TANZANIA FERTILIZER REGULATORY AUTHORITY(TFRA)

ROLE OF HRM IN UPSKILLING PUBLIC SERVANTS FOR AGILITY, COLLABORATION AND DIGITAL LITERACY

VICTORIA M ELANGWA, DIRECTOR OF CORPORATE SERVICES & EXECUTIVE SECRETARY APS HRMnet,





ICE BREAKER

Business | Rise of the people people

How HR took over the world

The profession has rocketed in size and stature. Will AI shrink it?

Share



BIT BY BIT, HR is taking over corporate life. The ranks of human-resources professionals across the rich world are swelling. Their roles are expanding. And some are still insisting that you complete your unconscious-bias training.

‘TAKING OVER’ RECEPTION

But has HR really “taken over” corporate life? Many leaders would say no. HR is still criticized for uneven strategic impact. Employee engagement and wellbeing haven’t meaningfully improved. And in many organizations, HR is still viewed much as it was decades ago—personnel administration with modern language. The growth is real, but the meaning requires more care.

ABOUT YOUR PRESENTER

APSHRMnet
Executive Secretary.

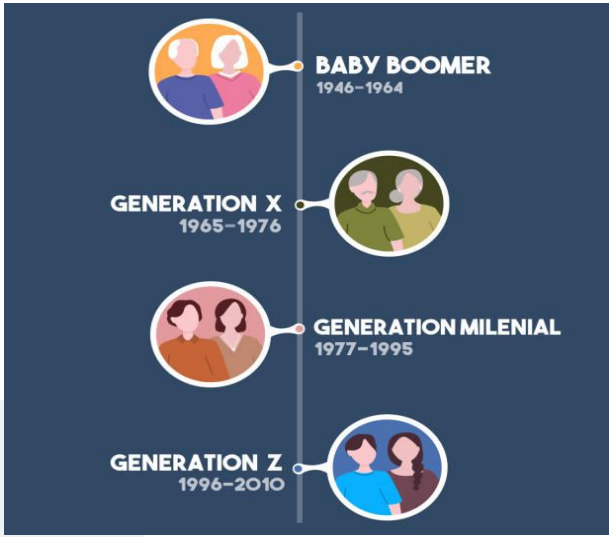
CHRA & PHR

certified Board member from Tanzania Institute of Directors MIoDT.593



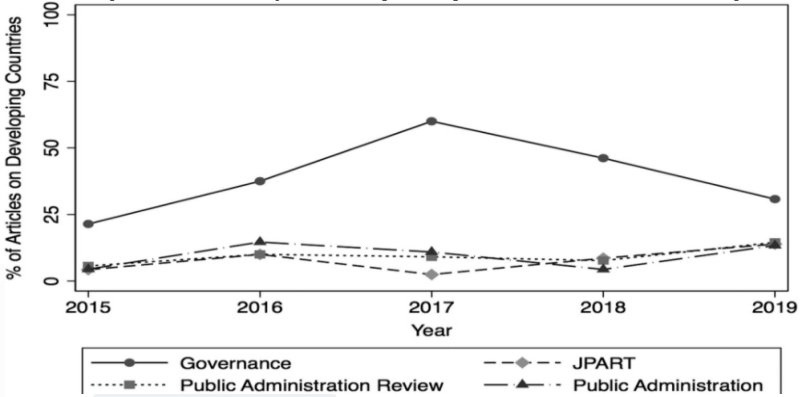
4 ORGANISATION AGILITY

Organizational agility is defined as the ability of a business to sense and respond to changes in its environment, characterized by dynamic capabilities that allow for the repurposing or repositioning of resources as conditions shift. The Journal of Strategic Information Systems, 2019

