



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

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FACILITATOR'S PROFILE

Presented by



MOSSES RAYMOND

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■ **Certified mBIT Coach**

- **Trainer**
- **Advisor**
- **Speaker**
- **Recruiter**
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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.



EXPERIENCE IN VARIOUS FACILITATIONS AND CONSULTING ENGAGEMENTS

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

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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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