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**HR PRACTITIONER**

INSTITUTE OF HUMAN RESOURCE MANAGEMENT PRACTITIONERS, GHANA

JANUARY 2014

003/2014/018

# LAUNCH OF TEAMS FOR 3+1 THEMATIC AREAS



A cross section of participants at the launch on Thursday, February 6, 2014.

Read story on page 2

IHRMP, Ghana presents **THE OFFICIAL LAUNCH OF THE HR COMPLEX PROJECT & INVESTITURE CEREMONY**

**DATE:** February 22, 2014

**VENUE:** Accra Int. Conference Centre

**TIME:** 6:30pm

**ATTIRE:** Formal

**CONTACT:** 03020767413

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Institute of Human Resource Management Practitioners, Ghana.

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# LAUNCH OF TEAMS FOR 3+1 THEMATIC AREAS

On February 6, 2014, the HR Centre hosted the Launch of four Teams responsible for implementing the vision of the newly elected Governing Council. In attendance was the President-elect Mr. John Wilson, Council Members, Members of the various Teams and the Institute's staff.

The President-elect Mr. John Wilson, giving the purpose of the gathering, said that the new leadership seeks to rebrand the Institute as the NEW IHRMP with ambitious targets. This he believed would be achieved by giving more focus to what he called the 3+1 Thematic areas i.e. Expansion, Visibility, Capability and Culture. He stated that these Thematic areas could only be pursued by tapping the expertise of both Council Members and other Members of the Institute, hence the reason for inaugurating the 3+1 Thematic Teams.

He informed all present that the 4-basic Teams to address the Thematic areas would each be led by a Council Member who would give progress reports to the National Governing Council at Council meetings. The other Members of the team he said, were nominated by the National Governing Council on the basis of their experience and expertise.

The President-elect commissioned the Teams to start work immediately, stating that there is a huge opportunity out there but like the proverbial falcon, we are often too comfortable perching on a branch



## SEND OFF FOR MR. KOFI BAYITSE

A send-off cocktail party was organized for Mr. Evans Kofi Bayitse, Chairman of the Tema Chapter of the IHRMP, Ghana on Friday 31<sup>st</sup> January 2013.

Some Members who graced the occasion were Mr. Ayansu, Mr. K. K. Awuah, Mr. Kwasi Ofose Asiedu, Mr. Senyo Adjabeng, Madam Ellen Jonah and Dora Siaw-Lartey, to mention a few.

We say 'ayekoo' to Uncle Kofi for his dedication to Textyles Ghana for the past 26 years.

### TICKETS FOR THE LAUNCH OF THE HR COMPLEX PROJECT & INVESTITURE CEREMONY

- Student Member: **GH¢75.00**
- Student Member & Spouse: **GH¢120.00**
- Member: **GH¢100.00**
- Member & Spouse: **GH¢180.00**
- Corporate Table of 10 is at a discount of **GH¢900.00**

Limited tickets are available. Sale of tickets will be on first come, first served basis. FOR TICKETS CALL 0302 767413

Submitted by: Dora Siaw-Lartey

## Harvard Business Review

### Employee Motivation: A Powerful New Model

By Nitin Nohria, Boris Groysberg, and Linda-Eling Lee

Continued from December 2013 Edition

#### The Four Drives That Underlie Motivation

Because the four drives are hardwired into our brains, the degree to which they are satisfied directly affects our emotions and, by extension, our behavior. Let's look at how each one operates.

##### 1. The drive to acquire.

We are all driven to acquire scarce goods that bolster our sense of well-being. We experience delight when this drive is fulfilled, discontentment when it is thwarted. This phenomenon applies not only to physical goods like food, clothing, housing, and money, but also to experiences like travel and entertainment—not to mention events that improve social status, such as being promoted and getting a corner office or a place on the corporate board. The drive to acquire tends to be relative (we always compare what we have with what others possess) and insatiable (we always want more). That explains why people always care not just about their own compensation packages but about others' as well. It also illuminates why salary caps are hard to impose.

##### 2. The drive to bond.

Many animals bond with their parents, kinship group, or tribe, but only humans extend that connection to larger collectives such as organizations, associations, and nations. The drive to bond, when met, is associated with strong positive emotions like love and caring and, when not, with negative ones like loneliness and anomie. At work, the drive to bond accounts for the enormous boost in motivation when employees feel proud of belonging to the organization and for their loss of morale when the institution betrays them. It also explains why employees find it hard to break out of divisional or functional silos: People become attached to their closest cohorts. But it's true that the ability to form attachments to larger collectives sometimes leads employees to care more about the organization than about their local group within it.

#### HR QUOTABLE QUOTES – Submitted by Nana Yaa Twum

To improve yourself, do something for someone else.  
– *Anonymous*





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### Chapter Meetings

The **Accra Chapter** usually holds its monthly meetings on the **SECOND THURSDAY OF EVERY MONTH**. Normal meeting time is 17:30 hours prompt. Venue is normally communicated a week to the date of the meeting.

Endeavour to attend the February 2014 meeting on Thursday, the 13th at the stipulated time.

**Contact Numbers:** Interim Chairperson Ms. Susan Manu: 020 536 3775; Interim Vice Chairman Mr. Ofori Amanfo: 0244628716; Interim Secretary Nana Yaa Twum: 024 437 7192; Interim Organizing Secretary Edmund Nii Dodoo Ankrach: 0244289348; Interim Treasurer Janet Acolatse: 0244662447.

The **Tema Chapter** holds its monthly meetings at the VALCO Club House, Tema Community 4, near the TDC Park on the **LAST THURSDAY OF EVERY MONTH**. Normal meeting time is 16:00 hours prompt.

Endeavour to attend the February 2014 meeting on Thursday the 27th at the stipulated time and venue.

**Contact Numbers:** Chairman Mr. Kofi Bayitse: 020 201 2213; Secretary Mr. Samuel Ofosu Asiedu: 020 811 2234



## Institute Of Human Resource Management Practitioners (IHRMP), Ghana

*Presents*

### OFFICIAL LAUNCH OF HR COMPLEX PROJECT & INVESTITURE OF NATIONAL GOVERNING COUNCIL

*Special Guest of Honour:*

**H.E. Paa Kwesi Amissah-Arthur**  
(Vice President of the Republic of Ghana)



**22<sup>nd</sup>** date:  
**FEBRUARY**

venue: **ACCRA INT. CONFERENCE CENTRE**

**6** time:  
**:30PM**

