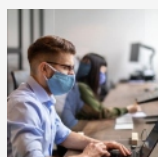


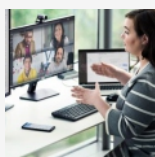


# Post-Covid Work Life



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Committee**



International  
Federation of  
Training and  
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Organisations

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Sanja Miovcic (Europe)

#### Youth & Entrepreneurship

Meshack Justin Tafa

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## FROM THE EDITOR

Dear Members,

I am writing this in the midst of the second wave of COVID 19, the global pandemic that is causing utmost distress to humanity. The mortality and morbidity are the immediate concerns, while the loss of livelihood and related economic impact would be the emerging challenges. While no one is sure about the course and end of this pandemic, we are very sure that the world would be a different place in a post covid phase.

When the world changes, the dynamics of work life and life in general, changes. Remote working, digital learning, online medicine and social media networking are all here to stay and would intensify their footmarks in our lives. The decline of real connection between people would give rise to newer challenges that we had never seen before.

IFTDO, while striving to keep the global learning agenda intact, is learning new ways of relating to members and the community. This issue talks about the post covid impact on workplaces and our social responsibilities.

We would love to have more of members' contributions from now and let me know if you have an idea or two. I shall personally connect and see how this newsletter can add value to your services.

Happy Reading.

Sincerely,

Dr R Karthikeyan

Editor | bso@iftdo.net



*IFTDO does not necessarily agree with the comments expressed in this newsletter and does not accept responsibility for any views stated therein.*



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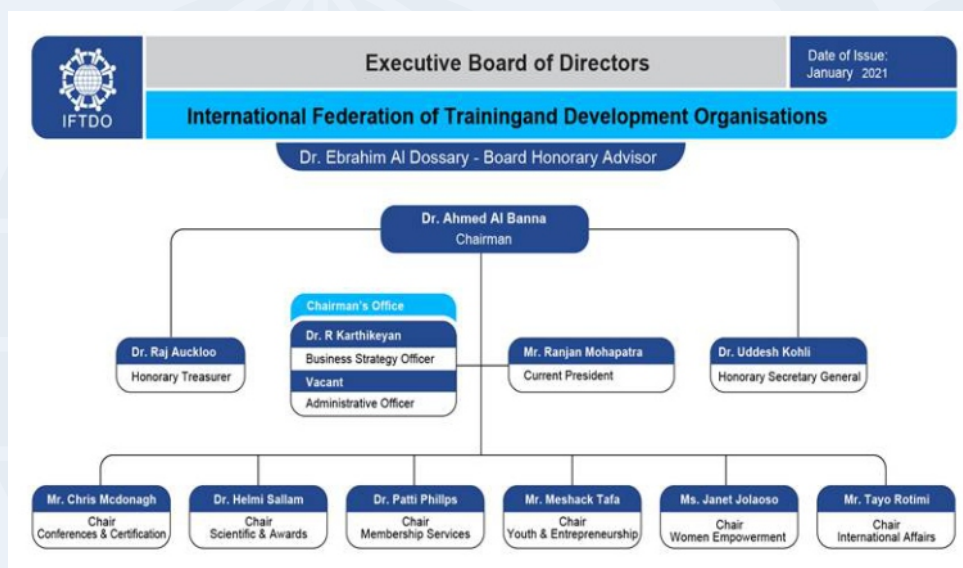
## HONORARY SECRETARY GENERAL'S REPORT

The Board has held 2<sup>nd</sup> meeting of 2021 on April 12. under the chairmanship of Dr Ahmed Al Banna. Dr Ebrahim Al'Dossary, Senior Adviser to the Board also participated.

