

Working Towards a Better Future; Redefining The Role of HR in Public Service

Facilitator: Mosses Raymond (MHRM, MA(DS), B.Ph, Dip RS & Ph)

FACILITATOR'S PROFILE

Presented by



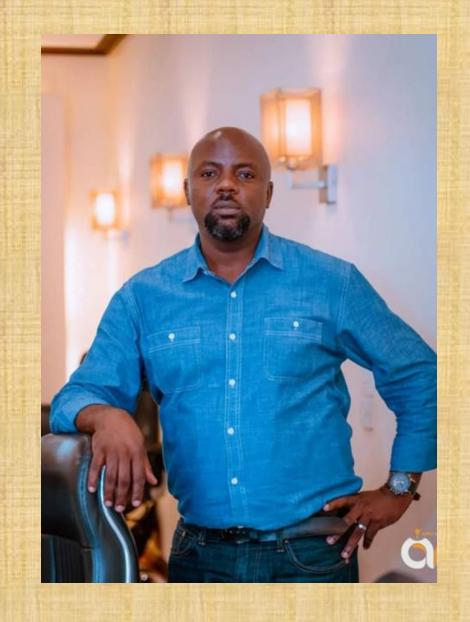
MOSSES RAYMOND

(MHRM, MA(DS), B.PH, DIP RS & PH)

- Certified mBIT Coach
 - Trainer
 - Advisor
 - Speaker
 - Recruiter
 - Consultant

MOB: 0715 876726

ig: mossesraymondsamora



MOSSES RAYMOND

ACADEMIC QUALIFICATIONS

MASTERS OF HUMAN RESOURCES MANAGEMENT (MHRM)

MASTER OF ARTS (DEVELOPMENT STUDIES) (M.A (DS))

BACHELOR OF PHILOSOPHY (B. PH)

• DIP IN RELIGIOUS STUDIES & PHILOSOPHY (DIP RS & PH)

EXPERTISE



EXPERIENCE AS A RESOURCE PERSON IN REPUTABLE TRAINING INSTITUTIONS

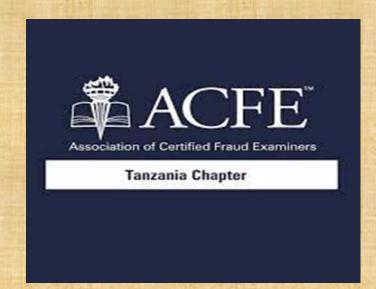
MOSSES RAYMOND is a seasoned resource person in various training institutions.





MS Training Centre For Development Cooperation





EXPERIENCE IN VARIOUS FACILITATIONS AND CONSULTING ENGAGEMENTS

JAMIIFORUMS



MOSSES RAYMOND comes with the rich experience born out of various facilitations and consulting engagements.











































MANGA HAKIKABANK















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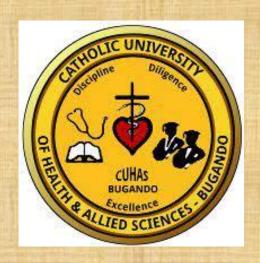


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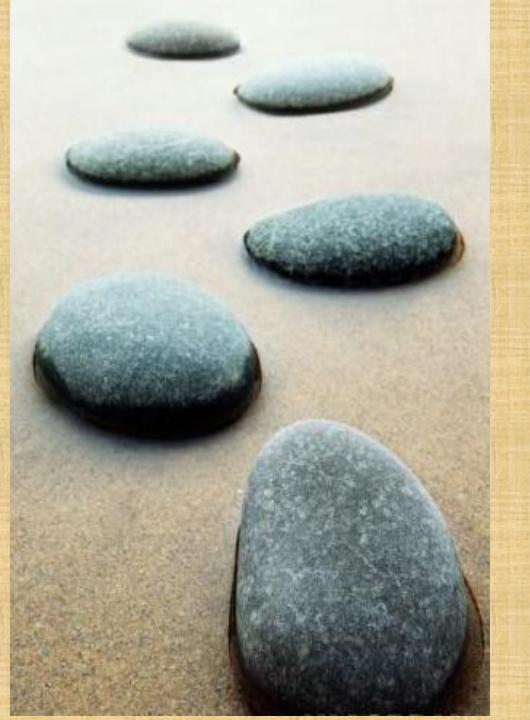




Working Towards a Better Future; Redefining The Role of HR in Public Service

OBJECTIVES

- Knowledge sharing
- Provoke a discussion
- explore the roles and contributions of HR in fostering a better future in public service.
- Strengthening the Network



- Why does an organization need HR?
- Why should they pay people like us?
- How do we know that HR is successful?

