



# Welcoming the year of opportunities!



01

All Roads Lead to  
IFTDO-2022



06

Q&A  
Dr. Nataraj Ray



15

IFTDO - CWE  
Progress So Far



International  
Federation of  
Training and  
Development  
Organisations

## Executive Board 2022

### HONORARY ADVISER

Dr. Ebrahim Al Dossary (Bahrain)

### CHAIRMAN

Dr. Ahmed Al Banna (Bahrain)

### CHAIRMAN ELECT

Mr. Chris McDonagh (Europe)

### PRESIDENT

Mr. Ranjan Kumar Mohapatra (India)

### PRESIDENT-ELECT

Dr. Helmi Sallam (Egypt)

### PAST PRESIDENT

Ms. Sanja Miović (Bosnia & Herzegovina)

### HONY. TREASURER

Dr. Raj Auckloo (Mauritius)

### MEMBERS

Mr. Harry Bundred (UK)

Dr. Nancy Burns (USA)

Maj Gen. Mohd. Bin Fahad (UAE)

Dr. Vinayshil Gautam (India)

Dr. Ghalib Al Hosni (Oman)

Ms. Janet I.K Jolaoso (Nigeria)

Dr. Raed Khanfar (Jordan)

Dr. Chung-Cheng Lee (Taiwan)

Mr. Meshack Justin Tafa (Botswana)

Dr. Patti P. Philips (USA)

Mr. Tayo Rotimi (Nigeria)

Mr. CM Vignaesvaran (Malaysia)

### ASSOCIATE MEMBER REPRESENTATIVES

Dr. Patti P. Philips (Americas)

Mr. Tayo Rotimi (Africa)

Mr. CM Vignaesvaran (Asia-Pacific)

### REPRESENTATIVE TO UNITED NATIONS

Mr. Tayo Rotimi (Nigeria)

### HONY. SECRETARY GENERAL

Dr. Uddesh Kohli (India)

### BUSINESS STRATEGY OFFICER

Dr. R. Karthikeyan (India)

### COMMITTEE CHAIRS

#### Conferences and Certification

Mr. Chris McDonagh

#### International Projects

Mr. Tayo Rotimi

#### Scientific & Awards

Dr. Helmi Sallam

#### Membership Services

Dr. Patti Phillips

#### Women Empowerment

Ms. Janet I.K Jolaoso (Africa, Asia)

Ms. Sanja Miović (Europe)

#### Youth & Entrepreneurship

Mr. Meshack Justin Tafa

# CONTENTS

IFTDO NEWS VOL. 41 / NO.8  
JANUARY, 2022

01. Chairman's Message
05. Secretary General's Report
06. Q&A with Dr. Nataraj Ray
09. IFTDO Awards - Announcement
15. IFTDO -CWE : Progress so Far

## FROM THE EDITOR

Dear members

I am not really one to make New Year's resolutions because I think every day is a perfect day to do something new and start living life better.

None of us had any inkling of how dramatically our world would change in the last two years. Now that we know how drastically our tomorrows can be turned upside down, it might be time to revisit the idea of specific resolutions. Also, our new resolve should focus on those things that we can attain no matter what life throws at us.

As you know, we had a virtual event with our distinguished members in November in preparation for our 49th Annual IFTDO Conference and Exhibition. Speed is how you become agile in the face of disruption. IFTDO recognizes the need for agility in today's work culture and to this end, the theme of the Conference is **"Strategies for an Agile Work Culture: Pathways to the New Age"**.

It's been another year of rapid change and transformation. We, at IFTDO editorial team, will continuously work hard to better serve our readers. This year, we plan to keep altering, innovating and challenging our newsletter standards. I would like to express my deepest appreciation to you, our valuable members, for your contributions, service and interest.

My hope for you and yours in the New Year is that you can truly focus on what means most in life. I wish everyone a rewarding, joyous new year and look forward to working with you in 2022.

Let us all go from strength to strength together...

Happy Reading,

Sincerely,

Dr. R Karthikeyan

Editor



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

From the desk of President, IFTDO

# All Roads Lead to IFTDO-2022

**Ranjan Kumar Mohapatra**

President, IFTDO

+91 98711 44444

president2020@iftdo.net

Dear Friends,

My greetings to the global IFTDO fraternity. I write with a hope that each one of you would be safe and keeping a promising spirit amidst the ongoing pandemic situation.

