

For immediate release

IPM to focus on strategic projects in the year ahead

The 52nd annual convention of the Institute of People Management (IPM) ended on a high note, as the organisation's president, Charlotte Mokoena outlined some of the ground-breaking achievements that had been attained and the strategic projects that they would be focusing on in the year ahead.

Following three days of deliberations and sharing of best practice, Mokoena was visibly upbeat. "We have managed to attract some of the most prominent thought-leaders in the HR profession to come and speak to us about issues that are at the top of every HR professional's mind not only in South Africa but across the world. 1100 delegates have attended this year's convention including HR professionals from Nigeria, Botswana, Namibia, Zimbabwe, Swaziland, Lesotho and India. This is a significant increase, compared to last year's 750 delegates," she said.

She was particularly pleased with the concrete outcomes of the conference. "This year the IPM has decided to focus on 5 strategic projects to ensure maximum impact and relevance as it strives to make a meaningful contribution towards addressing some of the country's human resource challenges. When we meet again next year, we will be able to assess our progress."

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

1. To address the obstacles to skills supply and development by engaging all relevant role players and decision makers. The organisation will engage with key departments such as the Department of Labour and Department of Education to have dialogues at legislation and public policy level.
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 socio-economic challenges, both locally and globally.
4. To focus on the exciting opportunities offered by the 2010 Fifa World Cup and how HR professionals will respond to them. HR professionals will also be called upon to offer creative solutions 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.

According to Mokoena, these strategic projects 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.

"The IPM is ideally positioned to play a significant role in responding to the skills challenge by facilitating dialogues for solutions and thus creating a platform for the HR profession to lead the discourse on solutions for the skills challenge."

The Institute will utilise knowledge exchange groups (KEGs) as the primary way of encouraging member participation. As Mokoena explains, "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."

Among the highly-respected speakers who addressed the convention were: Carsten von der Linden from the Boston Consulting Group in Germany, who shared the findings of a massive global HR survey in which South Africa had participated; David Arkless, Senior Vice President of Manpower Inc, who spoke about global strategies and tactics for talent management; Liz Thobejane, Acting Senior Executive Manager and seta coordinator in the Department of Labour, who spoke about the New South African Occupational Learning System and Eskom's HR Managing Director, Mpho Letlape, who presented on leading HR in a perfect storm.

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