

IFTDO

annual report

YEAR ENDING 31 DECEMBER 2009

**International Federation of
Training and Development
Organisations**

www.iftdo.net

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**International Federation of Training and
Development Organisations
(IFTDO)**

IFTDO was founded in Geneva, Switzerland in 1972 in order to develop and maintain a worldwide network committed to identify, develop and transfer knowledge, skills and technology to enhance personal growth, human performance, productivity and sustainable development

CORPORATE INFORMATION

The IFTDO is registered in the United Kingdom as Company Number 1829725 and registered Charity Number 326633, and in the United States of America as a 501 (3) non-profit organisation.

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Executive Board 2009

Bob Morton	UK	President
Ireneusz Tomczak	Poland	President-Elect
Mohamed Ally	Canada	Past President
Ray Bonar	Ireland	Chair
Ebrahim Al-Dossary	Bahrain	Treasurer
Ahmed Al Banna	Bahrain	Member-at-Large
Luis Bento	Portugal	Member-at-Large
Roland Dubois	Mauritius	Member-at-Large
Abdel Bari Durra	Jordan	Member-at-Large
Lauren E. Forgacs	USA	Member-at-Large
Winston Jacob	PNG	Member-at-Large
Femi Kolajo	Nigeria	Member-at-Large
Yoshika Okubo	Japan	Member-at-Large
Mary Dayton	Australia	Associate Member Representative
Bill Fenton	UK	Associate Member Representative
Carol Panza	USA	Associate Member Representative
Tayo Rotimi	Nigeria	Associate Member Representative

IFTDO Committees - Chairs

Conferences Coordination Committee – Helmi Sallam

Projects - Marie Dayton

Finance Committee - Bob Morton

Strategic Alliance Committee – Mohamed Ally & Bob Morton

Membership Committee – Carol Panza

Representative to the United Nations

David Waugh

Editor, IFTDO News

Annette Hartnestein

By order of the Board



Uddesh Kohli
Secretary General

A Message from the President

IFTDO's most important event of the year, the IFTDO Annual Conference, once again brings us all together, affording us an excellent opportunity to review the fruits of our combined efforts over these last 18 months.

Seeing all of you at this World Conference indeed makes me proud to be at the helm of our Federation. It is at this Conference that I can observe the professionalism and dedication of all IFTDO members. Your efforts towards achieving IFTDO's Vision, Mission and Values come into striking evidence at these World Conferences.

The 39th IFTDO World Conference & Exhibition is being hosted by the Chartered Institute of Personnel and Development (CIPD) together with CIPD's annual event HRD 2010. It brings together experts from all over the world to discuss latest trends and developments in HRD. With the involvement of the IFTDO members who are attending this Conference, the results of our coming together should provide many meaningful and constructive exchanges of ideas. With a large number of Seminars and world known speakers, the conference will be a great learning experience.

London, the venue of the Conference, is an international city alive with many cultures and vibrant with many useful and enjoyable activities. I hope you all will have the opportunity to observe first-hand the culture; history and vitality of the city during your brief stay here.

As we all know, IFTDO as an international organization with special links to several UN institutions endeavors to promote learning and understanding. Today, when greater understanding is so crucial to the world's political climate, this Conference is particularly relevant as it brings together people who share their knowledge and develop networks which reach out to those who are searching for those two important elements: peace and understanding.

I wish to thank all IFTDO members for their generous support to me as IFTDO President. And I extend my particular gratitude to all those partners who have worked hard to make this Conference a success.

And lastly, I sincerely hope that we can all work together in future to continue to share our professional knowledge, friendship, respect and networking among all IFTDO members.



Bob Morton
President

Report of the Executive Board

The Board congratulates the Canadian Society for Training & Development for the excellent 38th IFTDO World Conference and Exhibition at Toronto in October 2009. The Conference was very well received by the delegates, thus enhancing the image of IFTDO as an effective international force in the human resource development field.