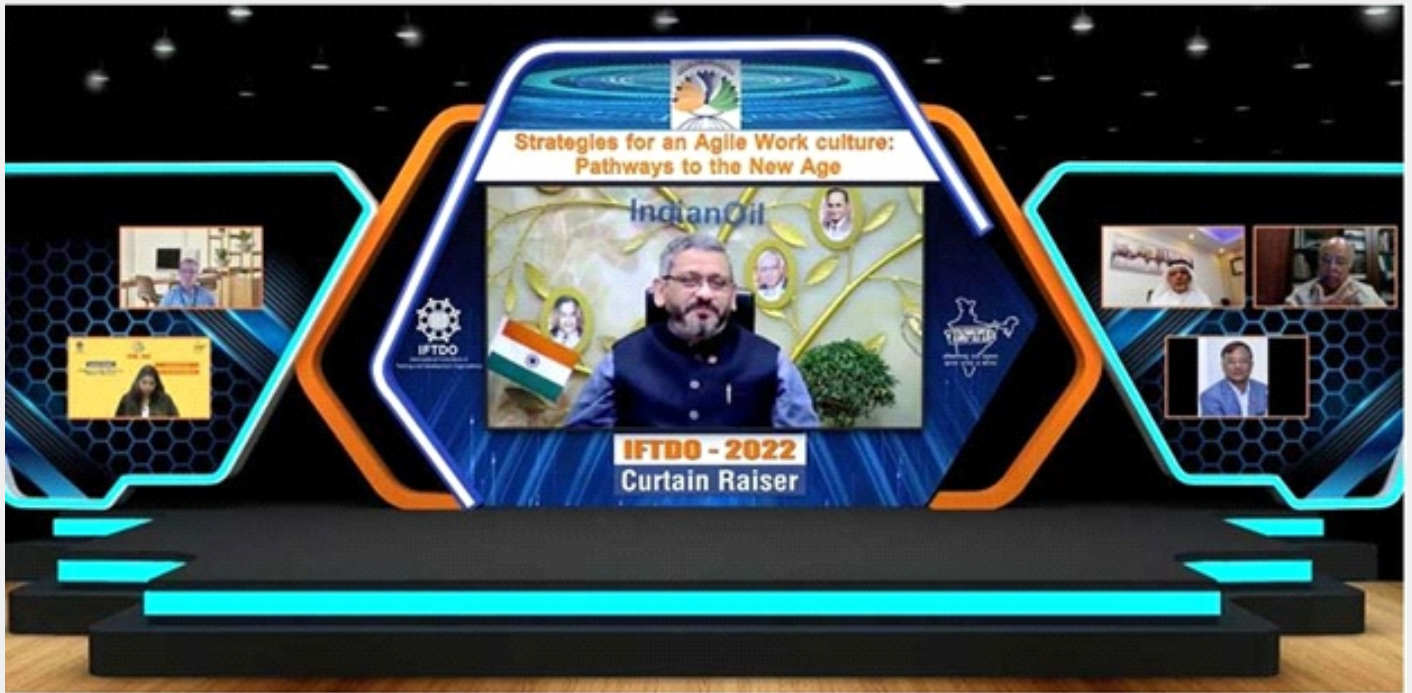
At IFTDO, we believe that we must spread hope and hence, in continuation of that spirit, our actions for the future events come with a judicious approach of caution and optimism.

You are aware that IFTDO Annual International Conferences are the much sought-after events in the global learning fraternity and have attracted audiences in the range of 300-800 delegates and dignitaries every year in different parts of the globe. India has been a host to 4 such conferences since the inception of the body in 1972 and all these conferences have been inaugurated by the then Presidents of India.

49th Annual IFTDO Conference and Exhibition was scheduled to be held in New Delhi during November 25-26, 2021. However, in consideration of the prevailing COVID situation, it has been decided to hold this Conference between May 19-21, 2022

In order to maintain the continuity, to keep the spirit of IFTDO alive and to engage the learning fraternity across the globe, a curtain raiser event (virtual mode) to the coveted 49th Conference of IFTDO was organised on November 25-26, 2021.





The curtain raiser event included keynote addresses, discussions and fireside chat.



The event was addressed by distinguished professionals and experts which includes- Mr. Jack J. Phillips, ROI Institute, Inc. United States; Ms. Tanvi Gautam, Coach, Author and D&I Expert, Singapore; Mr. Janaprith Fernando, Chief Commissioner, Sri Lanka Scout Association; Ms. Kanika T. Bhal, Professor, IIT, Delhi; Mr. Roy Lai, President, Singapore Training & Development Association; Mr. M. Shahrizal B. Yang Razali, Head, Corporate Strategic Planning, Petronas, Kuala Lumpur, Malaysia; Ms. Amrita Sharan, Director (HR), Air India; Ms. Nicole Scoble-Williams, Executive Advisor on Future of Work, Deloitte, Tokyo; Mr. Vikas Kaushal, Chairman, India & Global Head-Energy and Process Industries, Kearney, India; Dr. Vinayshil Gautam, President, Emeritus, ISTD, India; Dr. Ahmed Al Banna, Chairman, IFTDO, Bahrain; Mr. Ajit Pai, Distinguished Expert, NITI Aayog, New Delhi; Ms. Patti Philips, ROI Institute, USA; Mr. Gurdeep Singh, CMD, NTPC, New Delhi and Mr. Chris McDonagh, Managing Partner & Consultant with CMD Group, Ireland.



