even. Ideally, for this to occur, managers in the organization should have the autonomy of selecting programs and services from the learning and development function or another source. This is sometimes difficult to give up, but when it is, it brings the ultimate fiscal accountability to learning, adding value to the organization. If managers are willing to pay the fees, the CLO has provided a service that is competitive and desired by the organization.

06. DEVELOPING PRODUCTIVE INTERNAL PARTNERSHIPS

The CLO cannot be a strategic partner without developing key relationships throughout the organization. Partners must exist in all key operating groups, major support groups and sponsors throughout the organization. The problem with developing partnerships is that partnering often will be resisted. Learning and development staff members often have a fear of this issue. They do not know how to do it. Also, operating managers lack the skills, the time or, in some cases, the desire to partner with learning and development. Learning department staff members should be recruited based on their willingness and ability to interact with clients and key executives. Partnering principles should be established and followed to ensure a constant focus on developing these relationships throughout the organization, and the success of partnering should be rewarded.

07. MANAGING ORGANIZATIONAL TALENT FOR BUSINESS GROWTH

Perhaps the more recent role of the CLO is that of managing talent in the organization. Talent management usually involves both acquisition development and retention of talent. With the addition of recruiting responsibilities, this shifts the CLO's role from the traditional development perspective and provides the accountability needed for ensuring that the

selection of adequate talent is not an issue. When talent is required, recruiting is necessary. Then, a variety of developmental processes are put in place to build appropriate skills, prepare individuals for future jobs and develop them to meet the needs of the organization. Along with this key responsibility, CLOs are held accountable for retention. Partnering with key executives, retention is monitored in all key job groups, and appropriate solutions, projects and programs are implemented to keep retention at the desired level.

08. DEMONSTRATING THE VALUE OF THE LEARNING ENTERPRISE

The CLO must be held accountable for measuring the value added to the organization. The annual, quarterly or monthly contribution report can no longer be limited to statistics about inputs, such as the number of hours, programs, projects, people and processes. In a scorecard format, it must show contributions in terms of job behavior, organizational improvement, impact and specific contributions, including a sprinkling of ROI studies. ROI has become an integral tool in the learning enterprise. As many as 75 percent of the top learning and development organizations use ROI as a strategic tool to show the value of specific learning initiatives.

09. MAINTAINING A CUSTOMER FOCUS

Because the CLO is providing important services throughout the organization, there must be constant attention to customer service issues. Three groups of stakeholders are critical:

Participants who are actively involved in the process.

Sponsors who fund, initiate and approve many of the learning projects.

Managers of the participants who must make adjustments when their immediate employees are involved in a variety of learning processes.

Although there are other stakeholders, these three very important groups need constant attention with appropriate service levels and routine feedback. These specific stakeholders need special care.

CONCLUSION

These nine areas represent opportunities for action where the chief learning officer can provide value to the organization. The roles have changed dramatically from recent years when the traditional training manager knew much about training and learning but very little about the business. These days, the CLO must be a business manager first—one who also understands the nature and scope of learning and development.

Jack J. Phillips, Ph.D., is chairman of ROI Institute. He developed and pioneered the ROI process and has written more than 30 books on the subject.

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IFTDO UN REPORT: OCTOBER – NOVEMBER 2019

October 10th, 2019

Second Committee, Plenary Meeting 6 (Macroeconomic policy questions – Item 17)

International trade and development: Member States manifested their disagreement with the imposition of unilateral economic measures as an instrument of political and economic coercion. In their view, these actions are not in accordance with the principles of the Charter of the United Nations, the norms of international law or the rules-based multilateral trading system. Member States also expressed concerns about the negative impact of unilateral economic measures on the socio-economic development of the affected countries.

Representative from Indonesia mentioned that the global economy has undergone a prolonged episode of relatively slow growth following the 2008 financial crisis; Despite modest recovery in early 2017, economic growth in many regions remains below the level needed to achieve SDGs. This could limit critical expenditure in health care, education, social protection, and climate mitigation efforts. In the long run, current global trajectory would probably not deliver the goal to eradicate extreme poverty by 2030.

Promotion of international cooperation to combat illicit financial flows and strengthen good practices on

assets return to foster sustainable development: The representative from India believes that multilateral negotiations such as those envisaged under the Doha Development Agenda are aimed at addressing existing inequities in the trading system and must be given high priority. We reiterate our support for the multilateral trading system and the centrality of the WTO as the cornerstone of a rule based, open, transparent, nondiscriminatory and inclusive multilateral trading system with development at the core of its agenda. Also, Domestic Resource Mobilization in form of Tax collection is faced with new challenges in view of income generated by the digital economy, which can easily be shifted to low-tax jurisdictions.