The IFTDO Global HRD Awards were given at the gala Dinner on October 22, 2009 held as a part of the 38th IFTDO World Conference. The award categories for 2009 were:

- Knowledge Management
- People Management
- Performance Management

IFTDO received 22 entries which were considered by a Panel of Judges, consisting of Chair of the Board, President Dr Mohamed Ally, President Elect Bob Morton, Board member Luis bento and outside expert Prof James McGoldrick. 9 entries were short listed. The overall winner was the Bristol University who received a prize of \$5000 and a momento. The remaining two category winners were Regional Civil Services Training Institute, Taiwan and Bahrain Aluminium each of whom received a prize of \$2000 and a momento. Bahrain Aluminium donated the amount back to IFTDO. Remaining 6 short-listed entries received Certificate of Merit. The Dubai Police Academy had donated \$ 50,000 and the court of Hon'ble Prime Minister of Bahrain had donated \$ 20,000 for these Awards.

In addition, Dubai Police Academy was given IFTDO Special Achievement Award.

The Chartered Institute of Personnel and Development (CIPD), based in London, continued to provide help in the accountancy and subscription administration work of the Secretariat, which is gratefully acknowledged. After the departure of Mr. Demetrios Souppouris from CIPD, the work of CIPD Management Accountant Mr. David Phyrillas, has been outstanding and has been much appreciated.

All the Committees of the Board did excellent work. Their reports appear elsewhere in this Annual Report.

I must thank all the officers and members of the Executive Board for their dedication, commitment and support. The Executive Board remains determined to continue efforts to improve IFTDO's performance and services to members.



Ray Bonar
Chair of the Board

Report of the Conference Coordination Committee (CCC)

The 38th IFTDO World Conference & Exhibition was held at Toronto (Canada) on October 19-23, 2009, on the Theme *'People, Knowledge, Performance'*. The Conference was hosted by Canadian Society for Training & Development. Over 700 delegates from 29 countries attended, international experts spoke and 1300 persons participated in the Trade Show. The conference consisted of four days of learning and networking with training and development professionals from around the globe to help organizations survive during challenging times of economic uncertainty and prepare to thrive in the future. The World Conference included a "Research to Practice Day," presenting research findings that are applicable to everyday practice. Numerous social and networking opportunities were held to facilitate informal exchanges. A major highlight of the Conference was a keynote address on **'Sustainability'**, presented by Dr. Peter M. Senge, Senior Lecturer at The Massachusetts Institute of Technology and founding chair of the Society for Organizational Learning (SoL).

The 39th IFTDO World Conference will be held in London (UK) on April 20-22, 2010. It will be hosted by Chartered Institute of Personnel and Development, UK. It combines the IFTDO Conference on April 20 and CIPD's HRD 2010 on April 21-22, 2010. With an outstanding range of speakers and stimulating real-world case studies from around the globe, the Conference offers an opportunity for global practitioners to come together to network, share learning and development practices and shape the future of our profession. Delegates will be able to hear the latest insights from major research including CIPD's *Next Generation HR*. Specific topics include leadership and organization development, coaching, managing the training function and innovation, talent development, demonstrating value of HRD, future of learning technologies, and achieving sustainable organisations.

The 40th IFTDO World Conferences will be held on May 16-19, 2011 at Warsaw (Poland), 41st Conference in 2012 at Bahrain and 42nd Conference in 2013 in New Delhi (India). Proposals are invited from Full Members for IFTDO World Conferences in 2014 onwards.

The Conference Coordinating Committee met twice- in April 2009 at London, and in October 2009 at Toronto. Apart from the Permanent Members-Luis Bento (Portugal), Roger Addison (USA), the host country representatives serving the Committee during 2009 were: Lynn Johnston (Canada) and Bob Morton (UK).

Conferences are important events in the activity cycle of professional associations. IFTDO encourages its Full Members, especially professional associations, to consider hosting an IFTDO Conference. This would contribute to expanding the professional development possibilities for their members, as well as exposing the members to world class performance improvement solutions. A well organized IFTDO conference would also contribute significantly to enhancing the reputation and status of the host organization.

I acknowledge and appreciate the support and assistance I received from my colleagues in the CCC, Chair and members of the Executive Board and Secretary General, IFTDO.



Prof. Helmi Sallam
Chair, Conference Coordination Committee

Report of the Strategic Alliances Committee.

The Co-Chair Mohamed Ally had interactions with some officials in the World Bank and they had shown interest in training of employees in innovation and sustaining development.