Friends, the main conference is scheduled to be held from May 19-21, 2022 in New Delhi, India. The 49th IFTDO World Conference will focus on "**Strategies for an Agile Work Culture: Pathways to the New Age**". The theme seeks to tackle the current scenario so that it brings greater dynamism to the marketplace and is relevant, to the context, especially in the Corona and post-Corona era. Sessions of the Conference shall be grouped under four tracks namely **Skills, Technology, Markets, and Sustainability**. A wide galaxy of Indian and International speakers is expected to bring to life diverse perspectives and ideas across sessions, artfully stitched together.

The speakers for the Conference will be from across the globe and will feature, amongst many others, the leading HR Guru, Dave Ulrich and a noted IFTDO luminary and CEO, SHRM Johny Taylor.

In the present scenario, all organisations are experiencing a paradigm shift. The current shift for many organizations is sharper and more basic than perhaps ever before. Causative factors are several, including a shrinking world, expanding time: both on account of various factors, including technology. Emerging concerns of diversity, health and sustainability have added to the complexity.

To bring a diverse flavour, we are also bringing in top HR leaders of the host country, that is, India. The Conference will feature Dr. Sanrupt Mishra and Dr. (Ms.) Alka Mittal, besides many other international speakers.

Today, a new era is on the horizon where even employment scenario has taken overtones of a marketplace. Hence, the IFTDO think tank has spent umpteen moments to carve out the theme and the relevant tracks.

I invite each one of you to come to New Delhi and immerse in three days of high intellectual activity besides experiencing the famous Indian hospitality. On behalf of the organising team of IFTDO 2022, I extend a warm welcome to you all with open hearts and hands to come to New Delhi and witness a spectacular amalgamation of heritage, technology and human minds.

So friends, New Delhi beckons.....





### Dr. Uddesh Kohli

Hony. Secretary General,  
IFTDO

☎ +91 9811273142

✉ sg@iftdo.net

## HONORARY SECRETARY GENERAL'S REPORT

After receipt of funding from TOTAL Nigeria, the project on 'IFTDO - CWE Agric Business Empowerment for Women Small Holder Farmers in local communities in Ogun, Oyo, Lagos States' has been initiated under the leadership of Ms. Janet Jolaoso, Chair of the Committee on Women Empowerment (CWE), with the support and advice of Mr. Tayo Rotmi. Execution Plan includes Selection, Orientation, Empowerment, Monitoring and Assessment. The Selection stage was completed, and the Orientation Programme and Empowerment Ceremony were successfully held on December 16, 2021. Detailed report appears elsewhere in this Newsletter.

IFTDO - AFRICA is being launched to support IFTDO activities in the region. The registration of IFTDO - AFRICA as a Trust is in process with the Corporate Affairs Commission in Nigeria and is expected to be completed soon. The Board of Trustees has been constituted with Mr. Tayo Rotimi, Adviser; Dr. Helmi Sallam, Treasurer and representing North Africa; Dr. Gemechu Waktola, from Ethiopia, representing East Africa and Mr. Meshack Tafa from Botswana, representing Southern Africa as members; Mrs. Belinda Odeh, Nigeria, as Secretary and Mrs. Janet Jolaoso, Nigeria, as Chairman. Two fruitful meetings of the Board of Trustees have been held.

The 49th IFTDO World Conference will be held in New Delhi, India on May 19-22, 2022. Some information on the Conference is given in this Newsletter.

The Announcement relating to IFTDO Awards 2022 has been sent to all members.

A membership benefit survey has been recently conducted by Patti Phillips, Chair of Membership Services Committee. The report appears in this Newsletter.

The Fourth Meeting of the Executive Committee was held on December 15, 2021, which reviewed the activities and decided that a totally new website should be developed to meet the current and future top emerging technologies in terms of digitalization, and cloud base, etc.

