



COMMUNIQUE OF THE 54TH INTERNATIONAL CONFERENCE AND EXHIBITIONS OF THE CHARTERED INSTITUTE OF PERSONNEL MANAGEMENT OF NIGERIA (CIPM) HELD AT DR. OBI WALI INTERNATIONAL CONFERENCE CENTRE, PORT HARCOURT, RIVERS STATE, NIGERIA BETWEEN 17TH – 21ST OCTOBER 2022

PREAMBLE

The 54th International Conference and Exhibitions of the Chartered Institute of Personnel Management of Nigeria (CIPM) themed **Leading People, Growing Nations** took place at the Dr Obi Wali International Conference Centre, Port Harcourt, Rivers State between **17th – 21st October 2022**.

In his welcome and keynote address, the President & Chairman of the Governing Council, Mr Olusegun Mojeed, FCIPM shared insights on what informed the decision to hold the Conference in Port Harcourt as well as the rationale behind the name change from the Annual National Conference (ANC) to International Conference and Exhibitions (ICE). He also briefed the delegates about the Institute's achievements since the last conference.

He noted that the theme **"Leading People, Growing Nations"** is about maximising people's potential and capacity for optimal performance. He admonished that the recent events in the world call for a new approach that requires leaders at all levels in society and the nation at large to step up their game and demonstrate vision, transparency, integrity, empathy, accountability, humility, agility, authenticity, respect, trust, and openness.

On this note, he welcomed everyone warmly to Port Harcourt and declared the 54th International Conference and Exhibitions open.

ATTENDANCE

The 54th International Conference and Exhibitions recorded **2,454** delegates in attendance, both physical and virtual, from various organisations in the public and private sectors, and brandished **37** major sponsors, and over **45** exhibitors and several high-profile dignitaries.

CONFERENCE SPEAKERS AND SESSIONS

The conference paraded an array and blend of phenomenal local and international speakers who are business and thought leaders, and subject matter experts in their own rights and merits. There were eight (8) plenary sessions, twelve (12) technical sessions, a delegate-led open session and special career counselling sessions for undergraduates.

INSIGHTS AND LEARNINGS

The following are some of the **key insights and learnings** from the Plenary and Technical Sessions:

1. Human capital development is critical for nation-building. Until competent people are developed, you cannot develop a nation.
2. The global talent exodus is not new, and we must not forget that there is a positive side to this, namely diaspora remittances.
3. There are six major trends shaping future leaders – Artificial Intelligence and technology; the pace of change; purpose and meaning; globalisation; new talent landscape; morality, ethics and transparency.
4. We have no control over people leaving the country. What is now required is pragmatic succession planning. HR professionals should start conducting stay interviews rather than exit interviews; they should go to the shop floor and ask pertinent questions.
5. Employee-centricity is important to talented employees, and organisations should adopt this approach to talent engagement and retention.
6. Like a goldfish in a bowl, a leader's action is being watched, gauged, measured, and analysed. The most fundamental part of being a credible leader is doing what you say you will do. This is about being trustworthy and believable. Leaders can enhance their credibility by leading with emotional and cognitive empathy.
7. To make your C-suite experience a success, you must speak the language of your business, understand the power and control dynamics in the organisation, develop a network of relationships across the organisation, gain buy-in, alignment, support, and emotional engagement from other executives for your initiatives, demonstrate competence and expertise, and build trust and credibility.
8. Transformational leadership consists of four components: intellectual stimulation, individualised consideration, inspirational motivation, and idealised influence. While transactional leadership is reactive, transformational leadership is proactive.
9. The pillars for building a successful HR Career include skills and capabilities; opportunities; attitude, mindset, work ethics; relationships and social capital.
10. When starting a consulting business, you must be clear about your identity, brand, and value proposition. It is critical to consider how you are perceived. Don't burn any bridges. Your mentees today could be your clients tomorrow.

Build cordial and healthy relationships with people.

11. What you sell as an organisation is the collective passion of your people; their willingness to showcase and be loyal to your brand. For any forward-thinking organisation, these are sources of competitive advantage.

12. If a leader does not take a holistic approach to their health, it can lead to unprecedented levels of stress and burnout.

13. There are several types of stress symptoms, which can be classified as physical, mental, emotional, psychological, or behavioural.

14. To manage stress and burnout, leaders must use the ABC Model – awareness, balance, and control.

15. The pillars that drive sustainable change and development are mindset, inclusion, clarity, simplicity, value and purpose/meaning.

RECOMMENDATIONS

Among the recommendations made by **Conference Speakers** are the following:

1. To cope with the onslaught of the massive global talent exodus, organisations **should begin to amend their employment contracts** to give room for location flexibility and full remote working for talents that are relocating out of the country, such that these talents can be in their employment even if they have relocated.
2. To begin the process of raising transformational leaders, organisations **should create a culture of open and non-retaliatory feedback**, which empowers employees to courageously challenge the status quo, and in turn, cultivate learning agility.
3. If organisations are to thrive and excel in this new world of work, they **should embrace technology** to enable and sustain business performance and drive learning and behavioural change.
4. Organisations **should invest in tools and capabilities** that will help them in building, managing, and sustaining their talent pools and pipelines, as managing talent retention is even more critical and expensive now given the massive global talent exodus.
5. We **should establish and appropriately equip leadership institutions** to train, test, and inculcate leadership ideals/values before anyone is put in any position of leadership. This will help build a vibrant society and nation at large.
6. To thrive and excel in this new world of work, **individuals and organisations should cultivate learning agility**. Always be on the lookout for what is new and relevant.
7. As leaders, **we should model and exemplify the behaviours we want to see in others** i.e., we must walk the talk.
8. Nation-building is a collaborative effort, and leaders at all levels **should promote non-linear thinking and good corporate governance principles and practices**.
9. We should **encourage and develop a workforce of thinkers** as HR and business leaders.
10. We should, as a matter of urgency, **address the mindsets of our people**. The mentality of the people determines the direction of the nation. Until the mentality of the people changes, the nation cannot change.
11. We should **re-educate and re-orientate** our people with the help of schools, community centres, social organisations, etc.

CONCLUSION

The 54th International Conference and Exhibitions has come and gone. Issues, concerns, and expectations, in line with the conference theme, were succinctly addressed through the various plenary and technical sessions.

Thank you.

Olusegun Mojeed, FCIPM

President & Chairman of the Governing Council,
Chartered Institute of Personnel Management of Nigeria (CIPM)