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CHR BULLETIN

CHR AND BRIGHTERMONDAY KENYA JOIN FORCES TO ENHANCE EMPLOYABILITY



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JANUARY INTAKE IS ONGOING

CHRM AND BRIGHTERMONDAY KENYA JOIN FORCES TO ENHANCE EMPLOYABILITY

Amid Kenya's pressing youth unemployment, the partnership between BrighterMonday Kenya, a leading talent platform, and CHRМ College is a ray of hope. It bridges academic knowledge and practical experience. This Memorandum of Understanding (MOU) between the two companies aims to foster knowledge, skills, and career opportunities in a challenging job market.

The MOU signing ceremony took place on November 1, 2023, at the CHRМ College campus in Nairobi. The event marked the beginning of a strategic partnership aimed at empowering students and job seekers to excel in their careers and make significant contributions to the business world. The ceremony was attended by key representatives from both organizations, including CHRМ Margaret K. Kinyanjui, CHRМ College Principal, and Chris Otundo, CEO at BrighterMonday.



CHRМ Margaret Kinyanjui, CHRМ Principal, stated, “In the pursuit of excellence in Human Resource Management, collaborative initiatives that pool expertise and resources play a vital role. This partnership between CHRМ and BrighterMonday Kenya is a step towards cultivating a skilled and empowered student, driving positive change in the world of work.”

This partnership will help both the BrighterMonday audience and CHRМ College students and alumni get access to workshops, webinars and conferences that will help them enhance their professional development. This will keep them updated on the latest trends in their field. These efforts will not only benefit the two organizations but also the broader community by creating a skilled and empowered workforce that can positively impact the job market.



“In the ever-evolving landscape of talent acquisition, partnerships that foster knowledge sharing, professional development, and thought leadership are the catalysts of progress. This Memorandum of Understanding signifies our dedication to enhancing the HR community in Kenya and shaping a brighter future for our workforce,” mentioned Chris Otundo, CEO of BrighterMonday Kenya.



CHRM'S 7TH ANNUAL TALENT SUMMIT INSPIRES INNOVATION IN FUTURE WORKFORCE STRATEGIES

The annual Talent Summit, a flagship event in the CHRM College events calendar, took place in partnership with the Alumni Association (CHRMAA). The theme for this year's summit was "Innovate for Talent Success": Empowering Change in Future Workforce Strategies. The 4-day Summit, running from November 7th to 11th, aimed to enlighten, empower, and equip delegates with the knowledge and skills necessary to drive value in businesses and workplaces, particularly in the realms of talent and human capital management.



Among those present at the summit were Dr. Amani Yuda Komora, PhD, MBS, CHRP, Vice Chairperson of the Salaries and Remuneration Commission (SRC), who delivered a keynote presentation on "Embedding Innovation and Sustainability in Talent Management: Leading through Change & Uncertainty"; CHRM College Principal, CHRP, Margaret K. Kinyanjui; and the Chair of the CHRM College board, FIHRM George Hapisu.

Additionally, a distinguished lineup of speakers shared their expertise on various topics. This



includes Chris Otundo, CEO of Brighter Monday, Kenya; Christopher Karani, Senior Manager-Resourcing & Talent Management at Safaricom PLC; Dr. Diana Ominde, Academic Programme Lead & Lecturer at Strathmore University Business School and Director of CXP Consulting Group; Monicah Kihia, Group Director of Human Resources & Culture at NCBA; and Julius Mbura, a Disability Inclusion Advocate, among others.

During the summit, our Principal, CHRP Margaret Kinyanjui, highlighted that most companies struggle to maintain talented employees who are either poached or resign due to low wages and unfavorable working conditions. She pointed out that there is a significant talent drain and training them has been a challenge. This summit aims to help participants gain important skills on how to employ the right talent for their organizations and how to maintain employees successfully.

“The theme of this year’s Summit, ‘Innovate for Talent Success; Empowering Change in Future Workforce Strategies,’ resonates deeply with the evolving landscape of HR practices. As Talent Management takes center stage in HR discourse, the imperative for change and innovation becomes ever more pressing.

The summit’s focus was both timely and crucial, reflecting the dynamic shifts in HR policies and practices, both on a national and global scale,” states Dr. Amani Yuda Komora, PhD, MBS, CHRP, Vice Chairperson of the Salaries and Remuneration Commission (SRC).



CHRM College students embarked on an unforgettable road trip to Naivasha. It was a great opportunity for the students to unwind from their busy schedules by exploring the serene waters of Lake Naivasha and conquering the heights of Mt. Longonot.

The students participated in a number of activities during the trip. The boat trip provided not only a chance to relax but also an opportunity for team building and reflection as the students discussed their academic journeys and future aspirations.

Hiking Mt. Longonot was the highlight of the road trip. It was marked by a sense of determination, as almost all students were able to climb up and down the mountain. The hike was a clear test of physical endurance. The trail led them through diverse landscapes, passing through dense forested areas and providing an opportunity to see some wild animals.

The trip was, without a doubt, a great experience. As they returned to their studies with a renewed sense of purpose the memories of this road trip would undoubtedly remain etched in their hearts, serving as a source of inspiration for the challenges that lie ahead in both their academic and personal lives.