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

Dr. Uddesh Kohli

## IFTDO BOARD : 2022

### HONORARY ADVISER

Ebrahim Al Dossary (Bahrain)

### CHAIRMAN

Ahmed Al Banna (Bahrain)

### PRESIDENT

Ranjan Kumar Mohapatra (India)

### PRESIDENT-ELECT

Helmi Sallam (Egypt)

### PAST PRESIDENT

Sanja Miović (Bosnia & Herzegovina)

### HONY. TREASURER

Raj Auckloo (Mauritius)

### MEMBERS

Harry Bundred (UK)

Nancy Burns (USA)

Maj Gen. Mohd. Bin Fahad (UAE)

Vinayshil Gautam (India)

Ghalib Al Hosni (Oman)

Janet I.K Jolaoso (Nigeria)

Raed Khanfar (Jordan)

Chung-Cheng Lee (Taiwan)

Chris McDonough (Ireland)

Meshack Justin Tafa (Botswana)

Patti P. Philips (USA)

Tayo Rotimi (Nigeria)

CM Vignaesvaran (Malaysia)

## Q&A

# Dr. Nataraj Ray

*IFTDO spoke with Dr. Nataraj Ray, President, Indian Society for Training & Development, New Delhi, the host of 49<sup>th</sup> World IFTDO Conference and Exhibition 2022 in India during 19-21 May, 2022.*



**Q: Congratulations, Dr. Ray! How do you feel about getting the opportunity to host the 49th IFTDO Conference 2022 in India?**

Dr. Ray: It is a matter of pride and great privilege for the people of India that IFTDO has assigned the task of hosting the 49th World Conference and Exhibition to the ISTD. Although we have organized the IFTDO Annual Conference four times in the past in 1975, 1994, 2004 and 2013, the 49th Conference in 2022 assumes significance particularly in view of Covid challenges affecting the entire world around us.

**Q: Please give some glimpse about the activities of the Indian Society for Training & Development (ISTD).**

Dr. Ray: The Indian Society for Training & Development (ISTD) was established in April 1970, as a national level professional & non-profit society under the Societies Registration Act, 1860. It has a large membership of individuals and institutions involved in the area of training and development of human resources from government, public and private sector organizations and enterprises, educational and training institutions and other professional bodies. The Society is affiliated with the International Federation of Training and Development Organizations (IFTDO). Apart from learning and development for effective utilization of

human resources, our activities involve conducting research, publication of books and the quarterly journals, the conduct of diploma course in Training and Development, conferring awards for excellence in training and development and best HR practices, organizing competitions and events among young professionals, etc.

**Q: Could you highlight on the theme and agenda of the three-day Annual Conference 2022?**

Dr. Ray: The global business leaders are already discussing volatile, uncertain, complex, and ambiguous business environment-related challenges and as uncertain as it could be, the whole world came to a standstill with the Coronavirus pandemic. Although a few companies were agile enough to quickly respond to digital work, most of the companies faced immense challenges in being able to cope with the new model of work environment, with some of the organizations even being forced to shut down completely in the last two years. Keeping in view the challenging scenario, the theme selected for the Conference is titled '*STRATEGIES FOR AN AGILE WORK CULTURE: PATHWAYS TO THE NEW AGE*'. We will try to decode and understand what the organizations can do to support the agile work culture.



All the Sessions in the Conference shall be aligned with the main theme and shall be grouped under the tracks namely i) Skills; ii) Technology; iii) Markets; iv) Sustainability and v) Agile Work Culture. More than 50 sub-themes have been identified under these tracks and it shall be our endeavour to cover all relevant sessions in the plenary and concurrent sessions. We have invited a wide galaxy of prominent Indian and international speakers to share diverse perspectives and ideas during the three-day conference.

**Q: How do you plan to prepare for the event? Do you think it will be challenging to manage a massive gathering of HR and L&D fraternity?**

Dr. Ray: The entire event is being spearheaded by our eminent leaders Mr. Ranjan Kumar Mohapatra, President, IFTDO and Director (HR), Indian Oil Corporation Limited and Dr. Vinayshil Gautam, Chair, Steering Committee & President Emeritus, ISTD. Various Committees have been set up to take care of different activities for smooth conduct of the event so that it can become the most engaging and memorable event for the participants. We are inviting Papers on the Conference Theme and its five tracks and the best papers shall be presented during the Conference. The Exhibition shall also be organized concurrently with the Conference. The release of a Souvenir has also been planned to mark the occasion. We have invited His Excellency, the Hon'ble President of India to inaugurate the event. Shri Hardeep Singh Puri, the Hon'ble Minister of Petroleum and National Gas, Housing and Urban Affairs, Government of India as well as the Shri Dharmendra Pradhan, Hon'ble Minister of Education, Skill Development and Entrepreneurship, Government of India, have already consented to be the Patron of the Conference.

The event is being hosted in collaboration with the All India Management Association (AIMA) and the Standing Conference of Public Enterprises

(SCOPE). The Knowledge Partners are Society for Human Resource Management (SHRM) and United Nations Global Compact (UNGC). Many more organizations and institutions will be associated with the Conference in the near future.