The Board discussed the implementation of the Strategic Plan of IFTDO for 2021-25 which had been approved earlier. The Board noted the dates for the 49<sup>th</sup> IFTDO World Conference to be held in New Delhi as November 24-26, 2021. The theme is: '*Strategies for an Agile Work-Culture: Road to New-Age Markets*'

Chairman has constituted an Executive Committee, consisting of the Chairman, Hony. Treasurer, Hony Secretary General, Chairs of various Committees and Business Strategy Officer. It will be concerned with operational decisions. EC had 1<sup>st</sup> meeting on May 5, 2021

The Organisation Chart of IFTDO is given below:



Ms Janet Jolaoso, Chair of the Committee on Women Empowerment (CWE), with the support and advice of Mr Tayo Rotimi, Chair of International Affairs Committee of IFTDO, organised the IFTDO-CWE programme in March in Nigeria which was greatly successful. The inauguration on March 31, 2021 was very well attended by many high dignitaries, including the 1st Lady of the most populous state. It has enhanced the professional image of IFTDO.

New Members: Covenant University, Nigeria, Dev Kusum International Foundation, India, The Institute of Training & Occupational Learning, UK, and International Society of Performance Improvement (ISPI), USA have joined as new Full Members. We are happy to welcome back International Society of Performance Improvement, USA which has rejoined as a Full Member. New Associate Members are: Top Target Company for Training, Consulting and Research, Iraq; National Council for Training and Education, Egypt; Rural Affairs Institute for Development, Nigeria, and Sarosh Consulting, India.

Many of our members are continuing activities through webinars etc. I wish them all success and safe time during the present unprecedented crisis situation.

**Dr. Uddesh Kohli**



IFTDO IS PROUD TO HAVE  
**DR. JACK PHILLIPS**  
AS HONORARY MEMBER!



Congratulations and we look forward  
to your guidance and support !



IFTDO IS PROUD TO HAVE  
**DR. DAVE ULRICH**  
AS HONORARY MEMBER!



Congratulations and we look forward  
to your guidance and support !

# IFTDO WELCOMES ITS NEWEST MEMBERS

## FULL MEMBERS

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# Redesigning the Post-Pandemic Workplace

Work as we know it is forever changed by COVID-19. Now is the time for managers to envision the office that employees will return to.

**Gerald C. Kane**

**Rich Nanda**

**Anh Phillips**

**Jonathan Copulsky**

The world has experienced widespread disruption over the past year as a result of the COVID-19 pandemic. With the successful development and distribution of a COVID-19 vaccine, the timeline for when the so-called next normal will arrive is clearer. Leaders should begin to take steps to consider what the workplace will look like when it arrives.

There is no going back to the pre pandemic workplace. Organizations and individuals have had no choice but to discover new ways of working. Many have reported successfully implementing years' worth of digital transformation plans over the course of a few months. For example, many health care providers pivoted rapidly to telemedicine. Even companies that needed to maintain a significant colocated workplace used digital innovations to improve employee and customer engagement and safety. For example, Hitachi adapted sensors to monitor social distancing in factories, and many restaurants quickly adopted virtual ordering and delivery services. Managers should begin asking themselves how they can build on such innovations to further transform their businesses.



# Maximize the Benefits of Both Remote and Colocated Work

The anticipated gradual return to colocated work in the coming months provides opportunities to experiment with hybrid ways of working. Returning to the office strategically, by focusing first on the activities best performed in person and, in the process, evaluating the effectiveness of both remote and colocated work, gives managers the ability to critically consider the ways in which a hybrid workplace might be more effective.

Employees are often more productive when they don't have to spend time on a daily commute. Meetings may be more frequent but tend to be shorter. Virtual work also allows people to collaborate across geographic, physical, and organizational boundaries in novel ways. But recent research has shown that the past few months of widespread remote working have also had some significant drawbacks. Interviews with over 50 executives between April and November 2020 about their experience of leading their organizations through the pandemic uncovered challenges in the following areas:

**Innovation.** Although remote collaboration among colleagues who regularly engaged with one another worked well, serendipitous connections with others dropped off precipitously. Research has shown that these weak ties are often critically important to innovation and knowledge sharing in organizations.

**Starting new projects.** Relying on virtual collaboration to initiate new projects, however, was an order of magnitude more difficult in terms of challenges and stressors. This finding underscores the value of remote work but raises questions about relying on it exclusively for a long-term workplace strategy.