Co-Chair Bob Morton had interacted with HRD Association. Efforts were being made to have strategic alliance with HRD Association, including reciprocal membership. The current HRD President in the UK, Professor Jim McGoldrick was working on a Memorandum of Understanding to progress the alliance. Bob also had meetings in S. Korea to explore the possibility of alliance with the HRD Association there (its Director General is the Labour Minister). Bob has arranged IFTDO's alliance with CIPD for their proposed Global Learning & Development Survey. There has also been an initial contact with the EAPM (European Association of People Management) about collaboration.

Secretary General Uddesh Kohli made a formal proposal to UN Global Compact to have IFTDO as a participant/partner. The UNGC has approved IFTDO's participation and IFTDO's name is now included on UNGC web site (www.unglobalcompact.org) under international NGOs.



Dr. Mohamed Ally & Bob Morton
Co-Chairs
Strategic Alliances Committee

Report of the Research & Projects Committee

The Board has decided to compile an IFTDO 40th Anniversary Book/CD in 2011. David Waugh has agreed to develop a concept note and budget to initiate the project and will be supported by Marie as Chair of the Projects Committee and Ireneusz as President in 2011 as the Anniversary Book will be launched at the IFTDO conference in Poland in 2011.

Chair, Research & Projects Committee has been involved with ISO in development of an ISO standard for Learning Services Providers and it is felt that that IFTDO should align itself with this ISO initiative. Marie will provide the Board with a draft outline on how IFTDO can provide some type of Certification for LSPs.

The association with Bahrain Training Institute (BTI) continued as a part of the IFTDO's MOU with them. BTI would continue to run Sustainable Development Project with some support from IFTDO.

Marie has been in contact with Richard Teare to see how IFTDO can be involved with the training work conducted by GULL (Global University of Lifelong Learning) www.gullonline.org



Marie Dayton,
Chair, Research & Projects Committee

Report of the Membership Committee

The Committee identified two primary objectives, (a) to retain existing members, and (b) to add new members. In pursuit of these objectives, the following activities were undertaken:

- (i) A presentation was made by the Chair of the Committee at the Trading Post on October 20, 2009 at the 38th IFTDO World Conference in Toronto, during which the benefits of joining IFTDO were highlighted. The Committee has made a standing request (of conference partners) for an opportunity to present the benefits of membership at each annual conference.
- (ii) To give encouragement and recognition to members, and serving as an additional way in which IFTDO can pursue its mission, IFTDO Global HRD Awards were given at the 38th IFTDO World Conference at Toronto.
- (iii) The booth panels for IFTDO booths at the Exhibitions were re-designed, and developed. These were displayed at the HRD 2009 at London in April 2009, ASTD Conference at Washington DC in June 2009 and IFTDO World Conference at Toronto in October 2009. The Committee intends to identify and recommend improvements for the booth and booth panels in the future.
- (iv) On the recommendations of the Committee, the Board has decided multi-year membership for 3 years with 5 % discount and rationalization of the subscription categories of Full Membership.
- (v) The Committee continues to contribute to the development of the iftdo.net web site to attract new members and serve as a benefit to existing members.

There has been marginal change in membership. The paid membership position was as follows:

	2008	2009
Full Members	54	53
Associate Members	42	43
Total	96	96



Carol Panza
Chair, Membership Committee

Report of the Finance Committee

The operating performance in 2009 showed a surplus of \$27,889 against a surplus of \$37,698 in 2008. Our financial position is quite healthy and the total funds are about \$270,000 in cash and deposits. The main highlights are as follows:

Income: Income from membership subscription increased from \$55,722 in 2008 to \$56,375 in 2009. Income from the Conference in Canada in 2009 was \$23,270.

Expenditure: The expenditure on Administration in 2009 was \$47,338 against \$53,669 in 2008. The Directorates spent \$ 6,927 in 2009 against \$5,987 in 2008.

Awards Fund: Our Award Fund at the beginning of the year was \$ 70,000 comprising of \$ 20,000 received from the Court of Hon'ble Prime Minister of Bahrain and \$ 50,000 for Dubai Police Academy. An amount of \$ 13,227 was spent on IFTDO Global HRD awards given at the time of the 38th IFTDO World Conference in Toronto in October 2009, leaving a balance of \$ 56,773 in the Fund. This amount of \$ 13,227 has been shown as income (transferred from the Award Fund) and expenditure .