**Q: As you mentioned, the Conference assumes significance in view of the pandemic situation. What action plan you have drawn to ensure the safety of the participants? Is there a possibility of organizing this event in a hybrid mode?**

Dr. Ray: At present, we are doing it in a physical mode by observing all Covid protocols. We are keeping a close watch on the situation and depending on the feedback, we may take a call on conducting the Conference in a hybrid model. The various ministries of the Government of India have already given nod for the Conference and assured us all assistance during the Conference.

**Q: Dr. Ray, IFTDO Conference is one of the most sought-after events for all of us. How are you planning to promote and propagate the Annual Conference around the world?**

Dr. Ray: We shall be doing a few roadshows and meetings in corporates to spread the event among the people. Recently, we have organized the first Curtain Raiser during 23-24 November, 2021, in order to sensitize the world community about the need to embrace agile work culture which focused on:

1. Sustaining agility of organizations in developed and emerging economies
2. Technology redefining the future of work and workplace
3. Value of diversity in creating an agile work culture

Distinguished professionals and experts addressed the sessions which included: Mr. Ranjan Kumar Mohapatra, President IFTDO and Director (HR), Indian Oil Corporation; Mr. Jack J. Phillips, ROI

Institute, Inc. United States; Ms. Tanvi Gautam, Coach, Author and D&I Expert, Singapore; Mr. Janaprith Fernando, Chief Commissioner, Sri Lanka Scout Association; Ms. Kanika T. Bhal, Professor, IIT, Delhi; Mr. Roy Lai, President, Singapore Training & Development Association; Mr. M. Shahrizal B. Yang Razali, Head, Corporate Strategic Planning, Petronas, Kuala Lumpur, Malaysia; Ms. Amrita Sharan, Director (HR), Air India; Ms. Nicole Scoble-Williams, Executive Advisor on Future of Work, Deloitte, Tokyo; Mr. VikasKaushal, Chairman, India & Global Head-Energy and Process Industries, Kearney, India; Dr. Vinayshil Gautam, President Emeritus, ISTD, India; Dr. Ahmed Al Banna, Chairman, IFTDO, Bahrain; Mr. Ajit Pai, Distinguished Expert, NITI Aayog, New Delhi; Ms. Patti Philips, ROI Institute, USA; Mr. Gurdeep Singh, CMD, NTPC, New Delhi and Mr. Chris McDonagh, Managing Partner & Consultant with CMD Group, Ireland.

**Q: Lastly, what message would you like to give to the participants attending the Conference?**

Dr. Ray: First of all, I would like to assure all the participants that they will be safe and comfortable during their visit in India. They should not have any iota of doubt about their safety and health as all precautions shall be taken by us as well as the Government of India. I would advise the participants to immediately register themselves online by going to our website [www.iftdo2022.com](http://www.iftdo2022.com) where all the details of the Conference have been uploaded. I seek support of all for promoting and propagating the Annual Conference within their professional circle. We will be happy to extend all help to the participants. For any help or clarification, please write on email ID [contact@iftdo2022.com](mailto:contact@iftdo2022.com).



IFTDO 2022 World Conference & Exhibition

# IFTDO - 2022

## World Conference & Exhibition

May 19-21, 2022

**Theme:**  
**Strategies for an Agile Work Culture:  
Pathways to the New Age**





# New IFTDO Awards 2022 Announcement

The IFTDO **Global Awards Program** recognizes the achievements of organizations and their people. It also provides a valuable database of success stories to inspire and guide others. Submissions for these awards are opening to organizations from around the globe. Past recipients represent a wide range of organization types.

Given the changing dynamics and needs of the training and development industry, IFTDO is pleased to announce it is offering three new awards to the awards program. Awards will be given to representatives of each of the following membership sectors:

- › Government organizations and institutions.
- › Multinational and large corporations
- › Small and Medium Enterprises

Submissions will be evaluated by an esteemed panel of judges, against the criteria outlined for the award category selected by the submitter.

All entrants must agree to allow IFTDO to publicize their award on the IFTDO website. Additionally, entrants will agree to publish their work in the IFTDO Newsletter and Journal.

**There are Three award categories:**

**01.**  
**Value for  
Money Award**

**02.**  
**Innovation in  
Practice Award**

**03.**  
**Learning into  
Action Award**

## 01 VALUE FOR MONEY AWARD

Today more than ever, training and development leaders are asked to demonstrate value for the money spent on programs and projects. Value in terms that resonate with multiple stakeholders tells a complete story of a program's contribution to organizational success. This story enables decision-makers to allocate resources to programs that work; to improve programs so that they become more successful or to reallocate resources away from those programs adding less than the desired value.

