July E- News from Palan

The month of July has been a hectic one with the Asia HRDCongress preparations. As I write this e news on 22nd July, the office is very busy. Telephones ringing non stop and the fax machines receiving registrations again non stop. After all these years, it still looks we are unsuccessful in getting people to decide early to prevent the last minute surge of registrations.

I wish to cover the following points in this e newsletter:

- **ADDING VALUE THROUGH COMPETENCY MANAGEMENT**
- **THE ASIA HRDCONGRESS 2004**

ADDING VALUE THROUGH COMPETENCY MANAGEMENT---

Is Competency Management another fad? How do we add value to the organisation through Competency Management? What are the best practices? My colleague Subra has been working with the HRDPower team to prepare a presentation for the Asia HRDCongress based on our field work. I had a sneak preview of the presentation. The key messages seem to be:

–   focus on the business outcomes rather than being ambitious

–   involve line managers and do not get involved in political mires

–   ensure you are clear about the deliverables and applications for anything that is disused will be forgotten

–   use technology to make the initiative enterprise driven

–   broadcast your quick wins

We will be uploading the presentation at www.hrdpower.com after the session on July 30th, 2004.

THE ASIA HRDCONGRESS 2004

The count down to the Asia HRDCongress is on; just another 4 days away. The team moves to the venue of the Convention – the Sunway Lagoon Convention Centre today. The Minister of Human Resources will deliver the keynote and open the 2004 Congress. It promises to be another learningful event despite some dramas. We had Nigerian colleagues stranded at the Malaysian immigration for two hours. However all ended well with them finally getting in to the hotel. The Asia HRD awards 2004 and the international launch of the HRDPower.net will be the highlights apart from the many learning opportunities. Information at www.hrdcongress.com

See you in early July.

Regards

Palan