Ebrahim Al'Dossary
Honorary Treasurer

IFTDO
Income and Expenditure
Year - January to December

	2009	2008	2007
	US \$	US \$	US \$
Income			
Subscriptions	56,375	55,722	50,912
Conferences	23,270	25,162	26,075
Interest	509	2,694	5,195
Projects	-	33,470	26,491
Awards	13,227	-	-
Others	2,000	13,112	-
Total Income	<u>95,381</u>	<u>130,160</u>	<u>108,673</u>
Expenditure			
Directorates:			
Publications	6,927	4,939	4,224
Others	-	1,048	-
Subtotal Directorates	6,927	5,987	4,224
Administration:			
Management fees	34,227	38,540	38,801
Travel	6,680	9,936	14,205
Others	6,431	5,193	4,711
Sub Total Administration	47,338	53,669	57,717
Projects	-	32,806	58,205
Awards	13,227	-	-
Total Expenditure	<u>67,492</u>	<u>92,462</u>	<u>120,146</u>
Net income/(deficit)	<u>27,889</u>	<u>37,698</u>	<u>(11,473)</u>

IFTDO
Balance Sheets
As at 31 December

	2009	2008	2007
	US\$	US\$	US\$
Cash at bank	49,825	39,582	38,382
Accounts receivable	17,685	2,434	3,313
Certificates of deposit	219,146	218,748	117,070
Total Assets	<u>286,656</u>	<u>260,764</u>	<u>158,765</u>
Deferred income and other liabilities	87,206	89,203	24,902
Equity -			
Opening balance	171,561	133,863	145,336
Net income/(deficit) for the year	27,889	37,698	(11,473)
Closing balance	199,450	171,561	133,863
Total Liabilities & Equity	<u>286,656</u>	<u>260,764</u>	<u>158,765</u>

Appendix A - EXECUTIVE BOARD 2009

OFFICERS

PRESIDENT

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Appendix B - CONFERENCE COORDINATING COMMITTEE 2009

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ljohnston@cstd.ca

Appendix C – Membership List 2009

Honorary Members

J C Carroll
UNITED KINGDOM
Ken Gardner
UNITED KINGDOM
Margo Murray
USA

Associate Members

Academies Australasia
AUSTRALIA
ACCET- Accrediting Cncl for Cont Edn
& Trg
USA
AFAQ-ETA
UNITED KINGDOM
American University in Cairo
EGYPT
ASEAN Training & Educational Services
AUSTRALIA
Bahrain International Retail Dev
BAHRAIN
B etterlife Centre for HR & IT Dev
UAE
BI Kompetanseforum
NORWAY
Blue Horizon Centre
KUWAIT
China Association for Trg & Dev
CHINA
CMP Associates
USA
CTC Communications Training Centre
INDONESIA
Donma Trg & Dev HR Co.
EGYPT
Entrepreneurial Dev Trg Centre
PAPUA NEW GUINEA

Global Straskills Consulting
NIGERIA
Grupo de Responsables de Formacion
de Entidades Financieras (GREF)
SPAIN
Haines Centre for Strategic Mgmt
USA
Human Resource Professionals
KUWAIT
INOVEST
BAHRAIN
Internatrional Centre for Etudes (I.C.E.)
EGYPT
International Centre for Leadership in
Finance (ICLIF)
MALAYSIA
INTEC-International Experts &
Consultants
EGYPT
Larsen & Toubro Ltd
INDIA
Leading Edge Academy
NIGERIA
Mac-Tay Consulting Ltd.
NIGERIA
Mauritius Quality Authority
MAURITIUS
Misr Alarabia for Training & Consulting /
MATC
EGYPT
National Consulting Bureau
KUWAIT
New Horizons
EGYPT
Nutshell Forum
PAKISTAN
OK Service Corporation
ROMANIA
Orgn for Quality in Trg (OFQT)
UK

PNG Human Resource Institute
 PAPUA NEW GUINEA
 PNG International Training Institute
 PAPUA NEW GUINEA
 Power Industry Seminars Ltd
 UK
 Prism Learning Solutions
 USA
 Qualcomm Inc
 USA
 Rawafid for Dev & Proj Mgmt
 EGYPT
 SherryManuel Consulting Services
 USA
 SFR Consultants
 MALAYSIA
 Solution & Trg Academy
 EGYPT
 Tack Training International
 UK
 The Edge Consulting Ltd.
 MAURITIUS
 TRAIN
 GERMANY
 Training, Deveopment & Management
 Consultancy
 SAUDI ARABIA
 Tylos Human Development
 BAHRAIN