October 16th, 2019

Second Committee, Plenary Meeting 14

Statement by the UN Office of the High Representative for the Least Developed Countries, Landlocked Developing Countries and Small Island Developing States

In human and social development, despite substantial progress, much more still remains to be done. Particularly worrisome are the persistently high rates of maternal mortality. In education, there were still more than 32 million children out of school in the period between 2009 and 2015. Food insecurity and the daunting challenge of famine afflict millions in South Sudan, Somalia and Yemen. The report shows a decline in the rate of gross domestic savings as a percentage of GDP, from 16.2% in 2014 to 12.9% in 2015.

November 7th, 2019

Third Committee, Plenary Meeting 44

Social development: Social development, including questions relating to the world social situation and to youth, ageing, persons with disabilities and the family - Item 25 (b)

Statement: Representative from Mongolia encourages Governments to take appropriate measures to adopt or develop legislation and policies that provide women with equal access to land and support women's cooperatives and agricultural programs and enable women's cooperatives to benefit from public and private sector procurement processes and increase trade.

Important take-away: Cooperatives contribute to all aspects of inclusive social development and in realization of the 2030 Agenda for Sustainable development. Through their people centered business models, cooperatives exist in almost every field of human activity, starting from food and agriculture, insurance, health, trade, finance and new areas and sectors such as the platform economy and environmental protection. They have a significant presence both in developed and developing countries, serving more than 100 million people worldwide.

NIGERIAN INSTITUTE OF TRAINING & DEVELOPMENT (NITAD)

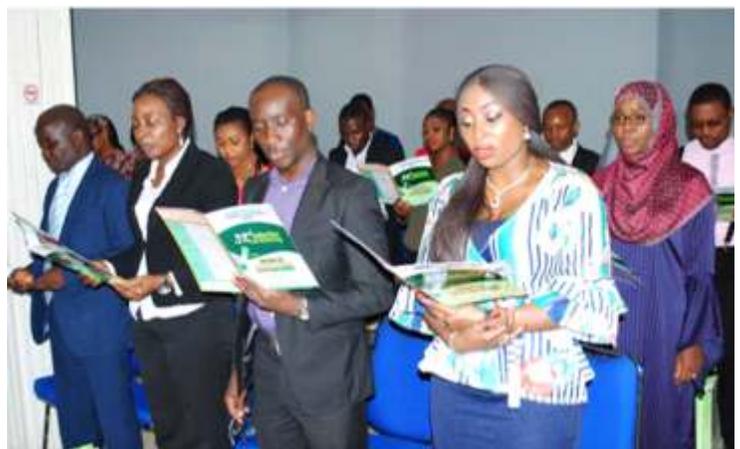
The Nigerian Institute of Training and Development (NITAD) is a Professional Body registered in Nigeria to promote the science and practice of Learning, Training and Development in the public and private sectors of the economy in order to enhance effectiveness, efficiency and productivity as well as to promote high professional standards in Human Resource Development, Utilization, Research and Evaluation. The Institute currently has over 8,000 members (Individual & Corporate)

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- Annual Trainers' Conference held once in a year
- Induction Ceremonies for new members in the six geo-political zones of Nigeria
- Postgraduate Diploma Examinations in Training and Development
- Mandatory Continuous Professional Education (MCPE) and Executive Mandatory Continuous Professional Education (EMCPE)/ Licensing
- Training and Development programme (TNA, TTT etc) for members and corporate organizations (opportunities for collaboration)
- Annual General Meetings



NITAD leadership and some members of the Institute at the 23rd Annual General Meeting (AGM) of NITAD held in April, 2019 in Lagos - Nigeria



NITAD 32nd Induction Ceremony
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HONY. SECRETARY GENERAL

Dr. Uddesh Kohli

sgiftdo@gmail.com

Fax: +91 12 2645 1604

Tel: +91 11 4161 9842

CHIEF EXECUTIVE OFFICER (CEO)

Dr. R. Karthikeyan

ceo@iftdo.net

Tel: +91 44 450 50 344

+91 9408 23437

CHAIRMAN

Dr. Ebrahim Khalifa Al Dossary

donna@alreemcentre.com

Tel: +973 17 229233

+973 17 200000 / 33 399994



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