**Culture.** Several people we interviewed said that establishing and maintaining organizational culture is difficult, if not impossible, in a virtual setting. Many of the cues to organizational culture that the physical workplace provides, such as the design of the office and how people dress, disappear with virtual work. The lack of a strong sense of culture is a particularly acute problem with respect to onboarding new hires.

**Mentoring and coaching.** Employees, particularly younger ones, received less mentoring and coaching during the shift to remote work than they did before the pandemic. If people don't get the feedback they need to develop into more mature employees and leaders, this deficiency could negatively affect career development over time.

Ben Waber, president of the workplace analytics company Humanize, shared the early data from Asia that suggests that a little colocation can go a long way toward reducing the limitations of remote work. Employees who returned to the office only one or two days per week increased the number of serendipitous connections by about 25%, Waber said. Yet we also expect that decisions about balancing remote and colocated work will affect, and be affected by, a broader set of factors, such as school reopening and public transportation load, which have also been affected by the pandemic.

Leaders should consider the following as they envision the reinvented workplace:

**Enabling flexibility in usage.** The pandemic has underscored the importance of organizational nimbleness, and organizations can design physical workplaces to support it.



Office furniture manufacturer Steelcase is now developing product lines designed for on-the-fly adaptation, according to Sara Armbruster, the company's vice president of strategy, research, and digital transformation. Different office configurations could be employed depending on whether a group is brainstorming, hosting a workshop, or conducting a daily stand-up meeting.

However, managers will need to be mindful of employee preferences as they rethink how a space is configured. Janet Pogue McLaurin of architecture and design company Gensler told that 61% of U.S. employees still want a dedicated desk in the workplace, even if it means they need to come to the office more often. This number may change as the pandemic wanes, but managers might consider ways to create a sense of employee ownership of personal space amid this flexibility or to establish a temporary sense of ownership through a booking or reservation system.

Continuing to evolve virtual work. Organizations should continue to experiment with virtual work amid the gradual return to the workplace. Second, the nature of virtual work will change when organizations can combine it with colocated work. For example, the pandemic uncovered important deficiencies with how companies previously used digital tools. Several interviewees who were long-term remote workers reported feeling more included once everyone else on a team was also remote. Meetings in which some participants are physically present together while others are remote may be worse than either exclusively colocated or purely virtual meetings. Managers who continue to run hybrid meetings should experiment with new ways to promote inclusion of remote participants.

Digitally supporting colocated work. When employees decide to make the effort to come into the office, it will be to engage in the types of tasks that require in-person interactions. Digital tools can

help maximize in-person interactions by identifying who will be in the office at the same time. These apps could begin to incorporate more advanced recommendation features, suggesting new connections using organizational network analysis among those also at the office. This increased digitalization and analytics can also help improve organizational knowledge flows.

While digital tools create opportunities to work in new ways, organizations should also look further into the future and consider how these tools might be applied to support changes in employee behaviour as work is automated. Managers also must continue to rethink how they manage performance as more employees adopt a hybrid model with both remote and colocated work

Discovering Workplace, Workforce, and Work

Rethinking the workplace also opens up new opportunities for rethinking the workforce and, ultimately, work itself. When your organization is not limited to a colocated workplace, the idea of whom you can include in the workforce expands. For example, many Silicon Valley companies have indicated that they are able to hire more-diverse employees when their potential talent pool is not limited to those who want to live in the San Francisco Bay Area. It also creates opportunities for rethinking work itself by creating new ways to integrate automation and analytics to digitally transform many aspects of work.

The workplace, workforce, and work of the future will be fundamentally different as a result of the pandemic. The gradual emergence from this disruption provides an unprecedented opportunity to explore and experiment. Leaders must learn to continually reinvent the future of work, and now is the time to begin discovering how to bring that future about.

