

Challenges for HR Development in Livestock Sector

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Challenges for HR Development in the Livestock Sector

- Traditional HR and components
- Current trends
- Today's Challenges
- Change - a growth imperative
- Strategic thinking - HR as an evolved business partner
 - Knowledge Networks
 - Self Learning
 - Business partnership

Traditional approaches

- Personnel department
- Recruitment
- Time keeping
- Training
- Welfare
- Discipline

Current trends

- Human Resources development
- Employer branding
- Loyalty programs
- Career planning
- Employee engagement
- Employee obligations

Today's Challenges

- An avoidable luxury?
- Man power planning / right-sizing
- Sourcing talent - Availability of key professionals
- Nurturing and Retaining talent
- Role of HR in business
- Investments in Personnel Development
- Can Money alone buy loyalty?

A growth Imperative

Leading Change

A Menu for change

1. Leading Change
2. Knowledge Management Networks
3. Self Learning
4. Performance Management - guiding principles
5. Health and Wellness
6. HR Competency Development

Leading change

- Leadership - strong leader behaviour and interpersonal skills at all levels
- Execution - execute tasks through problem-solving and teamwork
- Appreciation - culture of appreciation in the company
- Performance - culminating in an atmosphere of high performance
- Enjoyment - employees enjoy their jobs, motivate one another



Self analysis

Leading change



• Turnaround

• Growth

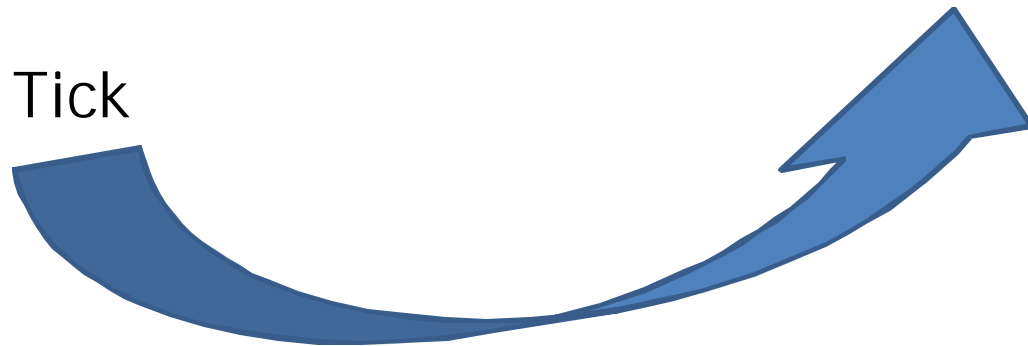
• Improvement

• Sustainability

• Make It Quick

• Make It Stick

• Make It Tick



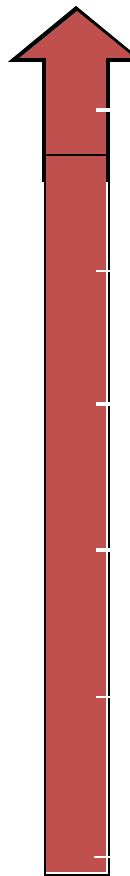
Knowledge Management Networks

Organising expertise in networks is an efficient way of making knowledge visible and useful to the business

- Your company has the potential to develop fast and globally
- Fresh cultures and expertise have to come in
- We are in a competitive environment - we need to survive and sustain
- The market is changing - new technologies and new business models
- The traditional mindset has to make way for a new networking culture of empowerment
- Leverage the POWER of combined inherent knowledge of X years of experience amongst us
- Individual intelligence, knowledge, expertise and skills can be shared, pooled and made available to all through effective networking
- Leads to improving our own systems
- Break down invisible walls, opens up internal resources

Stages in Network Development

Active



• Business Growth & Improvement

• A network specifically tasked with driving business growth through specific initiatives

• Innovation & Development

• A network with specific goals to develop new products or processes based on idea generation

• Competency Building

• A network with a clear objective of strengthening capability in a particular field or fields through training, strategic hires, etc.

• Coordination

• A network which takes some responsibility for identifying common activities, ensuring that information is well-shared, and influencing activities or projects to prevent double-work, etc.

