

Gender

HR leaders urged to employ power of innovation



By Delali Sika

WOMEN in Human Resource management have gathered at the 10th

Women in Human Resource Conference in Accra to discuss their pivotal role in driving growth and innovation in enterprises.

The participants were reminded of the importance of collaboration and the undeniable value of human capital.

The two-day conference, which ended last Thursday, was organised by the Ghana Employers Association (GEA) on the theme, "The Power of HER, Redefining HR Leadership".

A renowned HR practitioner and author, Dr Hazel Berrard Amuah, highlighted the transformative power of open dialogue even among competitors.

"Competition is not the enemy; it is a friend," she declared, recounting how collaborative conversations led to extraordinary growth in a challenging industry climate during her time as the Chief Executive Officer (CEO) of Prudential Bank.

She also underscored the collective responsibility HR leaders had in shaping the future of their organisations, and ultimately their countries.

Barriers

Dr Amuah further addressed the barriers that women continued to face

in the workplace.

"If we can shape the lives of women, we can make a profound difference, there is also the need for structural change in mindsets and behaviours, both within organisations and the larger community," she stated.

Network

Dr Amuah subsequently urged attendees to create support networks in their communities.

"Have at least one main team in your community or organisation that focuses on uplifting others. As HR leaders, we possess a unique opportunity to shape the future, let's embrace our roles as guardians of the most valuable asset of any enterprise, the people," she encouraged.

Discussion

Discussants at the conference also urged HR leaders to be openminded to new ideas as they championed the cause of innovation.

"Let's introduce our employees to new opportunities such as conferences, workshops, challenge them to lead projects which will bring out their creativity. Lastly, we should give them feedback, constructive ones," the HR Director, Africa Global Logistics Ltd, Edith Akosua Gyamfi, said.

Another HR Director, CBI Ghana Ltd, Dora- Madonna Dery, stated that without innovations, companies could not survive.

"Without it, you will die, we need to learn to review our core values to include innovation, get the people we lead to read or learn about industry trends and how they can use them to improve on their productivity," she said.

Association

The 2nd Vice-President of GEA, Victoria Hajar, said the primary objective of the association was to foster the exchange of innovative ideas and best practices with the aim

of enhancing both career advancements and organisational performance.

"Over the past 10 years, this platform has fulfilled that mission,

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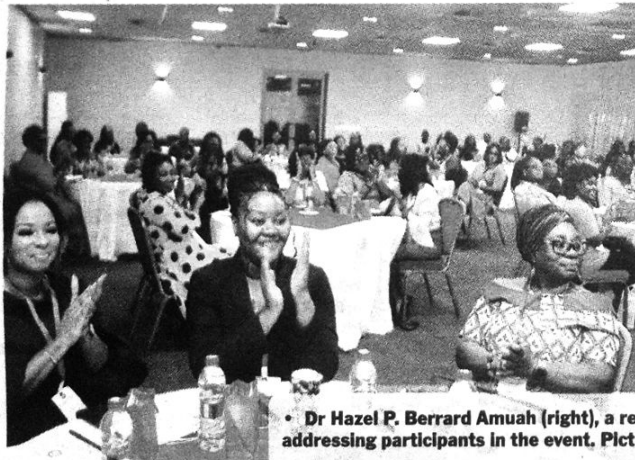
growing from a fledgling idea into a vital platform that inspires, empowers and equips women in HR with the tools, knowledge and support they need to excel in their careers," she noted.

Commitment

Consequently, she added that the ten-year journey had been a collective effort.

"Your annual participation, dedication and enthusiasm have been the bedrock upon which this conference stands.

"To all our stakeholders and partners who have believed in the vision of this conference and supported it over the years, I extend my deepest appreciation," she said.



• Dr Hazel P. Berrard Amuah (right), a renowned HR Practitioner, addressing participants in the event. Picture: EDNA SALVO-KOTEY