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# Future Of Work: What The Post-Pandemic Workplace Holds For Remote Workers' Careers



## **Bryan Robinson, Ph.D.**

Author,  
Professor Emeritus,  
University of North Carolina  
at Charlotte

What does the future hold for remote workers? And what will post-pandemic workdays look like—back to the office, working from home or a hybrid? While the light at the end of the tunnel seems within reach, companies across the globe are scrambling to create the future workplace.

One way to predict the future of work is to understand people's remote work experiences over the last year. And based on recent reports, one thing is clear: remote work has left an impression. The Limeade Institute's Employee Care Report 3.0 found that 100% of formerly onsite workers said they're anxious about returning to the office, 71% said they were concerned about less flexibility and 77% said they're worried about exposure to Covid-19.

# Preference For Remote Work

FlexJobs ran a survey of more than 2,100 people who worked remotely during the pandemic from March 17, 2021 through April 5, 2021. They found that, not only do employees want remote work post-pandemic, 58% say they would absolutely look for a new job if they weren't allowed to continue working remotely in their current position. Plus, 65% want to work remotely full-time post-pandemic, and another 33% prefer a hybrid work arrangement. Top concerns of returning to the office include Covid-19 exposure, less work flexibility and worse work-life balance.

Some other top level findings include:

- 55% say their productivity increased while working remotely, while 33% say it stayed the same.
- 30% say their ability to collaborate has improved in a virtual environment, compared to a traditional office, one-third say their ability to collaborate has suffered (33%) and another one-third say it has been unchanged (34%).
- Cost savings is listed as the 2nd top benefit of working remotely (75%), second only to not having a commute (84%), and 38% estimate they save at least \$5,000 a year from remote work.
- Not having to travel/drive to meetings (75%), wearing comfortable clothing (58%), the ability to mute (55%) and more scheduling flexibility (51%) were the top favorite elements of video meetings.
- 86% engaged in some kind of professional development during the pandemic.
- 50% like video meetings versus 14% who dislike them.
- 37% would consider relocating if they had permanent remote work.
- 70% do not think working remotely during the pandemic has had an impact either way on their chances of promotion/advancement.
- More than half of remote workers have a specific home office setup, 24% have an actual home office and 34% have created a dedicated home office space.
- Nine out of 10 remote workers spent money on their home office in 2020 with 42% spending between \$100-\$500 while 12% spent more than \$1000.
- Dealing with technical/software issues (screens freezing, poor audio, etc.) (58%) is the primary pain point with video meetings. Video fatigue (28%), reading non-verbal cues (28%) and background distractions (26%) followed.
- Overwork/unplugging (35%) is the biggest challenge for remote workers. Dealing with non-work distractions (28%), troubleshooting technology problems (28%) and reliable WiFi (26%) were other top pain points.







## Is Hybrid Work The Status Quo?

According to JLL's Human Experience survey of 2,000-plus global office workers, the current crisis is forcing companies to decouple traditional work and work styles from the corporate office, and 66% of employees expect to work in a hybrid model post-pandemic. Companies like PwC, Microsoft and IBM are hedging their bets on long-term hybrid work models to satisfy employee demands for flexibility, but prioritizing mental health and wellness will also be critical to appease new workforce priorities in the office of the future.

I spoke with Cynthia Kantor, Chief Product Officer of Corporate Solutions at JLL, a Fortune 500 company with revenues of \$16.6 billion in over 80 countries. Kantor spoke about how employers can ensure a future hybrid workplace with wellness in mind. According to her, three out of four employees expect health and well-being perks post-pandemic, and 72% favor work/life balance over securing a comfortable salary (69%) in terms of post-pandemic importance. "As vaccination rates continue to climb across the country, it feels like we're finally starting to turn a corner on better times," Kantor said, "however, the mental health toll of the past year can't be underestimated and employee health and well-being needs to continue to be front of mind as companies plan their return to the office."

The Human Experience Report revealed that workers say the Covid-19 pandemic has been the most stressful time in their careers—more so than even the Great Recession (69%). According to Kantor, "As hybrid work quickly becomes the new normal—with 66% of employees expecting to work in a hybrid model post-pandemic—companies will need to be bold and proactive in re-imagining their workplaces, both physical and remote, to support employee health and well-being in the future."

