

August E-News from Palan

July, despite all the nervousness that went with organising the Asia HRD Congress, was satisfying.

I wish to cover the following points in the August E news:

- **THE ASIA HRD CONGRESS 2004**
 - **HRDPOWER.NET LAUNCH**
 - **NATIONAL COMPETENCY CONFERENCE IN INDIA OVER THE WEB**
 - **HR NEWS FROM THE FIELD**
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THE ASIA HRD CONGRESS 2004

In a nutshell, the Congress ran smoothly. The sessions were well received. The good feedback that we received and the launch of our software HRDPower.net, gave us a sense of achievement. I had the opportunity of running a full day workshop on Creativity & Innovation for successful corporations.

At the opening ceremony, the Minister of Human Resources, Government of Malaysia, called upon HRD professionals to accept the reality of globalisation. He highlighted the need for continuous benchmarking and best practices implementation in organisations.

Right after the Congress, I got absorbed with running SMR's third International Accredited Trainer programme. We had a delightfully lively class of 32, with participants from Bahrain, Brunei, India, Indonesia, Sri Lanka, and UAE apart from of course, Malaysia.

To access the presentations made at the Congress, please visit www.hrdcongress.com. A quick glimpse of what the future holds, in terms of the theme and tracks for Congress 2005, is also available on the website. If you would like to be a speaker, exhibitor, or participant at the Congress, Kim would be happy to help you. You can reach her at hrdcongress@smrhrd.com

HRDPOWER.NET LAUNCH

With the release of HRDPower.net, web-based and equipped with self-service capabilities, now the HR community has a powerful tool to make development enterprise driven. The software's ability to track competency growth along performance improvement and development needs, sets it apart from other products. Deployment time and costs associated with HRDPower.net are a fraction of that involved in implementing an enterprise solution. Please contact Krishnan clientservices@smrhrd.com for more details on the software

NATIONAL COMPETENCY CONFERENCE IN INDIA OVER THE WEB

I had the honour of delivering a keynote at the National Competency Conference hosted by the Institute of HRD at Bangalore, India. My inability to be in Bangalore resulted in a keynote delivered over the web. I must say it was a very different experience; I had to keep checking with the delegates on a regular basis whether they could comprehend me. Professor Ranganathan and Praveen, the technical person, were of great help. The presentation is available at www.hrdpower.com

HR NEWS FROM THE FIELD

Despite the arguments that superior people management leads to productivity and performance, Thorntons of the United Kingdom have scrapped the position of Director of HR because they felt they could not afford the luxury. Peter Burdon, the CEO of the company has remarked that the company has dropped the post to save costs. According to the CIPD, UK report, John Culverhouse, the Director of HR left the company after 26 years in service.

It looks like HR is the first to go when costs savings comes up in the agenda. The point that we in HR need to align ourselves more with the business is more important now than ever before.

Will be in touch in September.

Regards

Palan