Full Members

AITD - Australian Institute of Trg &
 Dev
 AUSTRALIA
 Al-Khafji Joint Operations
 SAUDI ARABIA
 Al Khaleej Training & Education
 SAUDI ARABIA
 American Society for Training &
 Development
 USA

Amman Arab University for Graduate
 Studies
 JORDAN
 APG - Assoc Portugue sa dos Gestores
 PORTUGAL
 Arabian Gulf Career Dev Forum
 (CADEF)
 ASHRAM - Arabian Soc for HR Mgmt
 SAUDI ARABIA
 Bahrain Chamber of Commerce &
 Industry
 BAHRAIN
 Bahrain Society for Trg. and Dev.
 BAHRAIN
 Bahrain Training Institute
 BAHRAIN
 Bangladesh Society for Trg & Dev.
 BANGLADESH
 Canadian Society for Training &
 Development
 CANADA
 Chartered Institute of Personnel and
 Development
 UNITED KINGDOM
 Chinese Society for Training. &
 Development
 TAIPEI, CHINA
 Civil Service Development Institute
 TAIPEI, CHINA
 C.M.Management (Sarawak) Sdn. Bhd.
 MALAYSIA
 Cyprus Human Resource Management
 Association
 CYPRUS
 Egyptian Banking Institute
 EGYPT
 Environmental Professionals Training
 Institute
 TAIPEI, CHINA
 European Management Development
 Centre
 THE NETHERLANDS
 Experts International Trg Centre
 UAE

Finnish Association for HR Management FINLAND	National Chengchi University TAIPEI, CHINA
First Gate for Training & Consultation SAUDI ARABIA	National Civil Service Institute. TAIPEI, CHINA
Golden Trust for Mgmt & Comml. Trg & Consulting BAHRAIN	Naional Institute of Technology SAUDI ARABIA
Human Resources Dev Authority of Cyprus CYPRUS	Nigerian Institute for Training & Development NIGERIA
Human Resource Dev Council PAPUA NEW GUINEA	NVO2 NETHERLANDS
Hungarian Association for Human Politics HUNGARY	Observatory of Management Foundation POLAND
Indian Society for Training & Development INDIA	PMEC EGYPT
Industrial & Vocational Training Board MAURITIUS	PNG Training & Development PAPUA NEW GUINEA
Industrial Training Fund NIGERIA	Productivity and Quality Institute (P&QI) EGYPT
Institute of Learning & Development Professionals AUSTRALIA	Saudi Arabian Oil Co-Aramco SAUDI ARABIA
Institute of Public Administration SAUDI ARABIA	Security & Administrative Sciences Institute, Dubai Police Academy, UAE
International Society for Performance Improvement USA	Sri Lanka Institute for Trg & Development SRI LANKA
Irish Institute for Training & Development IRELAND	TEAM International EGYPT
Japan Vocational Ability Development Association. JAPAN	Universiti Teknologi MARA MALAYSIA
Lagos State Public Service Staff Dev Centre NIGERIA	WORMAC for Training & Consulting EGYPT
Langevin Learning Systems Inc CANADA	
Malaysian Institute of Trg & Development MALAYSIA	Reciprocal Member
Middle East University JORDAN	IVETA

Appendix D - Past IFTDO Conferences

1972 First International Training and Development Conference, Geneva, SWITZERLAND

Sponsored by the American Society for Training and Development and the US Agency for International Development

1973 Second International Training and Development Conference, Bath, ENGLAND

Sponsored by the Institution of Training Officers and the Institute of Personnel Management

1974 Third International Training and Development Conference, Oslo, NORWAY

Sponsored by the Norwegian Society for Training and Development

1975 Fourth International Training and Development Conference, New Delhi, INDIA

'Human Resources Development - Experiments & Experiences'
Sponsored by the Indian Society for Training and Development

1976 Fifth International Training and Development Conference, Canberra, AUSTRALIA

Sponsored by the Australian Institute of Training and Development and Institute of Personnel Management (Australia)

1977 Sixth International Training and Development Conference, Mexico City, MEXICO

Sponsored by Asociacion Mexicana de Capacitacion de personal, A.c.