Responding to the very real dilemma that employees are not feeling their best due to a more distant connection to the office culture when working remotely, one of JLL's bold moves, according to Kantor, is the launch of Experience/Anywhere designed to seamlessly connect employees across the office, at home or anywhere that work happens. "This includes 'The Hub,'" she said, "a digital portal that integrates directly with employees' calendars to block time for micro-habits to combat work-stressors felt throughout the day, providing customized on-demand well-being services like yoga and meditation that match each individual's interests and needs."

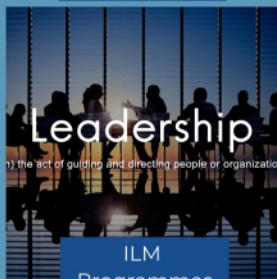
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# Committee for Women Empowerment of the IFTDO

THE IFTDO'S COMMITTEE FOR WOMEN EMPOWERMENT (CWE), AFRICA and ASIA referred to as CWE – IFTDO was mandated and commissioned to commence planning and possible implementation of an empowerment program by the Board at its meeting held in Cairo, Egypt in 2019. The initiative was to re-position IFTDO and contribute immensely to the issue of youth and women empowerment in the world. The CWE was to use the broad geographic spread of the IFTDO to achieve its set objectives.

The CWE shall provide training for women, young female adults between the ages of 18-25 years who are into similar agribusiness activities and mentor women for entry into the C-Suite.





## MAIN OBJECTIVES

IFTDO Committee for Women Empowerment (CWE) was given the responsibility of addressing issues and seeking solutions focusing on Goal 5 (Gender Equality) of SDG, Particularly target 4 & 7.

Some of the CWE Objectives are as follows:

1. To give a voice to women in Africa and Asia.
2. To initiate projects that can impact and Empower women.
3. Support women entrepreneurs by way of sponsorship of any viable project.
4. To source for financial support and sponsorship from individuals, organisations, and Government Agencies to execute the CWE projects.

The quest for gender equality has been in contest in the modern times. However, despite these strides towards equality, women still face various issues such as disproportionate levels of poverty and education, poor health and nutrition, lack of political power, limited workplace participation, gender-based violence, female genital mutilation, and child sexual abuse.

## VISION

To be a unique and dynamic global platform for women empowerment, a leading voice in gender equality and women participation in economic and political spheres of life.

## MISSION

To ensure equal opportunities for women, network, mobilise support and be in partnership with key stakeholders to correct the global gender imbalance.





## Advocacy visit to the Lagos State Ministry of Women Affairs and Poverty Alleviation (WAPA)

The advocacy visits included those to the Ogun state Ministry of Agriculture, Ogun State Ministry of Industry, Trade and Commerce, Lagos State Ministry of Women Affairs and Poverty Alleviation, Lagos State Ministry of Wealth Creation and Employment, All Farmers Association- Oyo State branch, Lagos State Ministry of Agriculture, Commerce and Industry, Covenant University, Nigerian Institute of Training and Development, The Federal Polytechnic, Ilaro, and the Moshood Abiola Polytechnic, Abeokuta, Oyo State Ministry of Education, among many others. A Memorandum of understanding MOU was signed between the IFTDO – CWE and the Covenant University in Nigeria. The IFTDO-CWE-Covenant University MOU provided the IFTDO-CWE a unique opportunity to run an orientation program for the 100 to 200 level students at the University totaling over 300 students in February 2021 on Saturday the 20th.

A programme was also conducted for women farmers under the auspices of 'Oyo State All Farmers' Association Women Farmers titled: Wealth Creation for Women Farmers in Disruptive Times". Students at Technical Colleges and Polytechnic were also sponsored for the India Construction Industry week in 2020.