• Information Exchange

• A network of people who periodically exchange information. Relatively low level of effort

• Know-how Directory "Yellow Pages"

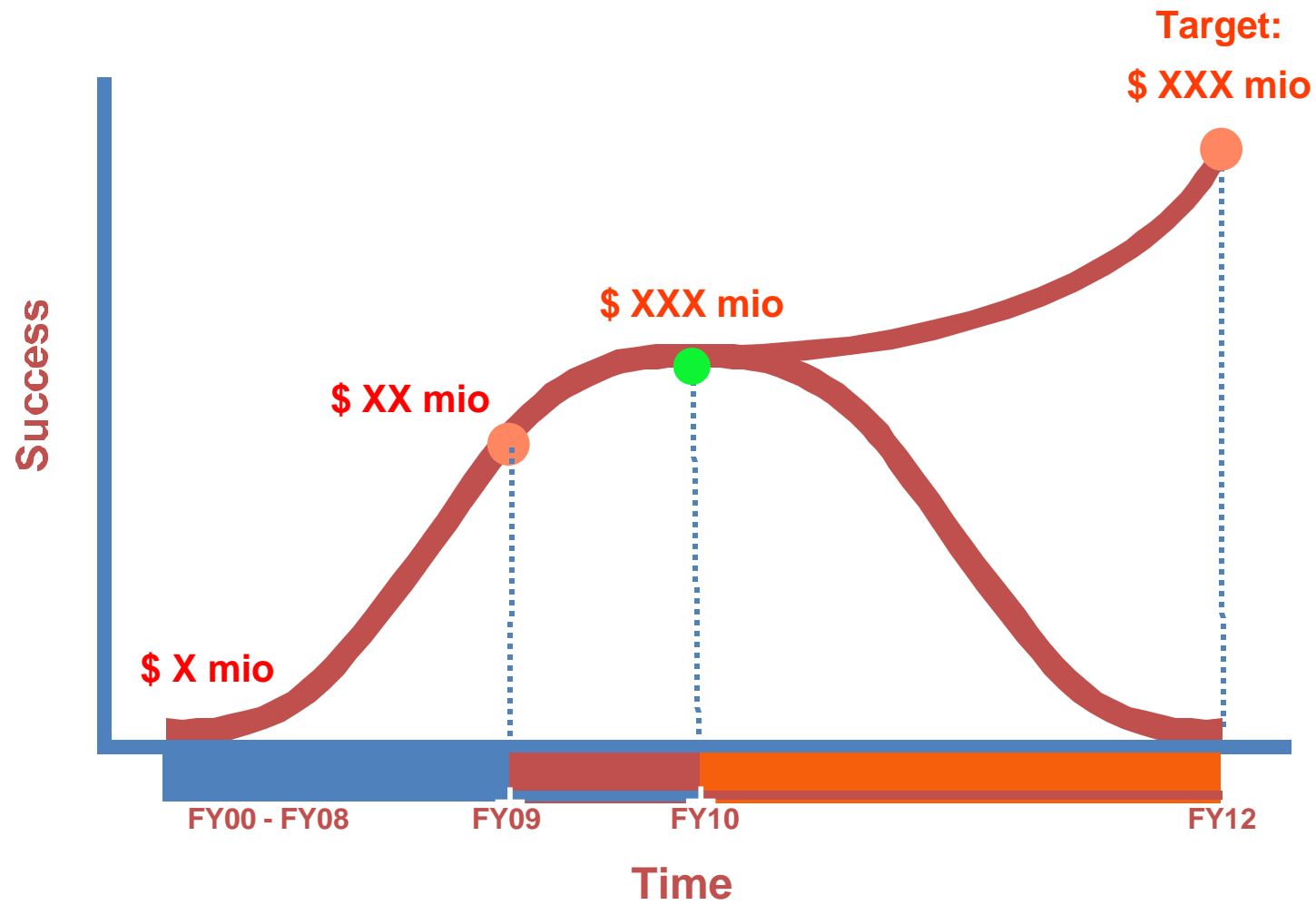
• Most basic network. Simply a "list" of people in a community, sharing specific interests

Passive

Self Learning

- Taking responsibility for one's own learning
- Systems & processes to support Self Learning
- HR support
- Leading towards evolving a learning organisation

Where are we today? Where do we need to reach?



Heal the world,
Make it a better place,
For you and for me and the entire human race
There are people dying
If you care enough for the living
Make a better place, for you and for me.

Michael Jackson

Where the mind is without fear and the head is held high

Where knowledge is free

Where the world has not been broken up into fragments by narrow
domestic thought

Where words come out from the depths of truth

Where tireless striving stretches its arms towards perfection

Where the clear stream of reason has not lost its way into the dreary
desert sands of dead habit

Into that heaven of freedom my father, let my country awake.

Rabindranath Tagore