

HUMAN RESOURCES COMMITTEE

Presenter: Linus Rogers

Date: January 27, 2014

Venue: Half Moon Resort, Montego Bay, Jamaica

HR Concerns



- ❑ Prioritization of issues facing CANTO members at present to include:
 - ❑ Leadership;

 - ❑ Addressing short cycle technology changes on HR Systems;

 - ❑ Culture Change;
 - ❑ “Public” vs “Private-Public”;
 - ❑ “Multi-Generation” work force;
 - ❑ Managing Baby Boomers

 - ❑ Downsizing in 2014 and beyond;

HR Concerns



❑ Positioning of the HR events in the CANTO programs;

❑ Prioritization of issues facing CANTO members at present to include:

❑ Leadership;

❑ Culture Change;

❑ “Public” vs “Private-Public”;

❑ “Multi-Generation” work force;

❑ Managing Baby Boomers.

❑ Addressing short cycle technology changes;

❑ Downsizing in 2014 and beyond;

Plans include:

- Move HR Committee Meeting closer to HR Forum;
- Finalize 8th HR Forum 2014 Agenda;
- Conduct 8th HR Forum August 2014;
- Conduct workshop on the “Skill Set for 2014 and beyond”;

HR ACTION ITEMS



- Leadership at August 2014 HR Forum;
- Establish online library of Templates, Policies and Best Practices in Human Resource Management;

HR ACTION ITEMS



- Develop and place online Position papers on:
 - Labor Laws;
 - Recruitment;
 - Retirement;
 - Performance Management;
 - Employee buy-in and Loyalty.

Plans include:



- Continue HR Committee Conference Call in 4th Week of all each month;

HR Committee



Persons wishing to join the Human Resources Committee please contact:

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QUESTIONS?

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HR Committee Members



- ❑ Lianne Dieffenthaller (CANTO) - ldieffenthaller@canto.org
- ❑ Teresa Wankin (CANTO) - twankin@canto.org
- ❑ Crystal Croes (SETAR) -
- ❑ Ivan Tesucum (BTL) –
- ❑ Erwin (TELESUR) –
- ❑ Douglas (TELESUR) -
- ❑ Sherry Ann Sealy (TATT) -
- ❑ Ronald Goegheim (UTS) - R.Goegheim@UTS.cw
- ❑ Jose Tarifa (Digicel) -
- ❑ Raphael Marin (BTL) –
- ❑ Ronald Albertus (UTS) -
- ❑ Melissa Harris (TTC) -
- ❑ Ronaldo Albertus (UTS) -
- ❑ Ryan Winngaarde (BT&P) -
- ❑ Tricia Fitz (LEI) -
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- ❑ Sharenda Clarinda (DV) – sharendac@m1megaresorts.com (297-525-5244)

Notes from the Presentation to the Board of Directors - HR



- ✓ In treating with the Position Paper to be developed consider accessing information from ILO;
- ✓ Consider looking into “Culture Change”, “Change Management”, “Downsizing” and other such training in order to support organizations in a “Public” to “Private-Public” transition;
- ✓ Liaise with learning Institutions in order to document “Best Practices” and “Case Studies” as part of students thesis;
- ✓ Conduct a workshop on “The Skill Set of the Future”;
- ✓ Consider putting a session for CEOs on “Culture Change in Organizational Transformation” on the agenda of the CANTO Conference;

Notes from the Presentation to the Board of Directors - HR



- ✓ Liaise with Learning institutions to get best Practices and Case Studies documented;
- ✓ Look into what can be done to get CEOs sensitized on the importance of “Culture Change” on organizational transformation;
- ✓ Deliver value to CANTO and employees of members by collaboration with Learning institutions;
- ✓ Encourage certification of employees in the move from Personnel Management to Human Resource Management

Notes from the Presentation to the Board of Directors - HR



- ✓ Attendance:
 - ✓ 5 persons present;
 - ✓ 1 person reached after the meetign was closed;
 - ✓ 1 did not find the meeting room;
- ✓ Ms. Crystal Croes was appointed Vice Chairman;