## The Inauguration of IFTDO – CWE for Africa and Asia in Nigeria

The Inauguration of IFTDO – CWE for Africa and Asia in Nigeria, was held at the Library Conference Hall of the Covenant University in Ota, Ogun State – Nigeria. Among the attendees were dignitaries from the academia, business, and the political class. Members of the Nigerian Institute for Training and Development were also in attendance. Due to the current COVID – 19 pandemic and the instituted protocols, the event was fashioned to be a hybrid of physical and virtual participation.

The Convener and Chairman of IFTDO - CWE for Africa and Asia, Mrs. Janet I.K Jolaoso gave the opening speech guiding the participants through the background history of IFTDO- CWE, the vision, mission and objective of the organization and why is important to collaborate with all stakeholders to make the proposed intervention and empowerment projects a reality.

Her Excellency, Princess Adejoke Orelope Adefulire, the Senior Special Adviser to the President of Nigeria on Sustainable Development Goal (SDGs)

was the Keynote Speaker. She joined the inauguration virtually and expressed her delight at the establishment and then inauguration of the committee emphasizing that the time to develop and empower women is now and more urgent than ever. She went on to give the status report of the work of her office regarding what her office has done and is doing to assist the female gender for greater productivity and exploit.





Her Excellency, the First Lady of Lagos State, Dr. (Mrs.) Claudianalbijoke Sanwo-Olu, who was the Special Guest of Honour at the Inauguration, spoke with passion about how much she loved projects like this, hence her reason for accepting the invite and stated her readiness to partner with IFTDO-CWE to actualize her goals and objectives. She encouraged the CWE to work assiduously to realise the laudable vision without despair in the face of adversity. She also advised the IFTDO- CWE not to leave the men folk out from its projects/committees to create a better environment of understanding for the women to thrive.

The Honourable Commissioner for Commerce, Industry and Cooperative, Chief Mrs. Lola Akande through her representative gave her goodwill message and stated her support for the project clearly.

The Honourable Commissioner for Wealth Creation and Employment, Chief Mrs. YetundeArobieke also gave her goodwill message. She praised the initiative and encouraged the Committee to project women and help them reach greater heights.

The academias from Covenant University were also part of the inauguration led by the Vice Chancellor Prof. Abiodun H. Adebayo. In his goodwill message, delivered on his behalf, he praised the initiative stated that the “Clusters” responsible for women



matters in the university environment and beyond was already collaborating with IFTDO - CWE butpromised to further support and collaborate for greater impact.

Prof. Emekalweala, the Director of Covenant University Center for Research, Innovation and Discovery was glad to see IFTDO - CWE progressing fast on this great initiative.

Dr. Mrs. Tayo George who is the Director, Women Development and Human Security Initiative, Research Cluster and the Coordinator Faculty Women Advance, Covenant University is our main contact person. In her testimony, this is one collaboration that has achieved so much within a short period. She was glad to have committed herself to the achievement of the goals and objectives of the Committee, from the beginning to the signing of MOU and now the inauguration. She sees a greater future for the committee and promised her full support in the actualization of the project as it unfolds.

Nigeria Institute of Training and Development NITAD represented by the Ogun State NITAD Branch Chairman Mr. Yusuff Mongusu and Lady Mechanic Initiative LMI represented by a Board Director Mrs Belinda Odeh also delivered their goodwill messages while pledging their unflinching support for the IFTDO - CWE.

Mr. Tayo Rotimi, a Board Member of IFTDO and the representative of IFTDO to the United Nations and the Adviser to IFTDO - CWE in Africa and Asia represented the IFTDO Board physically. He praised hard work of the committee and the leadership of Mrs. Janet I.K Jolaoso for how well her committee has handled the project so far. He promised his continuous support and to be part of the project financially as well.

## OFFICIAL INAUGURATION OF IFTDO CWE

The high point of the day was the actual inauguration of IFTDO CWE by the wife of the Lagos State Governor, Dr. Mrs. Claudiana Ibijoke Sanwo-Olu, the wife of the Lagos State Deputy Governor, Mrs Oluremi Hamzat and the IFTDO - CWE Adviser, Mr. Tayo Rotimi who took it in turns to decorate each Committee member with IFTDO - CWE Band.