1978 Seventh International Training and Development Conference,

Washington, D.C., USA

Sponsored by the American Society for Training and Development

1979 Eighth International Training and Development Conference, Manila, PHILIPPINES

Sponsored by the Philippine Society for Training & Development and the Asian Regional Training and Development Organisation

1980 Ninth World Congress for Training and Development, Rio de Janeiro, BRAZIL

Sponsored by Associacao Brasileira de Treinamento e Desenvolvimento

1981 Tenth International Training and Development Conference, Dublin, IRELAND

"Individual and Organizational Development"
Sponsored by the Irish Institute of Training and Development

1982 Eleventh International Training and Development Conference, Calgary, Alberta, CANADA

"People -Technology - Information: Bringing it all together"
Sponsored by the Canadian Society for Training and Development

1983 Twelfth International Training and Development Conference Amsterdam, THE NETHERLANDS

"Productivity Improvement Through Training and Development"
Sponsored by the Dutch Society for Training and Development

1984 Thirteenth IFTDO World

Conference Sydney, AUSTRALIA
“The Future is Now” Sponsored by the Australian Institute for Training and Development

1985 Fourteenth IFTDO World Conference Stockholm, SWEDEN
“Business Development Through Human Resource Development” .
Sponsored by the Swedish Association for Personnel Administration and the Swedish National Council for Training and Development

1986 Fifteenth IFTDO World Conference Honolulu, Hawaii, USA
“Seeking Synergy”
Sponsored by IFTDO in association with the American Society for Training and Development and managed by Brigham Young University Hawaii Campus

1987 Sixteenth IFTDO World Conference Madrid, SPAIN
“People, Technology and Change”
Sponsored by the Central de Congresos, Madrid

1988 Seventeenth IFTDO World Conference Tokyo, JAPAN
“Restructuring -The Human Resources Challenge”
Sponsored by the Japanese Vocational Ability Development Association

1989 Eighteenth IFTDO World Conference London, UNITED KINGDOM
“Learning for Living”
Sponsored by the Institute for Training and Development and Managed by Blenheim Queensdale Ltd

1990 Nineteenth IFTDO World Conference Buenos Aires, ARGENTINA

“Quality of Working Life”
Sponsored by the Asociacion de Dirigentes de Capacitacion de la Argentina

1991 Twentieth IFTDO World Conference Vienna, AUSTRIA
“Competition among Economic Areas Challenge to Personnel Development-consequences for Management Training System” Sponsored by the Austrian Center for Productivity & Efficiency (OPWZ)

1992 Twenty First IFTDO World Conference Taipei, TAIWAN
“Human Resource Development Responds to Challenges and Opportunities”
Sponsored by the Chinese Society for Training and Development in collaboration with the Asian Regional Training & Development Organization

1993 Twenty Second IFTDO World Conference, Hamburg, GERMANY
“Change, Conflict and Cross Culture”
Sponsored by DeGefest, Germany, Managed by the Hanseatic Congress Management, Hamburg

1994 Twenty Third IFTDO World Conference New Delhi, INDIA
“Global Changes and Stability in 2000 AD-Strategic Issues”
Sponsored by the Indian Society for Training and Development

1995 Twenty Fourth IFTDO World Conference, Helsinki, FINLAND
“Personal Renewal - New Experiences; New Dimensions; Human Networks”
Sponsored by HENRY -The Finnish Association for Trg & Development

1996 Twenty Fifth IFTDO World Conference Cairo, EGYPT
“Designing the Future: Training and Development in the 21st Century”
Sponsored by TEAM International

1997 Twenty Sixth IFTDO World Conference Kuala Lumpur, MALAYSIA
“New Paradigms: Wholistic Human Resource Development”
Sponsored by the Malaysian Institute of Personnel Management

1998 Twenty Seventh IFTDO World Conference, Dublin, IRELAND
“Revitalising H.R.D-A Vision for the New Millennium”
Sponsored by the Irish Institute of Training and Development

1999 Twenty Eighth IFTDO World Conference Long Beach, USA
“One World, One Mission”
Sponsored by the International Society for Performance & Development

