



INSTITUTE OF  
PEOPLE MANAGEMENT  
MALAWI (IPMM)

# e-newsletter

Vol 1

INSIGHTS AND PRACTICAL SOLUTIONS TO THE NEW THINKING AND PARADIGM SHIFT IN HR PROBLEMS | SEP- DEC 2017

**NEW ED GETS  
ON BOARD**

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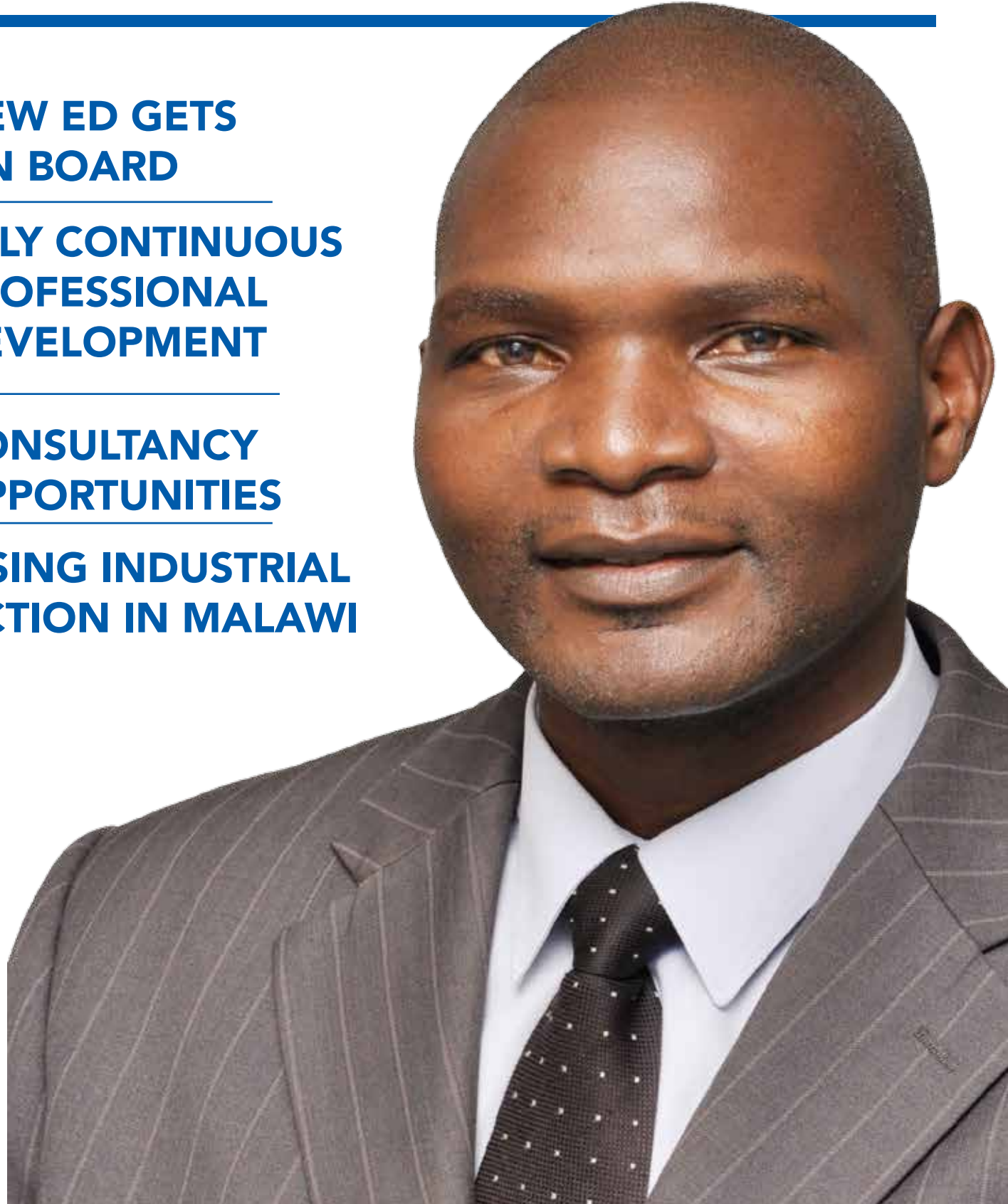
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MEMBERSHIP TO IPMM IS A COMMITMENT TO EXCELLENCE!

