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seminar



Human Resources: The Alignment of Knowledge and Skills to Business Success

Sponsors



Programme
28 May 2010 — 14:00 - 17:30
Intercontinental Hotel, St Julians



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Human Resources

The Alignment of Knowledge and Skills to Business Success

In the last HR Seminar held in May 2009, we had Dr Johnny Sung speaking about how the HR function needs to be part of the engine of business success. On the other hand a panel of Maltese experts discussed the challenges they face when aligning the human resource function to business strategy. The salient point that emerged from the seminar was that the survival of businesses depended on the flexibility of the employees and the capacity for change of the organisation. Therefore human resource development was identified as a critical success factor for those businesses that planned to ride the wave of the upturn in the local and global markets.

This year we shall take up where we left last year and look closer at the issue of education and training. An analysis of British unemployment figures for the quarter ending December 2009 reveal that the reason for the decrease in the number of unemployed, was a jump in the economically inactive students; indicating that ever larger numbers of young people are turning to study to avoid the dole. This is desirable but is education or training merely a stop-gap choice for young people or is it providing a genuine boost to their subsequent job prospects?

This year we are proud to invite an Eminent Professor and founder of the Centre for Labour Market Studies at the University of Leicester



Professor Emeritus David Ashton. Based on original research, Professor Ashton will delve deep into how well aligned education and training are to the ever changing needs of the global markets and how companies are responding to the skills gaps that they often experience.

The Chartered Institute for Personnel and Development stated that, seven in ten firms have continued to prioritise training despite the current recession. Against this backdrop, it is clear that firms are not waiting on the legislation to take action on training, as they can see the benefits in terms of competitiveness and productivity – CIPD Research October 2009.

ESF funds have been channelled towards training in Malta and many companies have made extensive use of them. However in what way has this investment contributed to the upgrading of skills, innovation and increased competition?

In his second presentation, Professor Emeritus Ashton will not only make a case for closer alignment of the educational and vocational systems to the needs of industry but calls for a deep understanding of the changing work processes in industry, the drive to innovate and the need to deliver the competencies required. Professor Ashton will be giving insights from his research, into how this can be achieved and how this alignment will energise your company.

Inkeeping with the tradition of FHRD, the papers presented during the seminar are immediately put to the test by the expert contribution of people and business leaders, who experience these market forces every day. They will bring to the seminar the way these leading companies, most of them multi-nationals, face the challenge of working across boundaries to develop training initiatives to meet the expectations of their workforce and support the long-term business strategy.

programme

14:00 - 14:25

The Challenges posed by Transnational Corporations for National System of Education and Training. Speaker Professor Emeritus **David Ashton** - Centre for Labour Market Studies, University of Leicester.



14:25 - 15:10

Panel 1: **Prof. Godfrey Pirotta** - Professor of Government and Policy Studies; Director, Institute of Public Administration and Management, University of Malta. **Dr. Philip von Brockdorff** - Chief Executive Officer, Centre of Policy Research and Training. **Mr. Felix Borg** - General Manager, Employment and Training Corporation. **Dr. Christopher Bezzina** - Permanent Secretary, Ministry of Education, Employment and the Family. **Prof. Maurice Grech** - Principal and Chief Executive Office, Malta College of Arts, Science and Technology. **Ms. Heidi Ashton** - Centre for Labour Market Studies, University of Leicester.

15:10 - 15:20

Analysis of the Survey conducted among the Maltese HR graduates from CLMS. Presentation by **Joe Gerada** - Chief Executive Officer of FHRD.



15:20 - 15:50

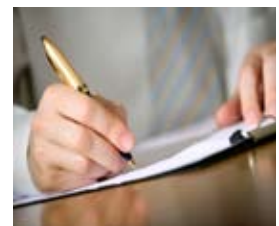
Testimonials of HR professionals about the impact that the qualification made on their Career and the company that they are employed at.

15:50 - 16:20

Coffee Break

16:20 - 16:50

Responding to Challenges of Global Markets: Energising your Enterprise. Speaker Professor Emeritus **David Ashton** - Centre for Labour Market Studies, University of Leicester.



16:50 - 17:00

Questions from the floor.

17:00 - 17:25

Panel 2: **Mr. Joe Camilleri** - HR Manager, Baxter Ltd. **Mr. Sergio Vella** - Managing Director, Actavis Malta. **Louis Giordimaina** - Chief Executive Officer, Lufthansa Technik. **Norbert Gixti** - General Manager, Excelsior Hotel. **Bruno Cassar** - Senior Vice President and Head Human Resources, FIMBank plc. **Patricia Prihodova** - International HRM Consultant.

17:25 - 17:30

Closure of seminar.





Survey among CLMS graduates

As part of our 20th anniversary since the setting up of FHRD and consistent with the subject of this year's seminar, the Foundation conducted a survey among all the Maltese graduates that have gone through any of the professional programmes in Human Resource Management and Development run by the Centre for Labour Market Studies, University of Leicester.

During the seminar the Chief Executive Officer of the Foundation will present the findings which reveal very interesting information and in particular how their training has transformed their careers and made significant impact on the companies that they work for. This presentation will be followed by the testimonials of some graduates who are now in senior HR positions and leading managers on the island.

Recognition Ceremony for Graduates of the Centre for Labour Market Studies University of Leicester



18:00 - 18:05	Welcome address by the Chief Executive Officer of FHRD
18:05 - 18:15	Address by the President of FHRD
18:15 - 18:30	Address by Professor Emeritus David Ashton - Centre for Labour Market Studies, University of Leicester
18:30 - 19:00	Presentation of Certificates by Professor Ashton
19:00 - 19:05	Presentation of the Louis Naudi Award by Mrs. Naudi and the President of FHRD
19:05 - 19:10	Presentation of the BSc Bursary by Professor Ashton Closure of the ceremony
19:10 - 20:00	Drinks

SEMINAR FEE: FHRD Members: €50 inclusive of VAT • Non Members: €65 inclusive of VAT
Early bird rates up to 16th April: FHRD Members €45 incl. VAT
Non Members €60 incl. VAT

All seminar participants are invited to join us in the CLMS Recognition Ceremony and drinks to be held immediately after at 18:00

SEMINAR BOOKING: To register online please go to www.fhrd.org/regform.html
or contact Nancy Vella or Angel Martinez on 21 378895 / nvella@fhrd.org