

**Brief History
Of
Institute of Human Resource
Management Practitioners-Ghana**

10th December, 2012

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1. INTRODUCTION

The Institute of Human Resource Management Practitioners (IHRMP) owes its origins to a group of personnel management professionals whose initiative led to the establishment of the Ghana Institute of Personnel Managers, (GIPM) in 1978, and its registration, No. P.B. 12, in 1981. The pioneering group disbanded thereafter, for unspecified reasons, to the extent that records of the Institute, including names of members and elected officials, have so far not been retrieved. The Institute therefore remained in limbo until its rejuvenation in 1992/3.

The strong surge of interest from HRM practitioners to revive this important professional body in Ghana led to the invitation of all practitioners to the first exploratory general meeting at the Arts Council Hall, Accra. The second meeting of the group held at the British Council Auditorium in Accra, fulfilled the agenda of electing officers to steer the affairs of and to consolidate the growth of the fledgling Institute. Officers elected at that meeting were, Prof. T.B. Wereko, President, Mr. J.E.K. Moses, Vice President, Mr. John Mbroh, Executive Secretary, Mrs. Adelaide Benneh, National Treasurer, and Mrs Agnes Akuffo, Trustee.

The theme for the re-launch, which also became the motto of the Institute, was:

Managing and developing the nation's most important asset - the human resource

The rationale for that motto rests on three important foundations and is the source from which the formal statements of vision, mission and objectives of the Institute emerged:

- i) The human resource, acknowledged as the most important asset of a nation or enterprise, has validity in both economic and management theories. In economics the human resource is the only resource that can activate all the other factors of production. Without HR nothing can happen in the form of production of goods and services, or earning the revenue that makes the enterprise or nation viable. In the management of an enterprise that economic validity of the human resource becomes even more pronounced.
- ii) The HRM function of managing the human resources or employees is an indispensable management duty in any organization or national economy. It involves the administrative duties of planning to ensure the availability of the right numbers of employees, in the right positions, and at the right time, planning their careers, assessing them for progression, succession, keeping HR records and conducting related research.
- iii) The other function of the HR practitioner of persistently adding value to the stock of human capital and the growth of the organization through staff training on the job, formal training, education and development, through career progression, and succession planning, and ending up in creating a learning organization, have the joint effect of guaranteeing continuous growth and prosperity of any enterprise or the national economy as a whole.

The election, in 1993, of Prof. T.B. Wereko, the Director General of GIMPA, as President, also helped to resolve one perennial problem of the Institute, a Secretariat. GIMPA, whose mandate enjoined it to support the development of professional management associations in

the country, provided the much needed office and logistical support for the five or so years of the gestation period of the rejuvenating Institute. The Executive Secretary of the Institute, Mr. John Mbroh, later had to leave to take up a new appointment with Guinness Ghana Ltd., in Kumasi, and was succeeded by Mr. Afedzi Mensah, as Executive Secretary up to 1998.

From 1993 to 2012, the Institute has had four successive Presidents and National Governing Councils to steer its affairs to the well established professional HRM body now based at the HR Centre, Keat Investment Building, No. 6 Ostwe Link, Nyaniba Estates, Accra The following sections trace the evolution of the Institute's vision, mission statements, objectives, and operational areas, followed by a chronicle of some major milestones of the Institute and finally details of membership of successive National Governing Councils.

2. VISION, MISSION, OBJECTIVES AND OPERATIONAL AREAS

The vision, mission and objectives of the Institute have emerged from the inaugural motto and deliberations from meetings and forums mounted for the purpose of **developing effective and sound personnel management and human resource development practices in the country:**

VISION

To be a reputable HRM professional body recognized locally and internationally

MISSION

To advance Human Resource Management practice in Ghana

KEY OBJECTIVES

In pursuit of the foregoing vision and mission the Institute seeks to achieve the following key objectives:

- Formulate professional standards to guide the conduct of and enhance performance of HRM professionals in the country
- Provide a forum for regular interaction and learning among HRM professionals
- Provide a forum for continuing education and development of HRM practitioners
- Provide opportunity and environment for all who aspire to professional HRM training to add value to the stock of human capital in their organizations.