2000 Twenty Ninth IFTDO World Conference London, UNITED KINGDOM
“Training Matters”
Sponsored by the Chartered Institute of Personnel and Development

2001 Thirtieth IFTDO World Conference, Porto Alegre, BRAZIL
“The New Frontiers of HRD”
Sponsored by the Brazilian Society for Training and Development

2002 Thirty First IFTDO World Conference Manama, BAHRAIN
“The Power of Knowledge in the New Era”
Sponsored by the Bahrain Society for Training and Development

2003 Thirty Second IFTDO World Conference Lisbon, PORTUGAL
“Managing Knowledge, Intelligence and People”
Sponsored by APG, the Portuguese Association of Human Resource Managers

2004 Thirty-Third IFTDO World Conference, New Delhi, INDIA
“Value Creation & Human Development- The Emerging Dimensions”
Sponsored by ISTD, Indian Society for Training & Development

2005 Thirty-Fourth IFTDO World Conference Cairo, EGYPT
“New Megatrends in Human Resources and Training Development”
Sponsored by TEAM International

2006 Thirty-Fifth IFTDO World Conference, Kuala Lumpur, MALAYSIA
“Education and Training Harmonized”
Sponsored by Universiti Teknologi MARA

2007 Thirty-Sixth IFTDO World Conference, San Francisco, U S A
“Performance Beyond Borders”
Sponsored by International Society for Performance Improvement

2008 Thirty-Seventh IFTDO World Conference, Dubai, UAE
“Knowledge and Human Resources”
Sponsored by Security & Administrative Sciences Institute, Dubai Police Academy

2009 Thirty-Eighth IFTDO World Conference, Toronto, CANADA
“People, Knowledge, Performance”
Sponsored by Canadian Society for Training & Development

Appendix E - Past IFTDO Presidents and Chairs

Past Presidents

1973-74 Tom Jaap - SCOTLAND Scottish Society for Training and Development	1981-82 Robert C. D'Amur- CANADA Canadian Society for Training and Development
1974-75 Jag Mohan Kitchlu - INDIA Indian Society for Training and Development	1982-83 John AS. van Sprang - THE NETHERLANDS Dutch Society for Training and Development
1975-76 D. Frank Swannel - AUSTRALIA Australian Institute of Training and Development	1983-84 Geoffrey R. Richards - AUSTRALIA Australian Institute for Training and Development
1976-77 Dr. Miguel Jusidman - MEXICO Asociacion Mexicana de Capacitacion de Personal, AC.	1984-85 Georg Uggelberg - SWEDEN Swedish National Council for Training and Development
1977-78 Leopold A Hauser III - USA American Society for Training and Development	1985-86 Dr. David W. Jamieson - USA American Society for Training and Development
1978-79 Paterno V. Voloria - PHILIPPINES Philippine Society for Training and Development	1986-87 Don Manuel Matamoros - SPAIN Federacion Espanola de AFYDE
1979-80 Dr. Paulo Pizarro - BRAZIL Associacdo Brasileira de Treinamento e Desenvolvimento	1987-88 Shigeichi Koga - JAPAN Japanese Vocational Ability Development Association
1980-81 Dr. Bertie Collins - IRELAND Irish Institute of Training and Development	1988-89 John Giles - UNITED KINGDOM Institute of Training and Development
	1989-90 Francisco Scalzo - ARGENTINA Asociacion de Dirigentes de Capacitacion de la Argentina