IFTDO's Value for Money Award recognizes exemplar work in measurement and evaluation of training and development programs. The assessment must apply to programs that are:

- › Strategically aligned with organization objectives
- › Expansive in terms of resource investment, including time, money, and staff commitment
- › Designed to address the learning and performance needs of many employees
- › Of strategic interest to senior executives

[These types of programs require robust evaluation.](#)

### ENTRY CRITERIA

Successful entries will describe the evaluation and results of a training and development program or project. Applications must meet the criteria described above and include a complete description of

- › The process to align the program to business/organization needs
- › A process model that follows a set of standards to ensure reliability in results
- › Results including six types of data
  - Reaction
  - Learning
  - Application
  - Impact
  - ROI
  - Intangible benefits
- › The strategy to communicate results to stakeholders
- › The use of results to drive change either in the program or the organization at large

## GUIDANCE NOTES

The IFTDO Award judges will look for the following key attributes:

- › Clear connection to the business/organization needs.
- › Specific, measurable objectives serve as the basis for the design and program evaluation
- › Results include six types of data, which include the financial ROI and intangible benefits
- › The process will include steps to isolate the effects of the program on improvement in business measures. Such steps may include experimental design, trend line analysis, mathematical modeling, or estimations from credible sources of data.
- › Lessons learned through the process.
- › Citations for references, models, resources used for which copyright may exist (will not count against word limits)

Each submission will include a good structure and presentation.

## 02 INNOVATION IN PRACTICE AWARD

Innovation is about solving organizations' most significant problems and helping them leverage opportunities. It requires an organizational culture that embraces failing fast with an expectation of failing smart. Training and development are central to innovation, and innovation is core to training and development. For this reason, IFTDO is sponsoring the Innovation in Practice Award. The recipient will be an individual, team, or organization that demonstrates exemplar practices to innovative solutions that solve their organizations' most significant problems.

### ENTRY CRITERIA

The recipient of this award will demonstrate their process for designing innovative solutions that address significant challenges or opportunities. Methods should incorporate design thinking principles and prototyping. Candidates of this award will describe how they:

- › Assess the opportunities and challenges the organization faces, including the specific business measures that need to improve
- › Identify the most feasible solution(s) given the opportunity and those who will make it work
- › Focus the solution by developing measurable objectives

- › Design a pilot solution so that it matters to all stakeholders and leads to behavioral change and performance improvement
- › Evaluate the success of the pilot solution
- › Optimize evaluation data to ensure a successful implementation or decide to pursue another solution

## GUIDANCE NOTES

The IFTDO Award judges will look for the following key attributes:

- › Clear description of the innovative solutions and organization problems.
- › Description of a specific innovation or Sprint process that led to the solution and ultimate decision about the solution.
- › Results of the pilot and decision to move forward or not.
- › Lessons learned through the process.
- › Citations for references, models, resources used for which copyright may exist (will not count against word limits).

Each submission will include a good structure and presentation.

## 03 LEARNING INTO ACTION AWARD

According to ROI Institute/Association for Talent Development research, the most critical measure of success of training and development is its impact on vital organizational measures. The second most important measure is demonstrating the return on investment. To ensure success with these critical measures, participants of training programs must apply what they learn. Yet, research by Dr. Rob Brinkerhoff tells us that 20% of learners never use what they learn and that 65% try to apply what they learn, but revert to their old ways. A Corporate Executive Board (CEB) study reported that in the typical organization, 45% of all learning is never applied. With this level of “scrap learning,” organizations are wasting hundreds of thousands of dollars on training. It is no wonder training budgets are of the first to get cut during times of resource reallocation. Because of the importance application of knowledge, skill, and insights plays in ensuring organizations meet outcomes and key results, IFTDO is sponsoring the Learning into Action Award.

## ENTRY CRITERIA

The recipient of the Learning into Action Award will demonstrate exemplar practices in turning learning into action. Candidates will describe their strategy to ensure learning transfers to behavior or process change for a major program or project. They will describe how they

- › Addressed the learning transfer issue during the needs assessment process
- › Worked with managers and other supporting stakeholders to ensure they take steps to support the application of learning
- › Designed the program so that participants, managers, and other stakeholders were compelled to act
- › Designed the program so that learning and application occurred including how they made learning transfer easy
- › Influenced participants, managers, and other stakeholders to act and to ensure sustainable use of newly acquired knowledge skills and information.

