



ZAMBIA INSTITUTE OF HUMAN RESOURCE
MANAGEMENT

THEME INTERPRETATION AT THE 26TH ANNUAL CONVENTION
AVANI VICTORIA FALLS HOTEL LIVINGSTONE
26TH OCTOBER 2023.

BY

ZIHRM REGISTRAR/CEO

SIKATUMBA OWEN CHILALA – LLD-CAN, MBA, LL.M, MAHRM, BALIS, LLB, APD-HRM, PGD-ED, FZIHRM, MIOD



INTRODUCTION

THE THEME IS THE PILLAR FROM WHENCE THE TOPICS DRAW STRENGTH AND LINKAGED TO ONE THE OTHER...THE CHRONICLER SAID .

IN THIS PRESENTATION THEREFORE, WE SHALL DISECT OUR THEME AND ENDEAVOR TO DEMONSTRATE HOW OUR TOPICS ARE LINKED .



BEHOLD THE THEME!

EMPLOYEE EXPERIENCE IN
THE DIGITAL WORLD: CREATE,
DRIVE, REJUVENATE





EMPLOYEE EXPERIENCE

EMPLOYEE EXPERIENCE IS NOT JUST ANOTHER HR JARGON—IT ENCOMPASSES THE ENTIRE JOURNEY OF AN EMPLOYEE DURING THEIR TENURE AT A COMPANY. IT'S ABOUT HOW EMPLOYEES FEEL ABOUT WORK AND THE WORKPLACE, AND IT PLAYS A VITAL ROLE IN BUSINESS SUCCESS.
.....MCKINSEY

Technology has incredible potential to change employee experience forever.....

Digitization moves the experience from the Traditional, retrogressive, inhibiting... to an effective, efficient and happier experience.

UNLOCKS THE BOTTLE NECKS

- Imagine a mother employee whose child is sick and has to come and fill in the form before taking the child to the hospital;
- Think of 30 000 Teachers, if they have to wait for one Permanent Secretary buried in the physical files to confirm them;
- Imagine waiting for Salary advance approval form sent by postage from Lusaka to Kasempa;



CREATE

- to establish something unique that would not naturally made by ordinary processes.
- By imagination,
- By invention

DRIVE

ZIG ZIGLA SAID....

SOME PEOPLE WAIT FOR OTHER TO DECIDE FOR THEM, MOVE MATTERS FOR THEM – ALWAYS IN THE WAITING AND THEN CRY THAT THINGS ARE NOT DONE THEIR WAY,..TODAY WE WAKE UP AND DRIVE..

..... **DRIVE IS** TO CONSCIOUSLY CAUSE TO MOVE IN A PREFERRED DIRECTION, PUSH, PROPEL



REJUVENATE

IN COVID TIMES WE LEARNT NEW METHODS BUT NOW WE ARE RELAXING...

..... MUCH WHICH ONCE WAS IS LOST FOR NON NOW LIVE WHO REMEMBER IT.....

THOSE THAT ARE DOING IT, WE NEED TO GIVE NEW ENERGY AND VIGOR



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



HUMAN RESOURCE PRACTITIONERS AS STEWARDS

- STEWARDS MUST BE RESPONSIBLE AND ACCOUNTABLE ON MATTERS ENTRUSTED TO THEM....
- Section 3 of the ZIHRM Act No. 3 of 2023
- “human resource management” means **an application of a range of principles, practices, systems, processes, policies and procedures, tools and activities of managing human resource recognised by the Institute**, including strategy and business management relating to people and organisation management, organisation design and development, workforce planning, talent resourcing, performance management, learning and development, compensation and benefits, employee and labour relations, human resource digital and analytics, human resource operations and administration, human resource audit, labour law compliance and risk management;