



Strategic Advisory Service for Human Resources,
Consultative Group on International Agricultural Research

HR Perspective

Number 1 – January 2007

Dear Colleagues,

Welcome to CGIAR SAS HR's first edition of *HR Perspective*, an e-bulletin that will keep you informed of HR issues and events affecting CGIAR staff. *HR Perspective* isn't just for Human Resources professionals; the broad range of topics to be covered in future editions will be of interest to all CGIAR staff, regardless of position or location. By sharing relevant information from across the CGIAR System, *HR Perspective* will also improve communications between geographically dispersed Centers and offices, and help foster a strong CGIAR HR Community.

Topics to be covered by *HR Perspective* include the following:

- Annual activities affecting all staff
- Training events
- Collaborative efforts between the Centers
- Good Practice Notes
- Regulatory changes and other developments
- New faces
- Staff profiles
- The HR world at large
- Upcoming events
- Staff contributions

To optimize its effectiveness, *HR Perspective* requires your input. We want to hear about those activities and events at your Center that could be of interest to other Centers. Priority will be given to staff contributions that cover issues that might lead to Good Practice Notes or underpin the SAS HR Work Plan. Good Practice Notes are give advice on specific HR issues based on facts from research and practice. We would also like to hear about the sort of topics that you would like to see featured in *HR Perspective*. Please send your comments and contributions to sashr@cgiar.org.

Sincerely,
Unni Vennemoe, Director CGIAR SAS HR
Consultative Group on International Agricultural Research,
Strategic Advisory Service for Human Resources



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In this issue:

HR Forum in Mexico

The last week in February 2007 will see HR specialist from across the CGIAR System gathering in Mexico to attend the first CGIAR SAS HR Forum. Participants will have the opportunity to take part in several interactive activities, and will be given a platform to exchange ideas and experiences with their counterparts from other Centers. To be held from 26 February to 2 March 2007 at CIMMYT, the HR Forum's various activities will lead to more efficient and effective HR operations at CGIAR Centers. Although details of this event have already been sent to all Centers, we are still open for registration.

[More](#)

We look forward to welcoming Centers' representatives to Mexico!

SAS HR Website Underway

The SAS HR website is being developed and will provide a space where staff can collaborate and share information and tools, exchange views, receive guidance and pursue development projects. In common with the SAS HR Forum (see previous article), one of the main goals of the website is to nurture a dynamic HR functionality.

The website will also provide a permanent home for *HR Perspective*. As well as being featured in the e-bulletin, articles will appear on the website's homepage before being archived for future reference.

Work Plan in a Nutshell

The SAS HR Work Plan 2007 has been formulated, with certain events already underway. Although Participating Centers, which influence the SAS HR strategic direction and priorities, are receiving preferential, Center-specific support, all Centers will benefit from the Work Plan's various activities/objectives:

- An **HR Forum** – see above
- **Strategic Staffing** will ensure that Centers have the people they need, with the right set of skills for present and future needs
- A **Competency Framework** will recruit, assess, use and develop the skills and competencies of staff optimally, thus ensuring demand-driven training and development programs.
- A **One-Stop Shop for Training and Development**, will offer training, and give you access to relevant training for all CGIAR Centers. In the next instance, the One-Stop-Shop will be offered through the SAS HR website.
- **Good Practice Notes** will be compiled as and when necessary
- Roles and responsibility of the G&D and SAS HR will serve the CGIAR in a clear manner
- A **One Model Policy** based on values will provide much-needed adaptability across Centers.
- An **Aligned Expatriate Package** will reflect modern needs
- The establishment of **Common Values** will develop the culture necessary for innovative and quality research

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Our Mission

To devise HR strategies and set goals for each CGIAR Center, create Global Solutions for Local Applications, and strengthen the Human Resources network of the CGIAR.