## GUIDANCE NOTES

The IFTDO Award judges will look for the following key attributes:

- › Description of the need for and objectives of a major program or project
- › Identification of stakeholders and their role in the learning transfer process
- › A step-by-step strategy to ensure stakeholders felt compelled to act/change behaviors and that the actions of all stakeholders and participants were doable. This strategy may include communications, job aids, templates, etc.
- › Success with the learning transfer strategy, including results of the program evaluation.
- › Lessons learned through the process.
- › Citations for references, models, resources used for which copyright may exist (will not count against word limits)

[Each submission will include a good structure and presentation.](#)

For this award, judges will pay attention to innovative and creative learning transfer strategies, which set new standards of best practice.

## HOW TO ENTER

Rules of Entry and Entry forms are available via the IFTDO website <http://www.iftdo.net>

Entries may be submitted by IFTDO member organizations as well as by other organizations that are presently not members of IFTDO.

## JUDGING PROCESS

There is an international Panel of Judges consisting of eminent persons in the HR, training and development, and academic field. The judging process for this IFTDO Award falls into two main stages:

### Stage one

Stage one is the initial assessment process to determine the shortlist of entries. This assessment will be based on the review of the information submitted with the entries.

### Stage two

The shortlisted entries selected from stage one will be further assessed for final decision of Awards. If considered necessary, representatives from concerned organizations may be invited to a judging teleconference or meeting or further submission. Recipients of the award will be informed within 2 months of the closing date of the Awards.

## PRESENTATIONS OF AWARDS

Awards will be presented at the Awards ceremony, to be held during 49th IFTDO World Conference on May 19-21, 2022 at New Delhi, India, where the recipients will receive their awards and acknowledgements. Recipients must receive awards in person and are expected to make their own arrangements for travel to New Delhi and stay there to receive the Awards. The Awardees will receive free invitation to the conference.

## KEY DATES AND DEADLINES

**February 28, 2022** (5 pm GMT) – Closing date for all entries.

**April 15, 2022** – Decision by the Judging Panel.

**May 19-21, 2022** – Presentation of awards at the IFTDO world conference in New Delhi (India).

**Please send entries by email to:** [sg@iftdo.net](mailto:sg@iftdo.net) or [sgiftdo@gmail.com](mailto:sgiftdo@gmail.com)



THE IFTDO'S COMMITTEE FOR  
WOMEN EMPOWERMENT (CWE),  
AFRICA & ASIA

# PROGRESS SO FAR

Janet I.K. Jolaoso, FITD



## BACKGROUND

THE IFTDO'S COMMITTEE FOR WOMEN EMPOWERMENT (CWE), AFRICA and ASIA referred to as CWE – IFTDO was mandated and commissioned to commence planning and 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.

## 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, mobilize support and be in partnership with key stakeholders to correct the global gender imbalance.

## 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.

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.

## OFFICIAL INAUGURATION OF IFTDO-CWE ON MARCH 30, 2021

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 the IFTDO - CWE Band.



## FUTURE PLANS

The Chairman and the Board of Directors of IFTDO have approved the establishment of IFTDO –AFRICA as an Affiliate body to further propagate the Mission and Vision of IFTDO and by extension CWE.

The BOARD of Trustees of this new body comprised experienced professionals from the four regions of Africa who are ready to contribute to making the world a better place for all especially the women and the youth:

1. CHAIRMAN: Mrs Janet Jolaoso (WEST AFRICA)
2. TREASURER: Dr Helmi Sallam (NORTH AFRICA)
3. SECRETARY: Mrs Oruonye Belinda Odeh (WEST AFRICA).
4. Mr. Tayo Rotimi: Trustee/ Adviser- WEST AFRICA
5. Mr. M. Tafa: Trustee- SOUTHERN AFRICA
6. Mr. Gemechu Waktola: Trustee- ETHIOPIA- EAST AFRICA

#### **Part of the objectives of IFTDO – AFRICA will be to**

- › Create a digital platform linked to the IFTDO main website that will act as a membership tool but also used for coordination and information. This will be the backbone of the project and it will be crucial for future success and sustainability.
- › Include ad-hoc partners: relevant representatives of the Governments; NGOs, regional development agencies, companies, individuals, influencers, etc.
- › Establish knowledge exchange partnership with similar organisations worldwide.
- › Developing marketing strategies and creating marketing material.
- › Replicate CWE in the four regions of Africa and in Asia.
- › Propose various initiatives, such as:
  - Introducing Engagement Award
  - Women Corporate Empowerment
  - Mentorship programs
- Champions of change (recognising young individuals, promoting, and supporting them in their future endeavours).

