

Summit Solutions – Human Resource Summit, Hamburg 2010

Ian Hammond, HR Director, The Salvation Army

I attended this session last year and found it useful and supportive as it allowed people to share ideas, learn from others, contribute to debate and to clarify that some of the issues we are grappling with are shared by others.

In hosting the session I do not want to lose those aspects and so we are inviting people to put forward issues and items for discussion.

As a framework for our discussion I invite people to think about a few ideas coming from a number of key writers in our profession, people such as Dave Ulrich and Justin Allen.

In our organisation we talk a lot about “the second question”. We work a lot with disadvantaged people, many of whom are unemployed, and we are increasingly finding that the reality of self confidence and self worth is based on that second question. Question one is “what is your name”, question two is “and what do you do?”

Dave Ulrich and his colleagues identify this increased need to fulfil wider societal and personal needs through work as key in developing a 'transforming HR strategy', but how do we do that?

How do we harness the drive for self value through work to engage staff and drive performance of our businesses?

I believe many of us are doing good work in this area, some knowingly, some maybe unknowingly. What are your good practices, what are you struggling with, what are you being challenged to deliver, how can we support each other?