## UNVEILING OF IFTDO -CWE LOGO

The unveiling of IFTDO-CWE logo was done by Her Excellency, the First Lady of Lagos State, Dr. (Mrs.) Claudiana Ibijoke Sanwo-Olu. She was supported by Her Excellency – Wife of Deputy Governor of Lagos State, Mrs. Oluremi Hamzat, Mr. Tayo Rotimi and Chairman IFTDO-CWE, Mrs. Janet I.K Jolaoso.

## CLOSING

Mrs. Rhoda Ayinde, the Chairman planning committee for the Inauguration ceremony gave the closing remark and sincerely appreciated all the dignitaries and expressed the inspiration felt by their continuous support for the project.

## PARTICIPANTS

The inauguration attracted participants from all different sectors and all walks of life.



Other participants at the Inauguration included:

Members of Committee of Wives of Lagos State Officials - COWLSO

Covenant University community

Federal Polytechnic, Ilaro

Ministry of Agriculture, Ogun State

Nigeria Institute of Training and Development (NITAD)

Ministry of Women Affairs and Poverty Alleviation, Lagos State

Ministry of Wealth Creation and Employment, Lagos State

Ministry of Commerce and Industry, Lagos State

Ogun State Television (OGTV)

IFTDO International participants

Friends and other guests.

About 80 members/guests participated or registered virtually including IFTDO International Participants and over 60 persons were physically present.

It was indeed a great inauguration, a remarkably successful event with high hopes and expectations; we give all the glory to God and appreciate every participant, Collaborators/Sponsors, IFTDO Board members and Chairman of the Board, Dr. Ahmed Al Banna.

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# Learning & Developing Competencies for Climate Resilience and Environmental Sustainability



**Dr. Chinemerem Patricks**

Principal Consultant/Director,  
Environment & Millennium  
Targets Ltd

Humanity is today witnessing the age of sustainable development. It is a time and moment we need to ask important fundamental questions regarding what set of actions, skills, and competencies we need to learn, acquire, and exhibit to ensure that our development needs and efforts of today does not compromise the ability of our next and future generations to meet their respective needs. This must consider our production and consumption patterns. It must take into consideration our respect and value placed on our natural resources and ecological system services.

Such questions should drive us towards taking appropriate personal and corporate actions that will ensure that we drive towards a cyclic economy and not just a linear economy. These questions should help us to learn and develop leadership skills and competencies that will enable us to reduce our carbon footprint, build green cities and ensure environmentally friendly development actions driven by innovation and creativity.



Recognizing the numerous international conventions and agreements such as the United Nations Conventions on Climate Change (UNFCCC), the Brundtland Commission Report (Our Common Future), Rio + 20 outcome report- The Future we want, the United Nations Sustainable Development Goals and interestingly the Paris 2015 Climate Agreement- we can conclude that the stage is set, and a road map has been defined to shape our skills and competencies for a climate resilient and sustainable future.

In our contemporary world, we are witnessing more extreme weather events and disasters. We are bearing the dangerous consequences of diseases and infections- many of which are zoonotic diseases such as Ebola and even in recent times we have all seen and experienced how our lives have changed due to the global pandemic created by -COVID-19.

These are the times for humanity to think in ward and come up with plans, strategies and actions that will enable us cope and bounce back amid global pandemics, climate change induced disasters (cyclones, hurricanes, floods, and monsoons). How can we deal with the climate crisis?

How can we deal with the rising temperatures? how can we deal with the rising sea levels? what actions can we take to avoid global inequities and promote climate and environmental justice? What can we do to solve the problem of food security, climate induced refugees and migration? How are we going to protect our forests, our oceans and the precious biological diversities that exists within the forest and ocean eco-systems?

Making positive adjustments in our lifestyles and our everyday choices towards what we consume and what we produce will help us adapt to a changing climate. Hence promoting adaptation. Taking positive actions to reduce our green house gas emissions and supporting to sustain the natural carbon sinks like the forests, oceans, soils and the art becomes vital opportunities for mitigation.