These core objectives have been enlarged to capture all possible areas of relevance and interest of stakeholders, such as;

- To encourage and assist in the development of professional human resource management practices in Ghana.
- To establish and maintain a central forum for persons concerned with and/or interested in Human Resource Management practices in Ghana.
- To spread knowledge and information about human resource development and management principles, techniques and practices which will encourage the development of better human relationships among establishments.
- To propagate standards of professional performance and conduct and to encourage appropriate professional attitudes of its members.
- To encourage investigation and research in key areas of human resource development, management problems and related social science disciplines.
- To assist in formulating industrial relations policies, laws and resolving related problems for stakeholders.
- To present professional viewpoints on burning issues of national importance in human resource management, and;
- To establish and develop linkages with other local and international bodies on matters of mutual interest in the areas of human resource management practices

OPERATIONAL AREAS

The foregoing objectives of the Institute have led to the development, over the years, of three main operational areas, in addition to the backstopping services provided by the Secretariat, namely, the Professional Certification Programme (PCP), Continuing Professional Education Programme (CPEP), and the HRM Solutions Service, (HSS).

These programmes were designed in recognition of the fact that the HRM function has changed and expanded dramatically beyond its original focus on operational and administrative activities. The modern HRM practitioner is expected to add value to the enterprise by designing and aligning HRM practices, systems and policies to the organization's strategic goals.

This value addition capability requires the possession of professional HRM knowledge, skills and attitudes which come only from professional training. It was in this direction that at the AGM in 1995, the first President of GIPM, Prof. T. B. Wereko, launched for adoption the first syllabus for training HRM professionals. In order to update the Institute's training programmes in conformity with modern trends and demands a new Academic Board was inaugurated by the then President, Hon. Austin Gamey, in November, 2000, with the following membership.

- | | | |
|-------------------------|-------------------------------|-------------------|
| 1) Mr. K. Asare-Bediako | - Management Consultant | - Chairman |
| 2) Prof. S.A. Amoa | - GIMPA (Vice President GIPM) | - Member |
| 3) Dr. D.K. Ahose | - GIMPA | - Member |
| 4) Dr. T. A. Donkor | - Nestle Ghana Ltd. | - Member |
| 5) Mr. J. C. Garbrah | - General Secretary GIPM | -Member/Secretary |

By September, 2002, the Academic Board's efforts were crowned with the launching of the Professional Certification Programme (PCP). This was followed by the Continuing Professional Education Programme (CPEP) and the HRM Solutions Service.

3. MAJOR MILESTONES IN THE REJUVENATION OF IHRMPG

The Chinese saying, that *little drops of water make a mighty ocean* is pertinent in reviewing the events, actions or milestones, which have snowballed over the years to make the rejuvenation process of the Institute of Human Resource Management Practitioners, Ghana, both possible and successful. The following are some major milestones:

1. 1978, the Ghana Institute of Personnel Management, (GIPM) was first established.
2. 1981, GIPM, was registered, No. PB 12
3. Between 1981 and 1992 GIPM members disbanded and the Institute remained dormant
4. Around 1990s informal inquiries and discussions among GIMPA Personnel Management Course participants, resource persons, well known HRM practitioners, including those known to have been associated with the old Institute, from both the public and private sectors, and Consultants persisted. Why not revive the GIPM?
5. 1992 Exploratory General Meeting inviting all HRM practitioners and other stakeholders to the Arts Council Hall, Accra, to among other needs, identify past officials, retrieve relevant documents, and failing both, to set in motion plans to rejuvenate the Institute.
6. 1993 the second General Meeting held at the British Council Auditorium in Accra, came with the clear agenda to elect officers in order to move the process of rejuvenation of the Institute forward without further delay. The election of the first officials of the National Governing Council at that meeting effectively marked the “take off” of the drive to rejuvenate the Institute.
7. In order to keep the new Institute functioning even in between Annual General Meetings the National Governing Council was enlarged at the 1995 AGM, to include:
 - i) President
 - ii) Vice President
 - iii) General Secretary
 - iv) Assistant General Secretary
 - v) National Treasurer
 - vi) Three Trustees
 - vii) Representatives of the Regional Branches, as follows;

Greater Accra	= 3	(2 from Accra, 1 from Tema)
Ashanti	= 2	
Western	= 2	
Every Other Region	= 1	
8. Again, at the AGM of August, 1995, GIMPA confirmed the offer of temporary office accommodation and related support in order to help stabilize the new Institute.
9. The AGM of August, 1995, adopted a syllabus presented by the President for training HRM professionals and Council was tasked to work out modalities for its implementation.
10. The first Executive Director of the Institute, Dr. T.A. Donkor, of Nestley Ghana Ltd., fame, was appointed in 2005, to confirm the need for professional management of this Institute whose mandate is to advance professional HRM practices in the country. Dr. Donkor’s term ended in 2009