## 2021 PROJECT

# IFTDO-CWE / Total Energies Plc Empower Women Agribusiness Owners with 4.5 Million Naira

*Improving the well-being of women all over the Globe by empowering, networking, and sharing best practices.*

As part of the on-going activities in the second phase of the empowerment for women small holder farmers sponsored by Total Energies plc, the International Federation of Training and Development Organizations – Committee for Women Empowerment (IFTDO-CWE) on the 16th December, 2021 held a hybrid Agribusiness Project Empowerment ceremony 2021 in the city of Abeokuta, Ogun state, to train and give financial support to 18 women to start or expand their existing agribusinesses.



In the middle is Dr. (Mrs.) Bamidele Abiodun, wife of Ogun State Governor, flanked on both sides by members of CWE, Ogun State government functionaries and other special guests.

The 18 women, who were empowered, received financial support in the sum of 250,000 naira (\$609.48) each for their various agribusiness operations totaling 4.5 million naira (\$10,971.52). These women who received the financial empowerment were evaluated through physical inspection of their registered addresses to determine their eligibility in a quality assurance process (Selection Phase) before the Ceremony.

During the Agribusiness Project Empowerment ceremony 2021, we had the privilege of the presence of the wife of the governor of Ogun state, Dr. (Mrs.) Bamidele Abiodun and the Permanent Secretary, Ministry of Agriculture, Ogun State, Dr. Dotun Sorunke, a representative of the sponsor – Total Energies plc amongst other men and women collaborators. The beneficiaries were drawn from three states in Nigeria namely, Lagos, Oyo, and Ogun states. The Empowerment is in fulfillment of the goals 1, 2 and 5 of the Sustainable Development Goals (SDG) which consist of no poverty, zero hunger, and gender equality.





Special guest, representative of the sponsor, committee members, facilitators and participants in a group photograph.

COLLABORATORS/SPONSORS



APPRECIATION

The Management of IFTDO - CWE hereby express our heart felt appreciation to everyone that had made this Programme a huge success. Wish you all journey mercies to your various destinations.

INTERNATIONAL FEDERATION OF TRAINING AND DEVELOPMENT ORGANISATIONS' (IFTDO) COMMITTEE FOR WOMEN EMPOWERMENT (CWE) AFRICA AND ASIA



AGRIBUSINESS PROJECT 2021 Empowerment Ceremony



Venue: Ministry of Information Press Center, Oke Mosan, Abeokuta, Ogun State, Nigeria.

Date: Thursday 16th Dec. 2021

Time: 12noon



**IFTDO**

International Federation of  
Training and Development  
Organisations

[www.iftdo.net](http://www.iftdo.net)

## JOIN A DIVERSE GLOBAL NETWORK OF ORGANISATIONS FOCUSED ON PEOPLE AND PERFORMANCE

If your organisation would like to be part of and contribute to a truly diverse, dynamic global federation of people-focused organisations, contact IFTDO today.

### FULL MEMBERS - \$1200

*Special rate of \$600 for Smaller Societies, those from Developing Countries.*

### ASSOCIATE MEMBERS - \$420

*Special rate of \$350 for 1-person company, those from Developing Countries.*

Organisations can become Lifetime members by paying 10 times the annual subscription. Contact us about Multi year Membership programs

## APPLICATION FORM FOR MEMBERSHIP

Category of Membership Desired  Full Member  Associate Member

Payment Choice

Invoice Requested  Direct Transfer to IFTDO  Int'l Bank Draft or Check drawn on US Bank

-----  
Official Organisation Title

-----  
Address

-----  
Name and Title of Contact Person

-----  
Email

-----  
Telephone

-----  
Fax

-----  
Website

Please Scan and Email to:

[admin@iftdo.net](mailto:admin@iftdo.net)

[sg@iftdo.net](mailto:sg@iftdo.net)

For more information:

Dr. Uddesh Kohli (India)

Hony. Secretary General

Tel: +91 11 4161 9842 (Office)

Mobile: +91 98 1127 3142

Fax: +91 11 2645 1604



# IFTDO - 2022

## World Conference & Exhibition

May 19-21, 2022

Theme: Strategies for an Agile Work Culture: Pathways to the New Age

### Patrons



**Shri Dharmendra Pradhan**  
Hon'ble Minister of Education,  
Skill Development & Entrepreneurship,  
Government of India



**Shri Hardeep Singh Puri**  
Hon'ble Minister of Petroleum & Natural Gas,  
Housing & Urban Affairs,  
Government of India



**Dr. Ahmed Al Banna**  
Chairman, IFTDO



**Shri Ranjan Kumar Mohapatra**  
President, IFTDO  
Director (HR), IndianOil



**Dr. Vinayshil Gautam**  
Chairman, Steering Committee, IFTDO-2022  
President, Emeritus ISTD



**Dr. Nataraj Ray**  
National President, ISTD



In Collaboration with



Knowledge  
partner



DK International Foundation India

Sponsors



IndianOil