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## WELCOME TO IPMM e-MAGAZINE

Welcome our dear readers to our inaugural issue of the e-magazine. You will recall that IPMM used to have such a magazine in the past. Due to factors beyond control, the magazine went in hibernation. We have now put efforts together to start publication of the e-magazine that will be released on a quarterly basis. The purpose of magazine is to keep members updated on issues surrounding human capital management profession and also provide updates on events taking place within the Institute of People Management.

As readers will observe, the magazine will be another forum where members will be able to share ideas on people management issues through brief articles. It is for this reason that we request readers to share topical issues and updates with the Secretariat for purposes of publication. Members who have changed employers are also being requested to advise the Secretariat for inclusion on the announcements page.

From the editorial desk of E-magazine, we wish all members an enjoyable reading moment.



## NEW ED GETS ON BOARD

IPMM now has a new Executive Director. His name is Peter Chavula. He takes over from Mr. Jallison Chaguluka fondly known as JC among IPMM membership. JC leaves the Secretariat after a 2 year 2 months stint. According to media statement from the Secretary General, the appointment of Mr. Chavula was effective 20th June 2017. Below is an extract of the media statement;

*"...Mr. Chavula takes over from Mr. Jallison Lateman Chaguluka who retired from the Institute on 30th June 2017. Mr. Chavula holds a Master's Degree in Business Administration (MBA) from Management College of Southern Africa (MANCOSA), a Bachelor of Arts Degree (Human Resources Management) from University of Malawi - Chancellor College, and a Diploma in Public Health from University*

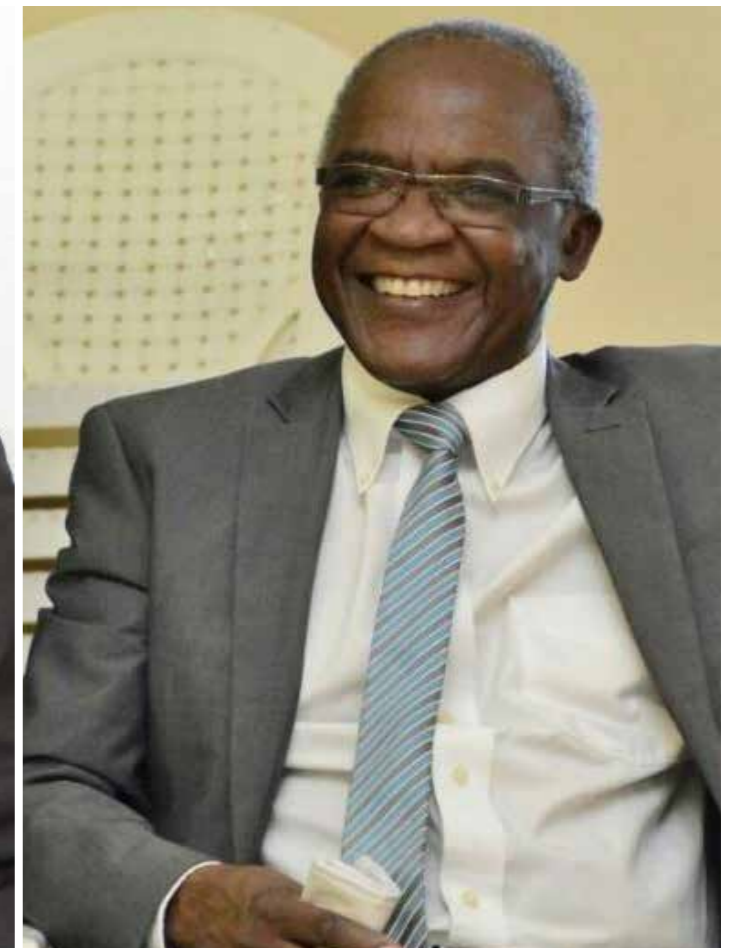
*of Malawi - The Polytechnic. He has over 10 years of combined work experience in human resources and general management, over six of which have been at managerial level. The Council of IPMM wishes to profoundly express their gratitude to Mr. Chaguluka for his commitment and leadership during the time that he served as the Executive Director of the Institute. The Council further wishes to congratulate Mr. Chavula on his appointment as the new Executive Director and wishes him success."*

### INCOMING ED



Mr Peter Chavula

### OUTGOING ED



Mr Jallison Chaguluka

E-Magazine crew joins IPMM Council and entire membership in welcoming the new ED. Further, we are wishing the retired ED the best of luck as he takes a break from the bustles and hustles of office work.