If at individual, community, corporate and institutional levels or if from domestic to national and international levels we build strong knowledge systems and collaborate to fight the climate crisis we can reduce climate change vulnerabilities and risks and thus build resilience and sustainability.





So, let us continue to advocate for reforestation, biodiversity conservation, sustainable waste management, green city development, carbon neutral economic development and projects, green economy and an actively caring culture for our climate system and ecosystem. We can influence policies and legislations that will promote and foster climate resilience and sustainability. We can support more efforts on renewable energies and promote a greener and carbon free transportation. We can reduce our over-dependence on fossil fuels.

Our education, learning and development programmes should mainstream climate resilience and environmental sustainability in its curriculum and frame works for both rural, national, and sub-national development programmes. We need more international collaboration and communication. We need to share and ensure effective and efficient knowledge transfer and the development of a global knowledge pool and economy that will build needed skills and competencies to help humanity achieve climate resilience and sustainable development as enshrined in the United Nations agenda for sustainability. Leadership will be needed and a shift from the business-as-usual culture must be emphasized. Proactive planning and allocation

of budget and finances will be needed if we must fight climate change, build resilience, and achieve sustainable economic growth and development.

In EMT-Environment & Millennium Targets, we hold these truths to be evident and these forms the foundation of our organization's creed, belief and driving force to catalyze actions.

These are: *"That Climate change is the greatest challenge of our time. It is a challenge of managing risks. Risks to economies, risks to ecosystems and human systems, risks to health, urban infrastructure, agriculture, tourism, livelihoods, and lifestyles. Hence, the well-being of our planet and humanity and those of our socio-economic and biophysical environment becomes our fundamental concern. Reducing vulnerability and increasing resilience becomes an urgent need. To build climate resilience, to achieve environmental sustainability and improve living standards and quality of life requires our time, combined efforts, relentless and passionate commitment and above all courage and willingness to make positive change".*

**Please take action to combat climate change and take action to promote sustainability. Together, we can.**





# Update on ISO/DIS 30422

## Human Resource Management – Learning and development

Dr. (Sir) Patricks-E, Chinemerem (KSJI), MITD

IFTDO Representative @ WG-11, TC-260, ISO/DIS 30422- Learning & Development

I pledged my willingness and availability to support and serve IFTDO as a representative in the ongoing working group-WG-11, TC-260, ISO/DIS 30422- for new Learning & Development standard. It's been an interesting process and thanks to IFTDO for this nomination and opportunity to serve.

From January 2019 till date, our working group-WG-11, have had an average of twenty-five to thirty (25-30) meetings. At the early stage in 2019, the meetings of the working group were a combination of face to face and virtual. Those who were able to travel did attend to meetings at the scheduled venues face to face and those who could not make trips by flight or rail or another participated virtually. Another form of meeting participation was to remotely send comments based on agenda and recent reviews to the secretariate before next scheduled meeting date. This way, comments of members who will not make physical or virtual participation will be considered for discussion and addition into the DIS review process. However, with the menace created by the pandemic- COVID-19, the secretariate moved all meetings of the various working groups to virtual meetings.

Serving as IFTDO representative to WG-11, I have tried to represent IFTDO by making some contribution to the success and progress of the L&D- DIS process through my participation to the scheduled meetings. Through both virtual participation and other forms of participation to the

meetings basically by remotely sending my comments and contributions ahead of scheduled meetings via the secretariate's submission portals and templates, I can say IFTDO was effectively represented. So far, a lot of comments and review notes have been received and attended to and I am happy to have made my little contributions to them.

We had our first meeting for 2021 this spring virtually between May 17th-18th, 2021. Our working group- WG11 have made some good progress under the guidance and excellent leadership of the convener, Prof. Valerie Anderson, and other members of the group. At this point we are at the draft international standard (DIS) review stage with every positive hope to progress and further to a final draft international Standard (FDIS) stage in coming months. Again, thanks to IFTDO secretary general, Dr. Uddesh K. for this opportunity and for trusting my abilities.



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