

**SPEECH DELIVERED BY DR. NICHOLAS LETTING, PhD, HSC, THE VICE -
CHANCELLOR , THE MANAGEMENT UNIVERSITY OF AFRICA (MUA) DURING
THE 20TH COLLEGE OF HUMAN RESOURCE MANAGEMENT (CHRM)
GRADUATION CEREMONY ON FRIDAY 09TH JUNE, 2017 HELD AT ST. ANDREWS
CHURCH, MAIN HALL, NAIROBI**

Address by Dr. Nicholas Letting, PhD, HSC; the Vice - Chancellor of the Management University of Africa at the CHRM Graduation Ceremony on Friday, 09 June 2017

Thank you for your kind introduction.

The National Chairman, IHRM Council – Mr. Elijah Sitimah; Chairman CHRM Board – Dr. Amani Y. Komora; Principal, CHRM – Margaret K. Kinyanjui; Chairperson, CHRM Alumni Association – Mr. Bernard Ambasa; Deputy Principal, CHRM – Mr. James W. Wanyama; Lecturers; Graduands; Staff, Distinguished Guests, Ladies and Gentlemen:

I feel indeed honoured and privileged to be here today addressing such wonderful scholars of the Human Resource Profession. Congratulations to the 2017 Class. I am glad to share your declaration to society at large the accomplishments you have made upto this great day. As Graduants, you have acquired new knowledge and enhanced your skills for the betterment of our Society, our Country and the entire globe. This is surely a great and important milestone in the lives of those graduating today. It is my pleasure to join you and play my special role of presenting certificates and awards to you brilliant graduands seated in this room and witnessed by your dear ones. Congratulations to all of you for successfully completing the tough journey that has brought you this far. Complacency leads to minimal progress. One must work extra hard and struggle to excel more in life. It is said; no pain, no gain. Congratulations once again for the incredible step you have added to your profile. This is my third graduation ceremony I am presiding over at the College of Human Resources Management, Kenya. Honestly, it is a high point of my life and I feel proud and honoured.

As Graduands, we need to appreciate the fact that the world is full of ever growing challenges and well as opportunities. We are all aware of the need for more specialists in the field of Human Capital. Your success or lack of success will be determined by you as a professional. Being a HR professional and navigating the challenges that come with the Profession is not an easy task. I am very sure that you are all up to the task and that is why you are seated here today. By receiving your Diplomas and Higher Diplomas today, you get enabled to join and tackle the real world HR challenges which keep changing. You need to maintain, strengthen and create new HR networks amongst yourselves and the outside world. Use well the technology that is at your disposal to keep learning and developing yourself as well need others whom you serve. Running the whole mile alone will exhaust you out. You need to keep your reputation intact as well as your clients and those that you serve; once lost it is almost impossible to earn it back. The training, guiding and mentoring you have received from college and elsewhere should be able to guide you in solving day to day challenges and identifying windows of opportunities. The Human Resources you lead and manage are increasingly becoming more aware and knowledgeable. You need therefore to stay alert and keep abreast with all new developments in the corporate world. This is a must for you all as change agents who are expected to add value to society.

As the leaders, the industry expects you to make momentous contributions in the field of Human Resources. We need to appreciate the previous and current leadership of IHRM,

Kenya for working tirelessly to successfully legalize and regulate the HR practice in Kenya through the enactment of Human Resource Management Professional Act in January 2013 which requires all human resource practitioners in Kenya to become certified. The Professional Body of HR Practitioners in demands that every Human Resources Practitioner heading a Human Resources Department must possess a Practicing Certificate renewable annually. This is in addition to one being a Member of the Institute of Human Resources Management, Kenya.

Part IV, section 29 (1) of the Human Resource Management Professionals Act, prohibits any person to practice as a Human Resource Management Professional unless the person has been issued with a valid practicing certificate.

To show how serious the issue of certification has become in the Country, Kenya Plantation & Agricultural Workers Union, on 2nd June 2017, sued 5 (five) uncertified HR Practitioners for practicing HR profession without being certified by the IHRM, Kenya. The case was filed in the Employment and Labour Relations Court (Cause No. 1024 of 2017), Nairobi and is scheduled to be heard on 19th June 2017 at 9.00am. (Refer to the Daily Nation Newspaper, page 39 of 7th June 2017). As per the Act, each of the 5 (five) of them risk being fined KES. 200,000/= or be imprisoned for a term not exceeding two (2) years or both.

As you go out to explore your full potential in the world of work you need to continue learning and embrace competency based skills and knowledge in the 21st Century. Key hallmarks in the HR profession in my view include: ***continuous professional development, emotional intelligence, networking, effective communication and positive interpersonal relationship***. HR Practitioners are now more than ever before expected to promote business partnerships, shorten the recruitment, on-board new staff faster, improve productivity and effectiveness, improve employee satisfaction, identify gaps between present and needed skill requirements and translate vision into behaviours needed in the world of work.

You must be leaders who are capable to be innovative and transform others that are led—the kind of leadership that brings out real change in an organization by focusing on inborn aspirations of the persons that you lead and make a difference. This can be achieved through collaborative efforts. Working together and getting along with other employees is a great and powerful asset in today's corporate world.

Devolution system of Government in Kenya is here now. Let us make progressive change and create a positive impact to our respective Counties. The society expects you to develop a human resources strategy in order to balance supply and demand for human resources and to implement the human resource information systems.

Graduands, Ladies and gentlemen, as I conclude I wish to take this earliest opportunity to humbly invite you all to consider joining the Management University of Africa; the place to be in pursuing excellence in management, leadership and governance courses that are key for our country's needs more than ever before. At MUA we will mentor you to greatly uphold professional, ethical standards and accountability. At MUA we provide

programmes on innovative leadership and management solutions to industries and communities worldwide.

Our undergraduate and postgraduate programmes are tailored towards effectively meeting the appropriate management needs of the current and future demands of the expected industrial growth in Kenya. We offer Doctorate in leadership Business Leadership, Masters of Management and Leadership, Masters of Business Administration, Bachelors of Management and Leadership, Bachelors of Development Bachelors, Bachelors of Commerce, Executive Master of Science in applied Management and Leadership, Executive Masters of Business Administration and other Professional courses.

As I conclude, In his book on: **How the Mighty Fail and Why Some Companies Never Give In**, Jim Collins says *“Whether you prevail or fail, endure or die, depends more on what you do yourself than on what the world does to you.”* The choices you make now and in the future will result in appropriate consequences. Endeavour to make the right and morally right choices always yield positive memorable results

Congratulations once more on your graduation. Remember to celebrate your achievement.

I am indeed privileged to be here and wish to thank the Management of CHRM for once again giving me another opportunity to be part of a special day for you and your families. It is a continuation of newer experiences as well as opportunities.

Thank you and God bless you.

DR. NICHOLAS LETTING, PhD (U.o.N), HSC, MKIM, FCPA (K), FCPS (K)
VICE – CHANCELLOR

9TH JUNE 2017