# JULY CONTINUOUS PROFESSIONAL DEVELOPMENT



Group Photo - Participants to July CPD

July 28th, 2017 was packed with two critical activities. First was the Continuous Professional Development (CPD) which covered both morning and afternoon hours. It was patronized by a sizeable number of participants (30). The topics covered were Human Resources Project Management, facilitated by Dr. Margaret Sikwese of NOVO Habitus Consulting Limited. The second topic covered was Human Resources Governance, Risk and Compliance. This was covered by Mr. Alnord Mbwana who works with TNM in the Audit and Assurance department. Participants expressed satisfaction with the way the materials were delivered and recommended that similar topics should be covered to a lot more people for the benefit of the profession as well as respective sponsoring organizations.

The evening of the same day was power packed! It was a time to dine and wine with friends, colleagues and partners in the Human Resources fraternity. This function was graced by Mr. Dumisani Banda, Director of Human Resources Management in the Department of Human Resources Management and Development (DHRMD), Ministry of Labour. The dinner was well attended and was glamorous.

Speaking to the audience, the IPMM president, Mr.

Laston Chilando, thanked all members who spared time to attend the function. He urged all members to value the power of networking and partnerships saying the Dinner was organized along the same spirit to promote networking amongst professionals in the Human Resources fraternity. He also thanked all companies that sponsored the Dinner.

Taking his turn, the Guest of honor highlighted the need for Human Resources professionals to remain disciplined and professional in the course of discharging their duties. He reminded members on the need to adhere to the code of ethics for the HR profession citing the following among others; acting within the Law at all times, honesty and maintaining high levels of integrity, desisting from any unlawful, unethical conducts seen to be encouraging, assisting, or acting in collusion with others to act unlawfully. Further, he challenge participants to take their rightful positions so that the outcomes of their work could be vivid, and in line with what IPMM code of professional conduct states. Additionally, he promised government's support towards IPMM's efforts to legalize the HR profession. In this vain, he was quick to ask IPMM to ensure the Institute gets prepared to handle the demands that come with a legalised profession particularly, those to do with compliance.



1. IPMM President Mr. Laston Chilando delivering his speech during Dinner and Dance - July 2017 2. Secretary General Prescott Nkhata 3. Guest of Honour Mr. Dumisani Banda - Director of Human Resources Management (DHRMD) addressing Guests during Dinner and Dance-July 2017 4. Dr Margaret Sikwese making a presentation on Human Resources Project Management 5. Miss Ivy Kwatiwani -Directing events during Dinner and Dance 6. Membership Certificate presentation to Mr. Henry Kanyandula (right) by Guest of Honour (left) as IPMM president (middle) looks on 7. Congratulations! IPMM President (left) and Henry Kanyandula (right) 8. (Discussion Time) Training Participants sharing notes 9. Guests during Dinner and Dance 10. (Discussion Time) Training Participants sharing notes 11. High Table takes to the dancing floor 12. High Table takes to the dancing floor



JC (center) supported by his wife (right) receiving a gift from IPP- Mr Chrispin Chikwama (left)

# JALLISON CHAGULUKA SAYS GOODBYEEEE!

Tuesday 22 August 2017 was the day IPMM offered JC a formal occasion to say good bye. He was accorded a decent farewell cocktail at Protea Ryalls Hotel main Restaurant. The function was attended by 12 Council Members and Secretariat employees. In his remarks, JC thanked IPMM Council members for the time shared together. He was happy to have worked for an institution he helped to initiate. If there is one thing he would want to see IPMM do going forward, it is the enactment of the IPMM bill into law. Lastly, JC was happy to be accorded a farewell dinner that brought together serving and retired Council Members. Mostly, he was happy to be given a Mountain bike as a gift which he cited as a crucial tool for wellness objectives. In his parting words, the Immediate Past President (IPP),

Chrispin Chikwama wished JC well in his new endeavors. He thanked the former ED for his dedication to work during the time he served IPMM as an employee. If there is one thing to remember about JC, IPP was quick to mention JC's openness when discussing issues in Council meetings. JC was given a mountain bike as a farewell gift.

In a word, IPMM wishes JC the best of luck as he focuses on the other side of life away from neckties and jackets!



Farewell cocktail for JC (second from the left).