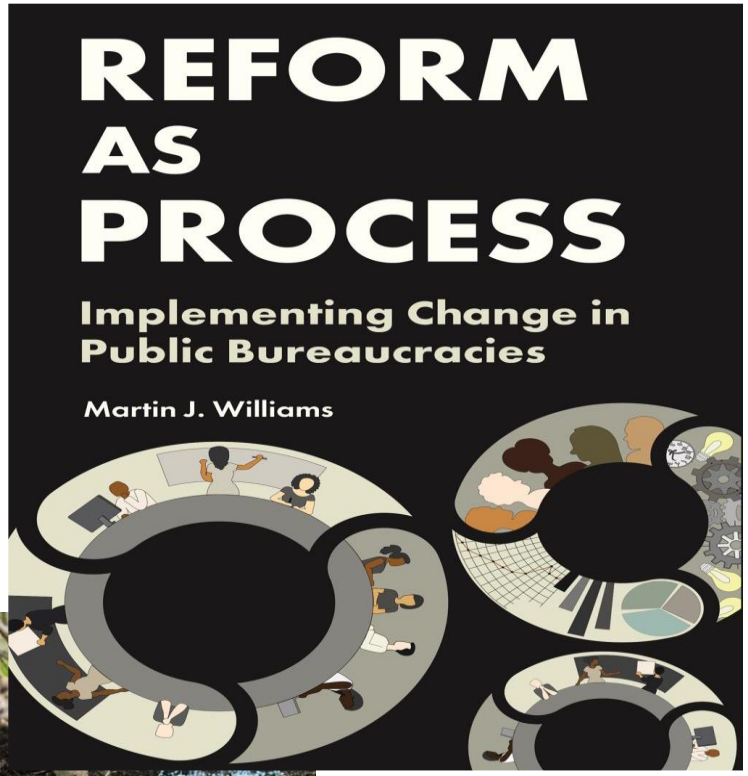


2.JOURNEY TO UPSKILLING THE PUBLIC SERVANTS

- Many public sector reforms in Africa have sought to improve efficiency by linking civil servants' performance to incentives. However, there is relatively little systematic evidence about the design, implementation, and effectiveness of these performance management reforms;(Martin J. Williams and Liah Yecalo-Tecle December 2019)
- Todate there have been an estimated number of more than 100 reforms across Public Sector implemented between 1994 to 2017 under Worldbank Program and other development partners; but yet yielded the required results.



SNAPSHOT OF REFORMS



ON FAILURES

- Focusing on changing formal rules and structures
- Approaching reform as a one-off project

ON SUCCESS

- Creating opportunities for discussion of performance and how to improve it
- Creating energy for collective change

STATUS OF HR EMPIRE

ORGANISATION SOCILIATION APPLICABILITY



CURRENT 2025

- Fluid development ecosystems
- Responsible AI adoption
- Resilient and adaptable individuals