WHAT IS HR MANAGEMENT?

 According to L.M. Prasad, "Human Resources management is concerned with the PEOPLE DIMENSION IN MANAGEMENT. Since every organization is made up of People, acquiring their services, developing their skills, motivating them to higher levels of performance and ensuring that they continue to maintain their COMMITMENT to the organization which are essential for achieving Organizational Objectives".

TOWARDS A MODERN DEFINITION OF HRM

• The PRODUCTIVE USE OF PEOPLE in achieving the Organization's Strategic Business Objectives and the Satisfaction of the Individual Employee's Needs.

What is the Role of HR?

HR IS AN ENABLER FOR BUSINESS

HR's role is to make the business succeed

- A prerequisite for an organization's results
- Through:
- · Processes
 - **Policies**
 - **Programs**
 - **Projects**
 - Sound practice
 - **Initiatives**

TO BE A TRUE ENABLER, HR NEEDS TO

- > Understand the business
- >Know the organization
- Know own competencies, strengths and weaknesses
- Earn and demand space in the core, not the periphery
- > Be both 'oil and sand in the machinery

THE IMPORTANCE OF HR IN PUBLIC SERVICE

- Ensuring the right people are in the right roles.
- Developing skills and capabilities of public service employees.
- Enhancing employee satisfaction and motivation.

THE BIGGEST QUESTION OF THE DAY

How can we as HR and
Administration people **NURTURE**the productive use of People?

HR PRACTICES AUDIT

- It all starts with SELF AWARENESS.....born out of AUNTHENTIC PERSONAL DIAGNOSIS.
- Then it goes down to the DIAGNOSIS of daily practices at work place (Operational and Strategic practices)
- It is high time that we should be able to identify what to STOP DOING, START DOING and CONTINUE DOING in order to nurture the productive use of people

RECRUITMENT AND TALENT MANAGEMENT

- Strategies for attracting skilled professionals.
- Importance of diversity and inclusion in the recruitment process.
- Talent retention and succession planning.

TRAINING AND DEVELOPMENT

- Continuous professional development programs.
- Leadership training and development initiatives.
- Promoting a culture of lifelong learning.

PERFORMANCE MANAGEMENT

- Setting clear performance expectations.
- Regular performance reviews and feedback.
- Reward and recognition systems.

EMPLOYEE WELL-BEING

- Initiatives to promote physical and mental health.
- Work-life balance programs.
- Creating a supportive and inclusive workplace environment.

LEVERAGING TECHNOLOGY

- Implementing HR Information Systems (HRIS).
- Utilizing data analytics for informed decision-making.
- Enhancing communication and collaboration through technology.

ETHICAL HR PRACTICES

- Ensuring transparency and fairness in HR processes.
- Upholding ethical standards and integrity.
- Addressing and preventing workplace harassment and discrimination.

HR'S ROLE IN POLICY DEVELOPMENT

- Involvement in the creation of policies that affect employees.
- Ensuring policies are fair, inclusive, and promote a positive work environment.
- Advocating for employee rights and benefits.

CHALLENGES AND SOLUTIONS

- Common challenges faced by HR in public service.
- Strategies to overcome these challenges.

FUTURE TRENDS IN HR

- Impact of artificial intelligence and automation.
- Evolving roles and responsibilities of HR professionals.
- Preparing for the future workforce.

CONCLUSION

- The critical role of HR in shaping the future of public service.
- Call to action for HR professionals to lead the way in innovation and excellence.

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