## FIRST EVER JOINT COMMITTEE MEETING TAKES PLACE

All Working Committees for IPMM met under one roof on 12 August 2017 at National Bank of Malawi-Learning and Growth Centre. The main purpose of the meeting was to allow each Committee to take stock of accomplishments made year to date, share challenges and devise means of overcoming the challenges. Lastly, the forum was meant to give a launch pad to the Training and Education Committee as they prepare for the forthcoming Annual General Conference. Members shared feedback and important insights regarding the operations of IPMM. For example, how does IPMM measure the impact of its CPDs beyond the usual practice of par-

ticipants filling evaluation forms at the end of the CPD? The meeting also offered Committee members to share critical responsibilities regarding IPMM work. For example, the Standards and Discipline Committee volunteered and was hailed for assuming key responsibility over the Draft People Management Bill. The Committee will take a lead in coordinating the processes, functions and meetings pertaining to the bill, whilst working closely with Council and other working Committees.

## CONSULTANCY OPPORTUNITIES

The Secretariat is calling on all members who run Consultancy firms or are Consultants by themselves to register with the Secretariat. The purpose for this assignment is to ensure fairness and promote competition in the event of consultancy opportunities coordinated by IPMM. Members are kindly requested to use template below. Emails to be sent to the attention of the Executive Director.

	Name (s) of IPMM Member	Name, address and contact details of Consultancy firm	Specialized area of Consultancy
1			
2			
3			
4			
5			
6			
7			

# RISING INDUSTRIAL ACTION IN MALAWI

Since June this year, Malawi has registered 12 strike actions covering a cross-section of organizations. For the strike actions that are now over, resolutions were reached following negotiations that were entered into after strike actions had already been staged. Questions that come to mind are? Why did negotiations fail to take place or indeed yield results before strike action was staged? One will be surprised to note that the same teams that fail to broker a deal with staff before they strike, are the same that work hard to negotiate and end strike action. The other question to ask is? Who benefits from these strikes? The worse scenario would be a case where the negotiators are part of those likely to benefit from the demands put across by the workers. This would precipitate strike action. Negotiators would lack propensity to deal with issues in their infancy and play a relaxed game, looking ahead to reap from the strike gains.

In his article regarding how managers can avoid workers going on strike, Mark Tutton argues by almost stating the obvious yet too critical and hard to accomplish task that;

“ *dealing with strikes is just the most extreme example of the kind of negotiations managers have to deal with every day. Knowing how to negotiate is essential for resolving workplace conflicts, ..... and moving an organization forward* ”

The article further points to the fact that negotiation is a skill that management needs to develop yet it's a skill senior managers don't always develop.

The challenge our noble profession faces in this area is to recognize the benefits that negotiations would offer to the organisation compared to the cost of damages that would result from the striking workers both in numerical terms and the brand image that an organisation inherits after its workers strike even if it means 'peaceful' striking. In conclusion and as many readers know already, the best thing to offer an aggrieved employee or groups of aggrieved employees is a forum for a conversation to take place. Even if matters can't get resolved there and then, the dialogue process will have started and offers ventilation therapy to the aggrieved parties. Lastly but more crucially, the striking workers need to recognize that they too have responsibilities. The best thing they can do to their employers is to allow negotiations to take place (or be taking place) without prompting work stoppage.

## UPCOMING EVENTS AND ASSIGNMENTS

1. Annual General Conference from 26th to 28th October 2017 - Nkopola Lodge, Mangochi.
2. Council Meeting on 10th September 2017 at the Secretariat.
3. Revamping and launch of IPMM webpage.
4. Conclusion of the MOU between Mercer (RSA) and IPMM.
5. Review of the Partnership MOU sent to IPMM by Human Resources Association of India (HRAI).

## CALL HER MRS THOKO JUSSAH



Saturday 19 August 2017 was a big day for IPMM Secretariat. This is the day Thoko Luwe got married to Patrick Jussah, qualifying for a change of name to Mrs. Thoko Jussah. Thoko is thanking Council Members, Committee members and the general membership body for the moral, spiritual, financial and material resources rendered to her during her wedding. She promises to 'revenge' should there be someone planning to get married or having a relations wedding!

## IAM NOW 'MRS TAMANDA OTIONO'



Council Member Tamanda Otiono (Mrs.) will live to remember 10th June 2017 as the day she officially changed her name from Tamanda Chikopa. This follows a colorful wedding function whose officiation took place at Maula Parish, with a glamorous reception at Crossroads Hotel in the city of Lilongwe. Mrs Otiono is grateful to fellow Council members and the entire IPMM membership for the moral, spiritual, material and financial support rendered during the event and even after the wedding day.

E-Magazine Crew wish both new couples the best of luck in their family lives.