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IPM embarks on strategic re-positioning to address national imperatives

The Institute of People Management (IPM) is embarking on a strategic re-positioning drive to ensure that HR professionals play a meaningful role in addressing some of the country's most urgent challenges. With over a thousand delegates attending the organisation's 52nd annual convention, we have the opportunity to engage one another and come up with concrete plans for the year ahead.

In redefining our strategic approach, the IPM vision is to be **THE PORTAL TO THOUGHT LEADERSHIP IN PEOPLE MANAGEMENT**. The value proposition to our members is to be the preferred and most subscribed networking body for HR professionals in Southern Africa. Our mission is to be the gateway to useful knowledge, information, training and best practice in the field of people management.

The strategic projects for 2009/2010 are underpinned by the IPM's guiding principles of national relevance, regional participation, a membership-driven agenda, value for our members, organisational sustainability and professionalism.

We need to decide what role we, as HR professionals, will play in addressing the country's pressing skills challenge. We have a responsibility to remain relevant beyond our own companies and play an active role in finding solutions that will ultimately impact not only our companies' bottom line but ultimately the country's bottom line.

The IPM is ideally positioned to play a significant role in responding to the skills challenge by facilitating dialogues for solutions. Through those dialogues we can create a platform for the HR profession to lead the discourse on solutions for the skills challenge.

The IPM's five proposed strategic projects for 2009/2010 are:

1. To address the obstacles to skills development by engaging all relevant role players and decision makers. We need to engage with key departments such as the Department of Labour

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and Department of Education so that we can have an input in the development of legislation and public policy.

2. To look at the role of Corporate South Africa and see how the existing resources, particularly highly-skilled individuals within the corporate sector, can be utilised.
3. To start looking ahead at what HR will look like in 2012, given the current challenges that we face locally and globally.
4. To focus on the exciting opportunities offered by the 2010 Fifa World Cup. How should we respond as HR professionals? What creative solutions can we offer to ensure that productivity does not suffer while the country focuses on the World Cup?
5. To start looking at what South Africa needs to do to improve its global competitiveness and the role of the HR profession in addressing that.”

The IPM will utilise knowledge exchange groups (KEGs) as the primary way of encouraging member participation. This process will involve setting up the KEGs; refining the proposed project topics and focus areas; facilitating dialogue at regional, provincial and national level; consolidating dialogue outcomes; interacting with specific and relevant agencies and structures and finally communicating and publicising the initiatives. Our role as HR professionals is to volunteer, make ourselves available and participate in the KEGs. This can be done in three easy steps: email your name and contact details to the IPM; select the project that you would like to be involved in then take up a role in the KEGs. The roles that people can get involved in include: coordinating the establishment of KEGs, leading a project, publicity, research as well as engagement and influence.

We are proud of the remarkable growth that the IPM has achieved in the past year. This year's convention has attracted over a thousand delegates from all over southern Africa and other parts of the continent and the world, compared to last year's 750. Membership is more than 5% up, while the number of exhibitors at the convention has grown from twenty in previous years to 38 at this year's convention. The conference, which ends on Friday, will be addressed by some of the world's highly respected thought leaders in leadership and people management. We look forward to sharing the exciting information and insights gained at the conference with all IPM members.

Regards
Charlotte Mokoena
IPM President