

## CAHRR Newsletter January 2007

### STOP PRESS!

The next CAHRR Advisory Board Conference will be held on the 15<sup>th</sup> June in Oxford. It will be free to Advisory Board members. Details later, but we are interested in hearing from anyone who might be able and willing to present at the conference on the general theme of 'Global Talent Management'. Also if anyone has any ideas on particular issues they'd like the conference to cover or how it should be organised.

Please call or email ASAP William Scott-Jackson on 07785 110910 or [wsj@bhrgrp.com](mailto:wsj@bhrgrp.com).

The Centre for Applied HR Research is part of Oxford Brookes University Business School and exists to carry out research into areas of strategic HR that can have a significant beneficial impact in major organisations. Its research agenda is determined and led by its Advisory Board who also provide most of the funding to enable the research to be carried out. The Advisory Board is composed of senior HR Directors in leading public and private sector global organisations.

### Recent Research

'Measures of Workforce capability for future performance: Vol 1: identifying the measures that matter most': sponsored by Oracle and authored by William Scott-Jackson, Petra Wilson and Randal Tajer and based on extensive research by CAHRR and the Chartered Management Institute (CMI), was launched at the Chartered Management Institute and the IIP Industry Leader's Forum on the 12<sup>th</sup> July to an audience of senior Directors and press. See: [http://www.managers.org.uk/listing\\_1.aspx?doc=10:1045&id=10:965&id=10:538&id=10:347&id=10:138&id=10:11](http://www.managers.org.uk/listing_1.aspx?doc=10:1045&id=10:965&id=10:538&id=10:347&id=10:138&id=10:11)

A copy of the Executive Summary is attached and the full report can be obtained from the Chartered Management Institute ([www.managers.org](http://www.managers.org)).

A forum, hosted by Oracle, of senior HR Directors, many of whom are CAHRR Advisory Board members, helped guide the research and will continue to drive the standard through the CMI Human Capital Reporting Forum. CAHRR has been invited to act as academic advisor.

If any member is interested in contributing or being kept in touch with developments, please contact William on [wsj@bhrgrp.com](mailto:wsj@bhrgrp.com).

#### Best Practice in Global Professional HR Development:

This research, authored by CAHRR and sponsored by SABIC (Saudi Arabian Basic Industries Corporation), resulted in the attached paper - which is initially being published only to CAHRR Advisory Board members and research respondents. Wider publication in academic or practitioner journals will be considered in association with the Oxford Brookes Business School. Any comments or additions would be welcomed – contact William Scott-Jackson.

#### Lessons from the East:

The second phase of this long term study, kindly supported by Manpower Inc, has resulted in the attached draft for review/comment by interested CAHRR Advisory Board members. Please let William have any views or comments. I

#### Helping Arab women become leaders:

This study, on behalf of the UAE/Oxford Mutharaba Foundation and kindly sponsored by Standard Chartered Bank and Erinaceous plc, aims to identify several programme areas which the Foundation could support in order to maximise the potential of Arab (initially UAE) women to achieve managerial roles in global organisations. These could include specific educational programmes, advice for employers, coaching and mentoring, government programmes or recruitment and resourcing activities. The report will be launched at the 9th Global Businesswomen & Leaders Forum in Dubai in March 2007.

If you'd like your organisation to be involved and/or can nominate anyone to be interviewed on the subject, please contact Ceri Rushent on [resfocus@aol.com](mailto:resfocus@aol.com) or William.

#### Organising for effective Strategic Human Resources:

This report is based on in-depth interviews with over 20 global exemplars of good practice. The research has been completed and the report will be published to CAHRR Advisory Board Members and research respondents within the next two months once we have permissions to use respondent names.

## Conference Papers Presented

CAHRR has presented papers (all available as powerpoints on request) at the following conferences:

Global Talent Management Masterclass: Dubai January 2006. See attached..

Decision Makers Forum, Abu Dhabi November 2006: Building Strategic Capabilities for Sustainable Competitive Advantage.

Human Capital 2006, Amsterdam October 2006: Human Capital Measurement

Infobasis Summit, London, September 2006: Measuring Human Capital for Performance Benefits

VentureFest, Oxford July 2006: Essential People Skills: Getting the right job

IIP Industry Leader's Forum, London, July 2006: Human Capital Measurement

Chartered Management Institute Forum, London, July 2006: Workforce Capability

SABIC Global HR Summit, Riyadh, June 2006: Global Talent Management

CIPD Recruitment Outsourcing Forum, May 2006: Outsourcing: the key decisions

5<sup>th</sup> Middle East HR Conference, Dubai, February 2006: Valuing your workforce

## CAHRR Fast Response

The CAHRR FAST RESPONSE process allows Advisory Board Members to raise key issues on which they'd like input, experience and knowledge from other members within one week.

Several key FAST RESPONSE topics have been raised recently, including:

Global Mobility  
Treatment of high potentials  
Training metrics  
Effective management of idea generation meetings  
Turnover and retention  
Engagement

## Future Research Topics

If any Advisory Board member wishes to register any key area as a subject for future research, please contact Professor William Scott-Jackson on +44 (0) 7785 110910 or [wsj@bhrgrp.com](mailto:wsj@bhrgrp.com).

We are currently proposing to carry out research into:

- Global Talent Management
- Employer Brand (in conjunction with the CMI)

and would be pleased to hear from any organisations that might be interested in sponsoring research into either topic.

Future Conference/workshop Presentations booked to date.

HR Society President's Forum: Building strategic capabilities for sustainable competitive advantage: February 6<sup>th</sup>. National Liberal Club, One Whitehall Place London. For information, call Tel: 01621 781035 ~ Fax: 01621 782327 Email: [network@hrsociety.co.uk](mailto:network@hrsociety.co.uk) Web: [www.hrsociety.co.uk](http://www.hrsociety.co.uk)

Middle East HR Summit: Talent Management: March 14<sup>th</sup>/15<sup>th</sup>, Emirates Towers Dubai. See <http://www.eacademy.ae/content/events.htm>

4<sup>th</sup> Leading CEO Summit: Building Talent: March 21<sup>st</sup>, Emirates Towers, Dubai. See <http://www.datamatixgroup.com/conferences/agenda.asp?id=302>