11. In 1998 a new National Governing Council, Chaired by the new President, the Hon. Austin Gamey, was voted into office.
12. In 2000, the President Hon. Austin Gamey was voted a second term to head the National Governing Council of the Institute
13. In November, 2000 a new Academic Board, Chaired by Mr. Kwadwo Asare-Bediako, was inaugurated by the President of the Institute, Hon. Austin Gamey. Its mandate was to design and improve on the programmes presented by the Institute to members and other HRM professionals to enable them respond to changing management strategies in modern enterprises.
14. In August, 2001, at the Annual General Meeting of the Institute, held at the Trade Fair Site, La, Accra, members resolved and had the name of the Institute changed from Ghana Institute of Personnel Management, (GIPM) to Institute of Human Resource Management Practitioners, Ghana, (IHRMPG) to reflect current and modern realities
15. A new President, Mr. Kwadwo Asare-Bediako, and members of the new National Governing Council were voted into office in 2003
16. In 2005, Mr. Kwadwo Asare-Bediako was voted once more together with new members of the National Governing Council into office
17. It is noteworthy that between 2003 and 2007, during the Presidency of Mr. Asare-Bediako, who was also the Chairman of the Academic Board of the Institute, since 2000, the Professional Certification and Continuing Professional Education Programmes of the Institute recorded unprecedented growth and acceptance by course participants.
18. Mr. Dan Acheampong was elected President of the Institute from 2008, to succeed Mr. Asare-Bediako. He has been re-elected twice more, to bring his tenure up to 2013, with almost the same National Governing Council membership. This unprecedented third term of Mr. Dan Acheampong as President, with his National Governing Council, is a monumental recognition of the very significant strides the Institute has recorded under their watch
19. In 2009, Mr. Asare-Bediako, former two-time President of the Institute, succeeded Dr. D.A. Donkor, as Executive Director. As was well intended, by the National Governing Council which appointed him, Mr. Asare-Bediako's deep knowledge of the Institute as former President, his central role in the development of the three main operational areas of Professional Development for the Institute, his specialization and authorship of state of the art or science books on Human Resource Management Practices, and his outstanding inputs as a facilitator cum management consultant moved the Institute to greater heights of achievement.
20. In 2009, the Institute acquired/rented its first elaborately equipped and self-sufficient HR Centre on the second floor, Keat Investment Building, No. 6 Ostwe Link, Nyaniba Estates, Accra. The facility includes a large lecture hall, a smaller lecture cum syndicate room(s), a National Council Meeting room, two offices and a public address system. This acquisition constitutes a major landmark in the Institute's growth. In particular it has enhanced the Institute's ability to deliver its mission effectively, in the areas of its key operational activities. (see Table of courses offered at the HR Centre since 2009)

21. In March, 2012, the challenging mantle of Executive Director of the Institute fell on Mr. Ebenezer Ofori Agbettor's shoulders. Together with the dynamic leadership of President Dan Acheampong and the National Governing Council, the successful fulfillment of the Institute's vision, mission and objectives appear to be in capable hands.
22. The period 1993 to 2012, about twenty years, of the collective efforts of all members, can be assessed to have moved the Institute beyond rejuvenation, to "take off" and to self-sustaining growth. The Institute should, from now on, continue to strive for even greater heights to fulfill its vision.
23. Organized a grand investiture at the Movenpick hotel in 2012 where past executives were honoured.
24. Inaugurated the Accra HR Chapter
25. Ungraded the Institute's website in 2012
26. Purchased 3 plots of land behind the La Trade Fair-Accra in 2013 for the Institutes building project (HR Complex).
27. Conducted the 1st Ghana HR Conference & HR Excellence Awards Events in October, 2013 at the La Palm Royal Beach Hotel.
28. Inaugurated both the Takoradi & Kumasi HR Chapters

4. MAJOR MILESTONES IN PURSUIT OF IHRMPG MISSION

A) HR SOLUTIONS-CONSULTANCY SERVICE

The Institute was invited to provide consultancy services in various areas of Human Resource management to a number of organizations in the past few years. Some of the private and government agencies that we have worked closely with are:

- ✓ Ghana Statistical Service
- ✓ Ghana Standard Authority
- ✓ Ghana Health Service
- ✓ Local Government Secretariat
- ✓ Ministry of Lands & Natural Resources
- ✓ MMC Property Management Ltd.
- ✓ Adamus Resources Limited
- ✓ Christian Rural Aid Network
- ✓ Zoomlion Ghana
- ✓ New Times Corporation.
- ✓ WiLDAF

B) PROFESSIONAL CERTIFICATE PROGRAMME (PCP) 2011/2012

The PCP, which is designed to provide professional training for individuals who desire to practise HR in organizations, has continue to experience high patronage from both private and government organizations. In addition to the week-day programme, for the first time, a weekend session was introduced in September, 2012. These classes offer prospective students, interested in gaining professional training in HR, an additional option (aside week day sessions) of undergoing such training at the same cost. Classes for level 3 began on Saturday, September 29, 2012.

