



ZAMBIA INSTITUTE OF HUMAN RESOURCE
MANAGEMENT

THEME INTERPRETATION AT THE 27TH ANNUAL
CONVENTION AVANI VICTORIA FALLS HOTEL LIVINGSTONE
7TH NOVEMBER 2024.

BY
ZIHRM REGISTRAR/CEO
SIKATUMBA OWEN CHILALA



INTRODUCTION

IDEATION WITHOUT **EXECUTION** IS A SHAM AND SCANDAL. TRANSFORMATION CAN NEVER BE BY WORD OF MOUTH, JUST IN A CONFERENCE BUT A WAY OF LIFE IN OUR ESTABLISHMENTS AND INSIDE US.

...

WORDS FROM ONE OF US WHO FAILED TO MAKE IT BUT HAS PASSION FOR THE PROFESSION.....

GOOD EVENING COMRADE AND REGISTRAR OF OUR POWERFUL INSTITUTE ,ZIHRM. WILL NOT BE PRESENT AT THIS YEARS CONVENTION BUT IAM WISHING ALL THE DELEGATES ALL THE BEST. JUST HAD A FEW WORDS TO MY COLLEAGUES GATHERED IN LIVINGSTONE AND JUST TO REMIND OURSELVES THAT THE GATHERING IS A PIVOTAL MOMENT, A TIME WHEN TRANSFORMATION ISN'T JUST A CHOICE BUT A NECESSITY. THE WORLD OF WORK IS CHANGING RAPIDLY – FROM THE RISE OF DIGITAL SOLUTIONS AND AI TO SHIFTING EMPLOYEE EXPECTATIONS AND THE GLOBAL MOVEMENT TOWARD MORE INCLUSIVE, VALUES-DRIVEN WORKPLACES. AS HR LEADERS, WE HAVE A UNIQUE OPPORTUNITY AND RESPONSIBILITY TO SHAPE THESE TRANSFORMATIONS



It's not just about adapting; it's about becoming architects of change. We must champion innovative strategies that prioritize both organizational growth and the well-being of our teams. This means embracing technology, nurturing a culture of continuous learning, and empowering our people to bring their authentic selves to work. Over the next few days, let's challenge ourselves to think differently, engage openly, and share insights that will drive us forward. Let's make this convention not just a meeting of minds but a launchpad for HR evolution that makes a real difference in our organizations and communities. "Together, let's inspire the future of HR"

...mpande

THE THEME!

HR TRANSFORMATION:
EMBRACING NEW TRENDS.



CHANGE IS NEVER AN ACCIDENT,
ITS INTENTIONAL.....

CHANGE IS NEVER BY THEM BUT US
WE PURPOSE, WE RESOLVE TO
TRANSFORM

HR TRANSFORMATION

- The intentional evolution of HR functions so as to create greater business value for internal and external stakeholders through seamless service delivery, integration of talent, technology and strategy.



EMBRACING NEW TRENDS

- Going beyond the traditional routine
- Translating into reality (beyond cheap talk) the modern good in HR
- Moving with times
- Reaching out for the best in time

A successful HR transformation must lead to change in areas related to world-class leadership, team competence, HR technology and modern HR operating model



CONCLUSION

IT MUST BE SAID THAT THE TOPICS WERE CAREFULLY SELECTED IN LINE WITH THE THEME AND SUITED FOR THIS PURPOSE. PLEASE INTERACT WITH THE PRESENTERS.



THANK

