



**ADDRESS BY**

**MS. GILLIAN MACINTYRE  
PERMANENT SECRETARY,  
MINISTRY OF PUBLIC ADMINISTRATION**

**AT**

**THE LAUNCH OF THE PROFESSIONAL DEVELOPMENT  
PROGRAMME 2013**

**6<sup>th</sup> FEBRUARY 2013**

**GOVERNMENT TRAINING CENTRE  
CHAGUARAMAS**

- Thank you Mr. Chairman
- The Honourable Carolyn Seepersad Bachan, Minister of Public Administration,
- Ms. Jacqueline Johnson, Director – Scholarships and Advanced Training Division,
- Ms Shaarda Maharaj - Senior Human Resource Professional, Government Human Resource Services Limited
- Scholars and Assessors
- Members of the Media,
- Ladies and Gentlemen.

I warmly welcome you to this morning's proceedings, the formal launch of the Professional Development Programme (PDP) 2013.

This Programme is representative of our commitment to taking human resource development of our scholar community up another notch in terms of creating a knowledge based society. It is the result of a collaboration between the Scholarship and Advanced Training Division of the Ministry that is responsible for administering Government's Scholarship Programme and the Government Human Resource Services Limited, whose mandate is to help modernize public service human resource management systems and build capacity in the service, both major objectives of our 'gold to diamond' journey.

You are here today because you have all successfully completed your programme of studies, which are linked to the national development needs of the country, and, you are ready to take the next step in building your professional life.

While school prepared you for a job, the Programme in which you are about to participate will assist in preparing you for the world of work.

The Professional Development Programme, which you will begin today and in which you will be engaged for the next few weeks, is intended to assist you in building competencies critical to achieving work and organizational goals. The primary activities include:

- Identifying your competency strengths and areas of improvement that would have a direct and future impact on current and future work performance; and
- Developing your Individual Development Plans (IDPs) to manage competency strengths and areas of improvement. These areas will also be used to develop your individual mentorship framework.

Let me just tell you why this programme is important for you and why I am so pleased to see you here taking charge of your professional development.

Having your professional qualifications is only one part of the equation. The other part is the effective placement and hiring of young, new talent in the workplace. This is neither easy nor automatic.

You, the new members of our workforce are currently referred to as the Y generation as opposed to persons like me who are said to belong to the X generation. I really think I belong to the Y generation because I am computer literate. But seriously though, you have never known a world without computers, cell phones, internet, Google and instant messaging.

You also have different attitudes and work habits that need to be catered for and incorporated into the existing work culture. Just out of University, and with new talents you have to work side by side with persons in the workplace that may span at least three or four generations.

It poses a challenge for you the scholar and for our human resource professionals within our organizations who are now faced with developing strategies to 'romance', that is a term I heard on modern HR last night and I really liked it. So, yes, HR professionals must really 'romance' the different generations working alongside each other in the workplace.

Competency management training such as the PDP is therefore an important tool for equipping our leaders of tomorrow. This programme is key to reducing the gap between the competencies required for efficient performance and the current competencies you now possess and ensuring synchronization between the two.

I want to commend each of you for embracing the opportunity to participate in this Programme and for taking the initiative to make yourself more marketable. We want this Programme to be successful and beneficial to you, but it will also be a learning opportunity for us as well. The Programme's success will provide a template for other programmes like it. Let me also thank the Scholarships Division and GHRS for collaborating to design this innovation in human resource development for our scholars. It is an excellent example of the kind of initiatives that are needed to help advance our "gold to diamond" journey.

I thank you all for your participation and wish you a productive session.