The Institute's largest congregation ever of 70 graduands, was presented at its 4th graduation ceremony on Thursday, November 1, 2012. Graduands comprised 46 Associate Members and 25 Certified Human Resource Practitioners. This brings the total number of Associate Members to 146, while that of Certified Human Resource Practitioners stands at 26.

C) CONTINUING PROFESSIONAL EDUCATION PROGRAMME (CPEP)

The CPE, which is the flagship training programme of the Institute, provides for the continuing professional education of members and HR practitioners throughout the year with two-day and three-day training workshops.

The Table below presents the record of the HRM professional development programmes mounted each year by the Institute, since inception, and the level of participation in them.

YEAR	NO. OF COURSES	PARTICIPANTS		TOTAL
		MALE	FEMALE	TOTAL
1996				
1997				
1998				
2000				
2001				
2002				
2003				
2004				
2005				
2006				
2007	1			45
2008	4			136
2009	6			159
2010	5			95
2011	5			158
2012	5			162
TOTAL				755

D) INSTITUTE WEBSITE

As a major platform for reaching members and keeping them informed and updated with trends of the practice, the National Governing Council deemed it fit to have the website upgraded to reflect the mindset.

The upgraded website became operational in October, 2012.
You may visit the site at: <http://humanresource.org.gh>

E) ELECTRONIC PERFORMANCE MANAGEMENT SYSTEM SOFTWARE (E-PMS)

E-PMS is a performance management software developed and marketed by the Institute to enable organizations monitor performance of employees effectively.

Refresher courses on performance management are usually held for three organizations (Adamus Resources Limited, Christian Rural Aid Network and Zoomlion Ghana), already hooked on to the software.

Also, presentations on the E-PMS continue to be carried for various organizations such as Adehyeman Savings and Loans Ltd, MMC Properties (formerly Makola Markets Company Ltd), Tema Oil Refinery among others on the software and the benefits it offers.

5. TABLES OF ELECTED PRESIDENTS AND NATIONAL GOVERNING COUNCIL MEMBERS

Table 5.1. Presidents of the Institute

PAST (AND CURRENT) PRESIDENTS OF THE INSTITUTE	
Name	Period in Office
Prof. T. B. Wereko	1993 - 1998 (Two Terms)
Hon Austin Gamey	1998 - 2003 (Two Terms)
Mr. Kwadwo Asare-Bediako	2003 - 2007 (Two Terms)
Mr Dan Acheampong	2007 - 2013 (Three Terms)

Table 5.2. Presidents and Members of the National Governing Council 1993 - 2012

NAME	PERIOD IN OFFICE
Prof. T. B. Wereko Mr. J. E. K. Moses Mr. John Mbroh Mrs. Adelaide Benneh Mrs. Agnes Akuffo (Deceased) Miss Eva Arthur Mrs Nayra Agbesi Mr. Kodjo Afedzi Mensah Mr. S. A. Amoa (Deceased) Mr. S.R. Asiedu Mr. A. O. Akuoko	1993 - 1998 (TWO TERMS)
Hon. Austin Gamey Prof. Sakyi Awuku Amoa Mr. Joseph C. Garbrah Mr. Alex Amankwaa-Buabeng Mrs. Efua S. Eyi-Aquah (Deceased) Mr. Kwadwo Asare-Bediako Dr. John Ngoah (Deceased) Dr. Samuel Tetteh Kwashie Mr. Paul Nartey	1998 - 2003 (TWO TERMS)
Mr. Kwadwo Asare-Bediako Mr. Dan Acheampong Mr. John a. Wilson Mr. Alex Amankwaa-Boateng Mrs. Eva Osei-Numo Dr. Samuel Tetteh-Kwashie Mr. John Eluerkeh	2003 - 2007 (TWO TERMS)

Mr. Paul Nartey	
Mr. Dan Acheampong Mr. John A. Wilson Mr. Alex Amankwaa-Boateng Mr. Joseph Appiah Mrs. Victoria Sackey (Deceased) Mrs Ellen Hagan Dr. Samuel Tetteh-Kwashie Mr. Goerge Anto-Boateng Mr. Paul Nartey Mr. Edward Kwapong	2007 - 2013 (THREE TERMS)

The names of the past and present Executive Directors of the Institute at different times have been provided in the table below.

PAST EXECUTIVE DIRECTORS OF THE INSTITUTE	
Names	Period of Office
Dr. T.A. Donkor	2005 - February, 2009
Mr. Kwadwo Asare-Bediako	March, 2009 - December, 2011
Mr. Ebenezer Ofori Agbettor	March, 2012-