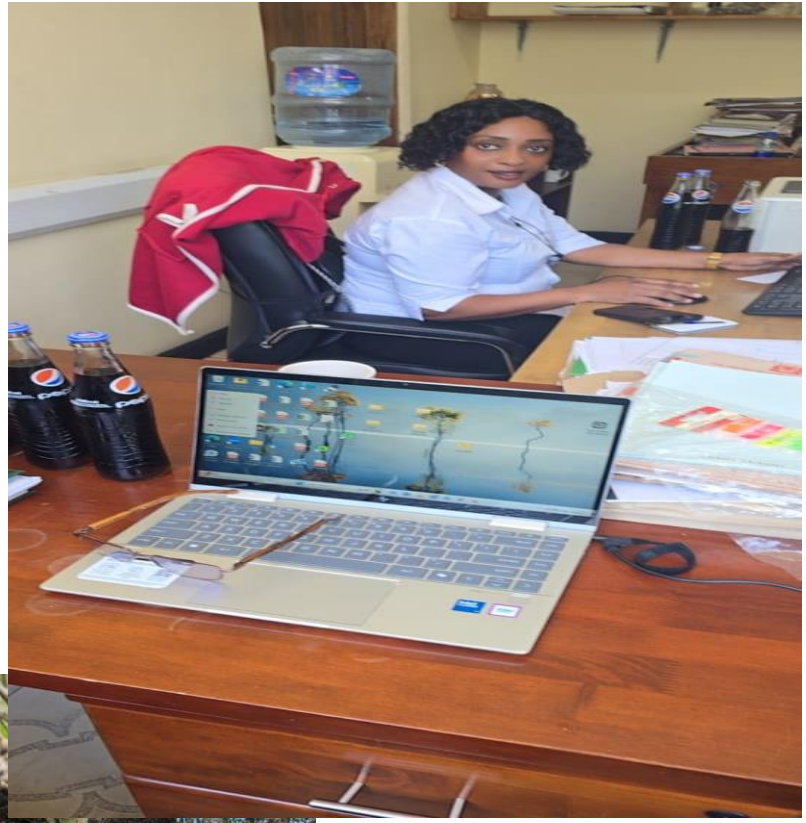
BLAZER MONDAY & BLACK IS BACK

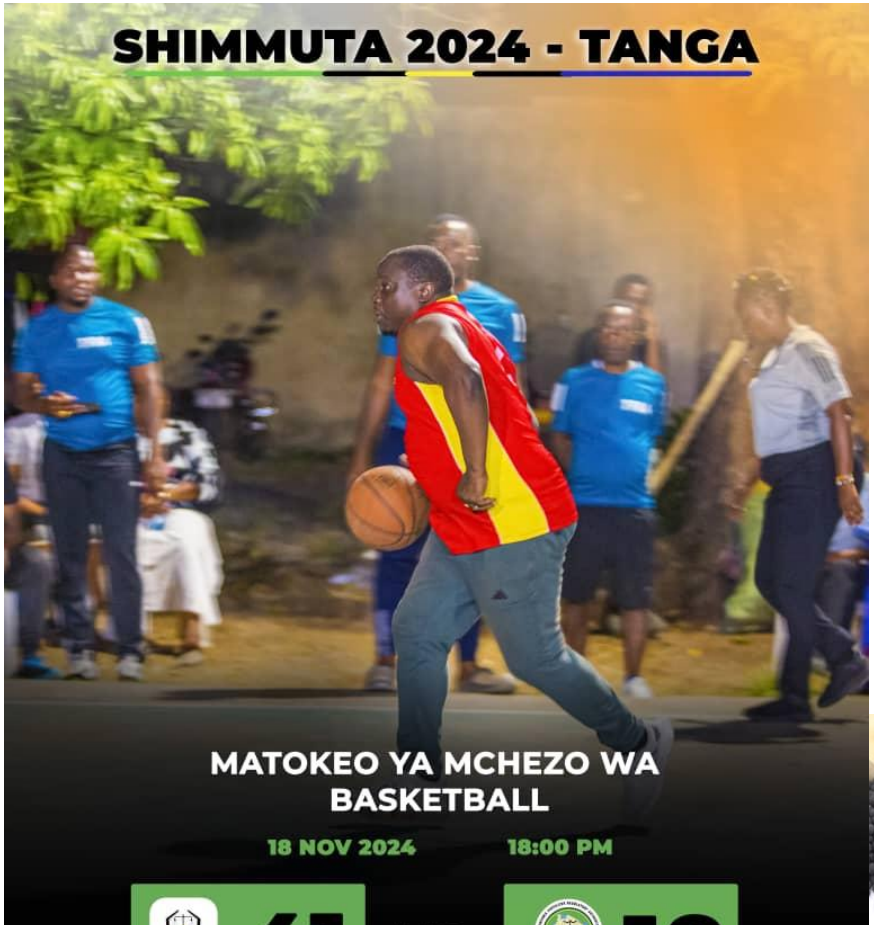






ORGANISATION SOCIALIZATION





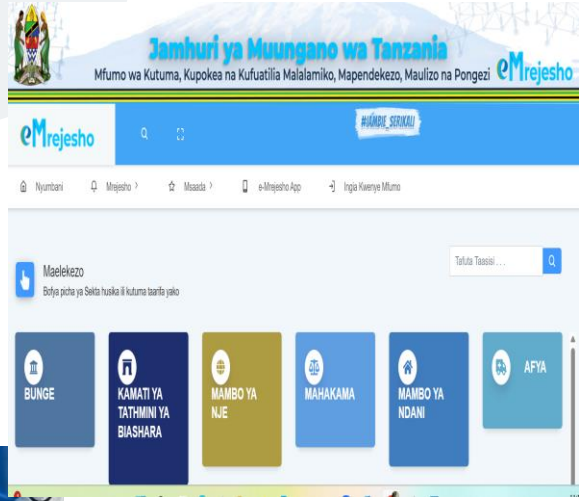
WHATS MY NAME ??

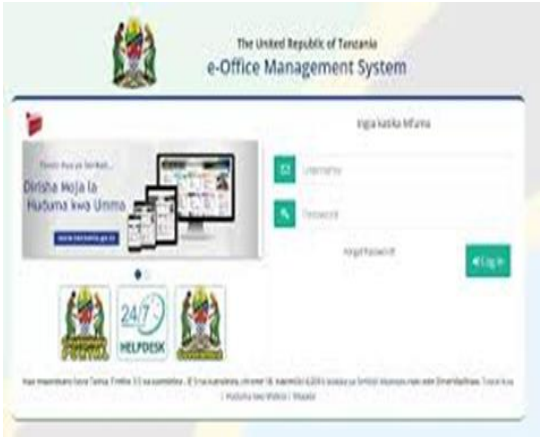


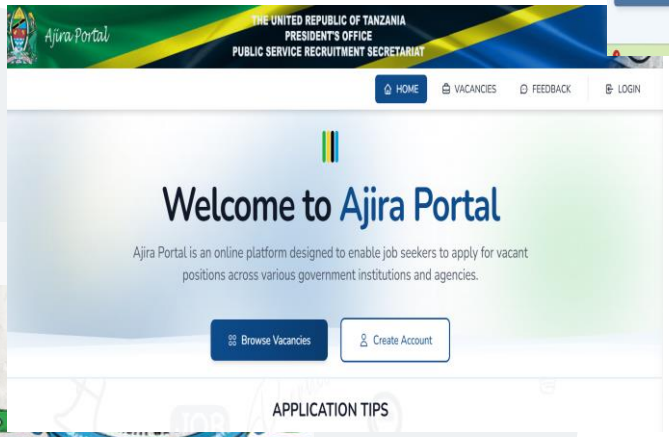


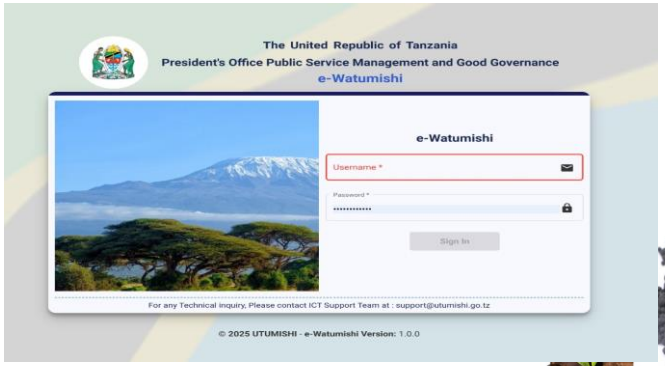
3.UPSKILLING THE CASE OF TANZANIA











TAKEAWAY FOR MONDAY AT OUR DESKS

In a tech-powered future, people management will be much more proactive, data-driven, and fluid. Organizations will have the fact base they need to launch interventions such as hiring, insourcing, outsourcing, upskilling, or reskilling.

Unlock the potential of a diverse, multigenerational workforce.

SOCIALIZATION OF ORGANISATION





ARISTOTLE

"Knowing yourself is the beginning of all wisdom."

-Aristotle





ENERGIZER