CHRM RECEIVES NOMINATION FOR ESTEEMED UONGOZI CAREER AWARD

The College of Human Resource Management (CHRM) was nominated for the prestigious Uongozi Career Award, an honor that recognizes the dedicated efforts of individuals, initiatives and institutions championing employability in East Africa.

The nomination in the 'Professional Certification Body of the Year' category stands as a demonstration of the hard work, dedication and excellence exhibited by the incredible team at CHRM College. This achievement comes because of the exceptional contributions that align with our mission of nurturing future-ready, career-aware and employable future leaders in East Africa.



The banner features a blue background with a map of East Africa on the left, overlaid with the flags of Kenya, Tanzania, Uganda, and Rwanda. To the right of the map, the text 'EAST AFRICAN EMPLOYABILITY SUMMIT & UONGOZI CAREER AWARDS' is written in large, white, bold, sans-serif capital letters. Further to the right, the year '2023' is displayed in white, bold, sans-serif capital letters inside a red vertical rectangle. Below the banner, a red horizontal bar contains the text 'CATEGORY: PROFESSIONAL CERTIFICATION BODY OF THE YEAR' in white, bold, sans-serif capital letters.



The certificate is framed by a decorative green border. At the top left is the logo for the Corporate Career Academy (CCA), featuring a red star and the text 'CCA CORPORATE CAREER ACADEMY Mentoring for Industry'. At the top right is the logo for the East Africa Employability Summit & Uongozi Career Awards, featuring a green and red emblem and the text 'EAST AFRICA EMPLOYABILITY SUMMIT & UONGOZI CAREER AWARDS'. The main title 'Certificate Of Nomination' is centered in a large, black, serif font. Below the title, a text box contains the following message: 'This is to notify that **College of Human Resource** has been nominated for the Uongozi Career Awards 2023 in the category of **Professional Certification Body of the Year** for your active role in promoting Employability Skills, Industry Focused Training, Industry Linkages, Collaborations and Mentorship facilitating transition from learning to earning in East Africa.' Below the text box, the phrase 'Congratulations on your Nomination!' is written in a cursive, brown font. Underneath, a line of text states: 'Winners shall be announced during the Awards Gala event to be held at the end of the East African Employability Summit on 23rd November 2023.' At the bottom, there are three signatures. The first is Philip Pande, Executive Director of the Corporate Career Academy. The second is a circular gold seal with the text 'LEADERSHIP CAREER ACADEMY'. The third is Livingstone Makori, Founder of the Corporate Career Academy.

CHRM COLLEGE STUDENTS UNDUCTED TO THE YMCA FULL MEMBERSHIP

On Saturday, the 26th of November 2023, a total of 25 CHRM College students attended the YMCA Full Membership training. The students participated in the induction program, which focused on understanding the YMCA Movement—its history, philosophy and the benefits of being a YMCA member.



During the training, students also took part in the auditions for MR and MRS YMCA Central Branch 2023/2024, themed ‘Investing in Talent & Art in Ending Gender Violence for Sustainable Peace.’ One of our own students, Michelle Wanjiru, qualified to the next stage and was nominated to participate in the final competition.

The highlight of the day was the movie night, aimed at empowering and investing to prevent violence against women and girls. During the movie night, students engaged in various activities, including a panel discussion, speed networking, karaoke, a documentary on incest and finally, a bonfire.

THE APPLICANT TRACKING SYSTEM (ATS) TRAINING FOR CHRM STUDENTS AND ALUMNI

CHRM College, in collaboration with Brighter Monday Kenya, conducted an ATS training on November 30, 2023. The training focused on streamlining recruitment processes. This training comes at a crucial time, as the world is constantly changing and every organization is looking at how they can adapt to new trends, significantly reducing the need for manual labor.

The training was offered to CHRM students and alumni and this is part of the value additions one gains by being a student at CHRM College or having studied at the college. CHRM College ensures that it provides opportunities to its students with the aim of making them stand out in the job market

The comprehensive approach to recruitment offered by BrighterMonday's ATS is beneficial for HR professionals as it helps in centralizing all recruitment-related data, from resumes to applications and candidate profiles. The system provides an efficient way to manage vast volumes of data.

The training shed light on how the system enhances the candidate experience, making the application process more transparent and efficient. It also elaborated how Job seekers can easily navigate through openings, submit application materials and track the status of their applications. This approach not only improves candidate satisfaction but also contributes to better retention rates.

By the end of the training the participants gained skills and valuable insights into the efficiency and effectiveness of applicant tracking systems. They not only gained in-depth knowledge but also received one free job listing from BrighterMonday, which was an opportunity for them to practically apply the gained skill.



ALUMNI INSIGHT

This month we feature our alumnus CHRP Kevin Kadipo. He is currently the Head of Communications at the CHRM Alumni Association and is a Certified Human Resources Management Practitioner having graduated from The College of Human Resources Management with a CHRP-K in 2022. He is a specialist in Performance Management and Learning & Development.

He currently works at Kenya Revenue Authority as Assistant Manager - Performance Management having previously worked as Assistant Manager - Human Resources at Diamond Trust Bank in charge of the Training & Development, Performance Management and Talent Management unit.

He is currently pursuing a Masters in Business Administration with a specialization in Strategic Management from the University of Nairobi. He holds a Bachelors of Science in Communication & Public Relations from Moi University.

CHRP-K Kevin Kadipo
Assistant Manager - Performance Management, KRA





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