1990-91 Theo Weiss - AUSTRIA Austrian Centre for Productivity and Efficiency (OPWZ)	2000-01 Ebrahim AI Dossary - BAHRAIN Bahrain Society for Training and Development
1991-92 Jun-Shu Chang - TAIWAN Chinese Society for Training and Development	2001-02 Dr. Paulo Pizarro - BRAZIL Associacdo Brasileira de Treinamento e Desenvolvimento
1992-93 Klaus Beckmann - Germany DeGefest	2002-03 Luis Bento - PORTUGAL Assoc. Portuguesa dos Gestores
1993-94 Uddesh Kohli - INDIA Indian Society for Training and Development	2003-04 Subir Raha - INDIA Indian Society for Training and Development
1994-95 Seppo Mansukoski - FINLAND Finnish Association for Training and Development	2004-05 Helmi Sallam-EGYPT TEAM International
1995-96 Helmi Sallam - EGYPT TEAM International	2005-06 Datu' Seri Prof. Dr. Ibrahim Abu Shah -MALAYSIA Universiti Teknologi MARA
1996-97 Nik Abdul Aziz - MALAYSIA Malaysian Institute of Personnel Management	2006-07 Roger Addison-USA Int'l Society for Performance Improvement
1997-98 Dolores Carr - IRELAND Irish Institute of Training and Development	2007-08 Dr. Mohamed Ahmed Bin-Fahad-UAE Dubai Police Academy
1998-99 Clayton Lloyd - USA International Society for Performance Improvement	2008-09 Dr. Mohamed Ally Canadian Society for Training and Development
1999-2000 Derek Miles - UNITED KINGDOM Chartered Institute of Personnel and Development	

Past Chairs

1976-1977

Leopold A. Hauser III - USA
American Society for Training and
Development

1978-1981

Tom Jaap - SCOTLAND
Scottish Society for Training and
Development

1982-1983

J. Christopher Carroll- UNITED
KINGDOM Institute of Training and
Development

1984-1985

Edward E. Scannell- USA
American Society for Training and
Development

1986-1987

Shigeru Eda - JAPAN
Japanese Vocational Ability
Development Association

1988-1989

Les Pickett - AUSTRALIA
Australian Institute of Training and
Development

1990-1991

Richard A. Zeif -
USA Negotiation Institute, Inc.

1992-1993

Margo Murray - USA
National Society for Performance and
Instruction

1994

Seppo Mansukoski - FINLAND
Finnish Association for Training and
Development

1995-1996

Uddesh Kohli - INDIA
Indian Society for Training and
Development

1997-1998

Ali Dialdin - SAUDI ARABIA
Saudi Arabian Oil Company

1999

Ralph Keteku - GHANA
Ghana Association of Training and
Development

1999-2000

Roger Addison - USA
International Society for Performance
Improvement

2001-2002

Helmi Sallam - EGYPT
Team International

2003-2004

Tayo Rotimi - NIGERIA
Mac-Tay Tack Training

2005-2006

Abdel Bari Durra -JORDAN
Al-Isra Private University (IPU)

2007-2008

Ebrahim Al'Dossary
Bahrain Society for training and
Development



Who we are

IFTDO is the most multinational, multicultural Training and Development organization in the world with a truly diverse Board of Directors leading the organization. Our members form a highly diverse network of human resource management and development organizations globally, linking HR professionals in HR societies, corporations, universities, consultancies, government organizations and enterprises. IFTDO currently represents more than 500,000 professionals in over 30 countries.

Why we are

IFTDO's vision is to be a unique and effective resource to the HRD profession working GLOBALLY for the betterment of life. IFTDO has as its fundamental and driving mission, to promote the concept of HRD as an effective tool, across all sectors of society, in order to increase personal and organizational effectiveness.

What we do

Conferences - IFTDO has global conferences that move from country to country each year, as well as regional conferences on a smaller scale that bring the benefits of getting together and sharing as professionals closer to home for many people and in a more affordable way.

Committee and Board Participation - IFTDO offers a uniquely global oppor-

tunity to learn and share while serving on committees and/or on the Board of Directors.

Publish and Present - There are extensive opportunities to publish and present to a large, diverse and powerful global audience both inside of the IFTDO community and externally.

Awards and Recognition - IFTDO has launched an awards and recognition program that is intended to each year celebrate the projects that have made a real difference, as well as, the effort and application of the people who have made them possible.

Resources - IFTDO enables access to the important publications of some of our large and internationally respected member organizations.

Representation - IFTDO represents the HR profession through its affiliation with the Economic and Social Council of the United Nations.

Projects - IFTDO has carried out a number of highly successful and influential projects globally.

Who should join us

Whether you are a small consulting firm, a large business enterprise, a professional society, a university, government agency or some other organization dedicated to human performance, *IFTDO offers you:* international recognition through use of our logo, expanded capabilities via sharing with other members, opportunities to publish and present on a worldwide stage, access to information about global events, access to world thinking and practices through global network projects and research, and many, many more valuable benefits!

www.iftdo.net