

# **Nurturing the Human Capital in MaPSA: Waley or Havey!**

1<sup>st</sup> MaPSA Human Resources Management & Development Summit  
January 18, 2019, Maria Fe Perez-Agudo Center for Leadership  
Excellence, St. Scholastica's College

?

Give pointers/  
strategies towards  
optimizing human  
resources of  
MaPSA

!

# Conversation Flow

- *Defining the context of Human Capital*
- *Elements of Human Capital*
- *Nurturing Human Capital*

# Defining the Context of Human Capital



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Cost



INVESTING IN WHAT  
**MATTERS**

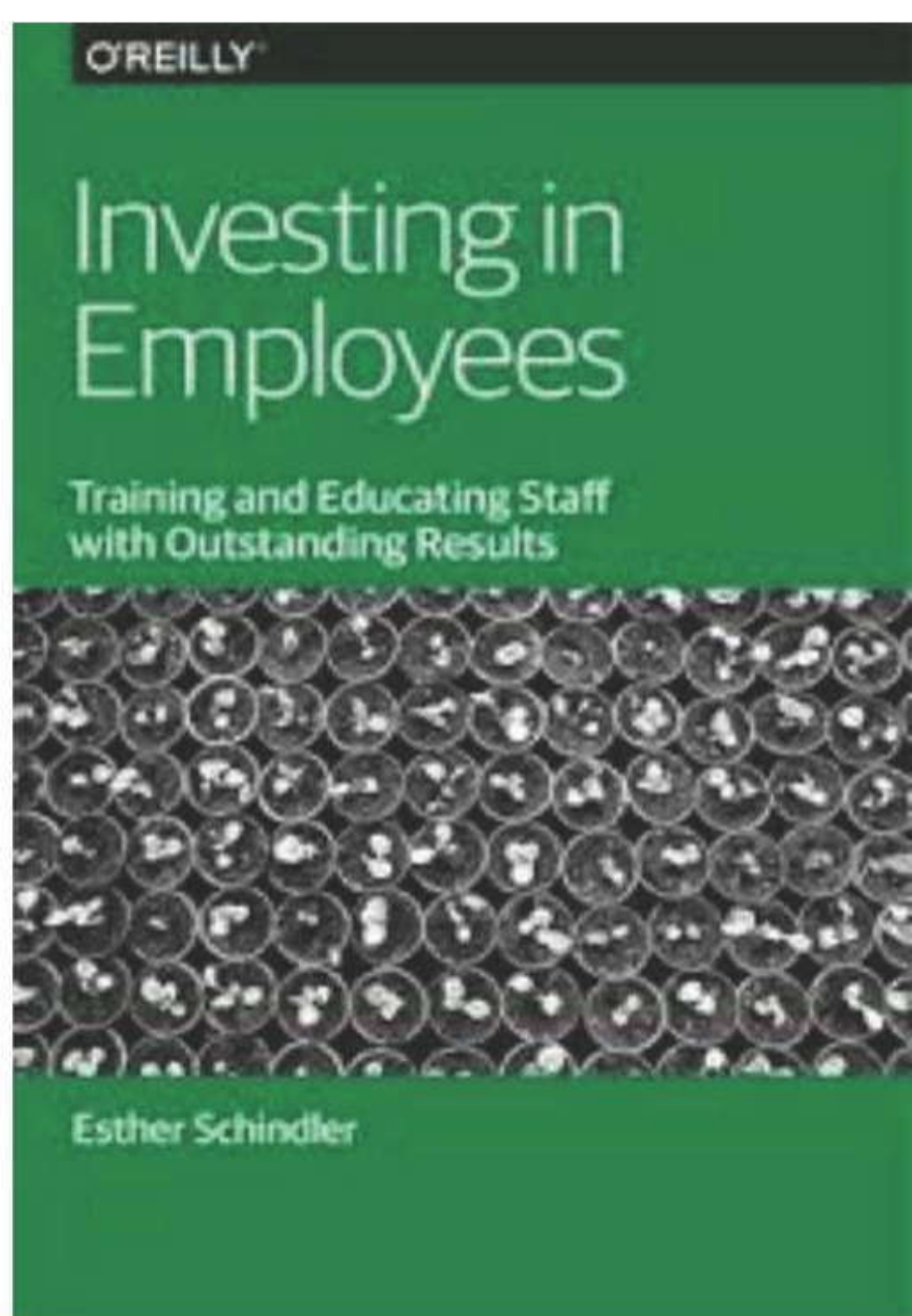
LINKING EMPLOYEES TO BUSINESS OUTCOMES



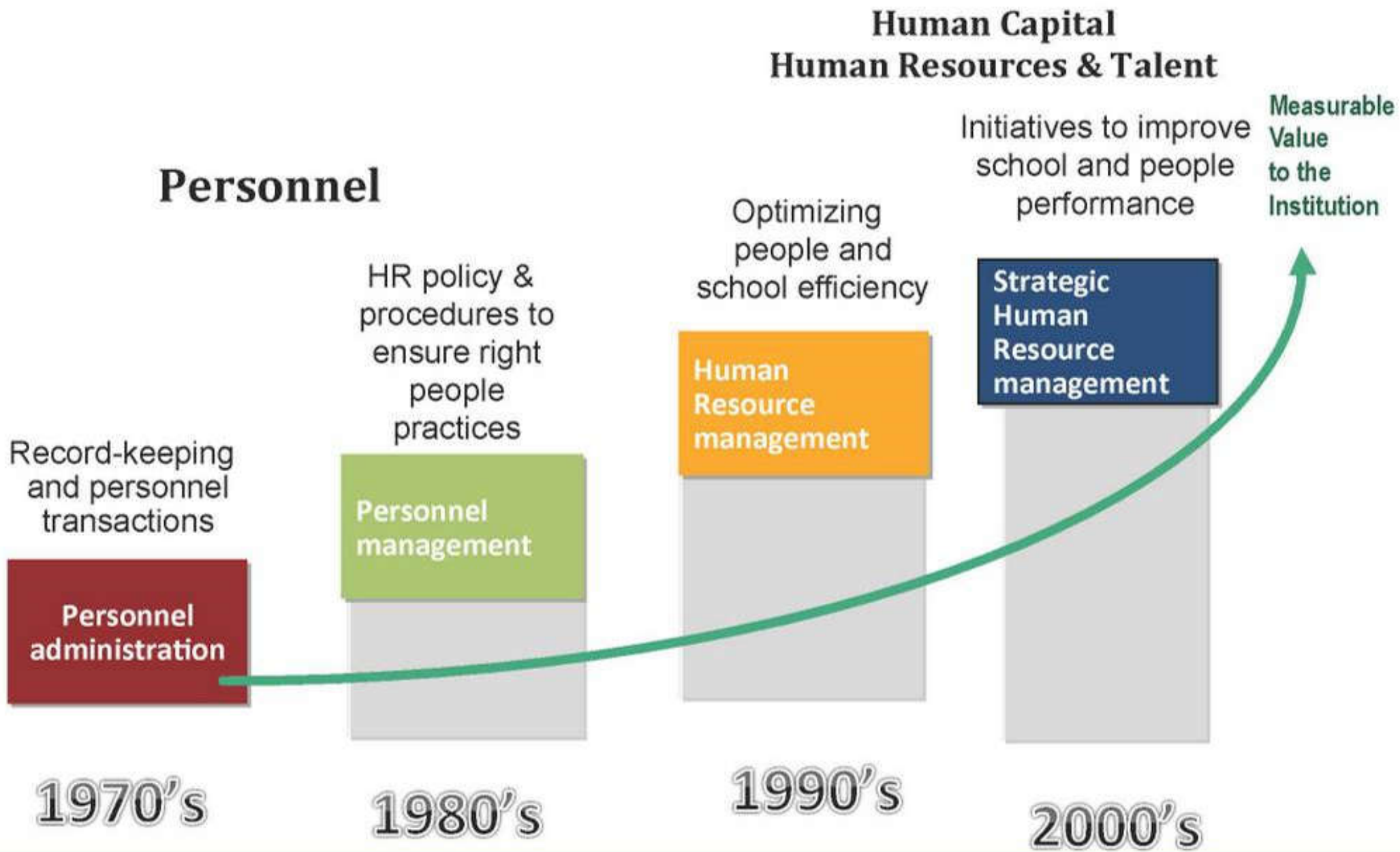
Investment



TO NUTURE  
MEANS TO  
INVEST IN  
PEOPLE



# Evolving Role of HR function in Organizations



# CONTEXT OF HUMAN CAPITAL

A Roman **talent** was 100 libra. The **talent** as a unit of value is mentioned in the New Testament in Jesus' parable of the **talents** (Matthew 25:14-30). This parable is the origin of the use of the word "**talent**" to **mean** "gift or skill" in English and other languages.





# CONTEXT OF HUMAN CAPITAL

Schools are endowed with a **vast wealth of human talent**. The ingenuity and creativity at our collective disposal provides us with the means not only to address the great challenges of our time but also, critically, to **build a future that is more inclusive and human centric**.

# CONTEXT OF HUMAN CAPITAL

All too often however, human potential is not realized, held back either by **equal opportunities or unrealistic and outdated management systems** which do not result to **sustainable and inclusive growth**.

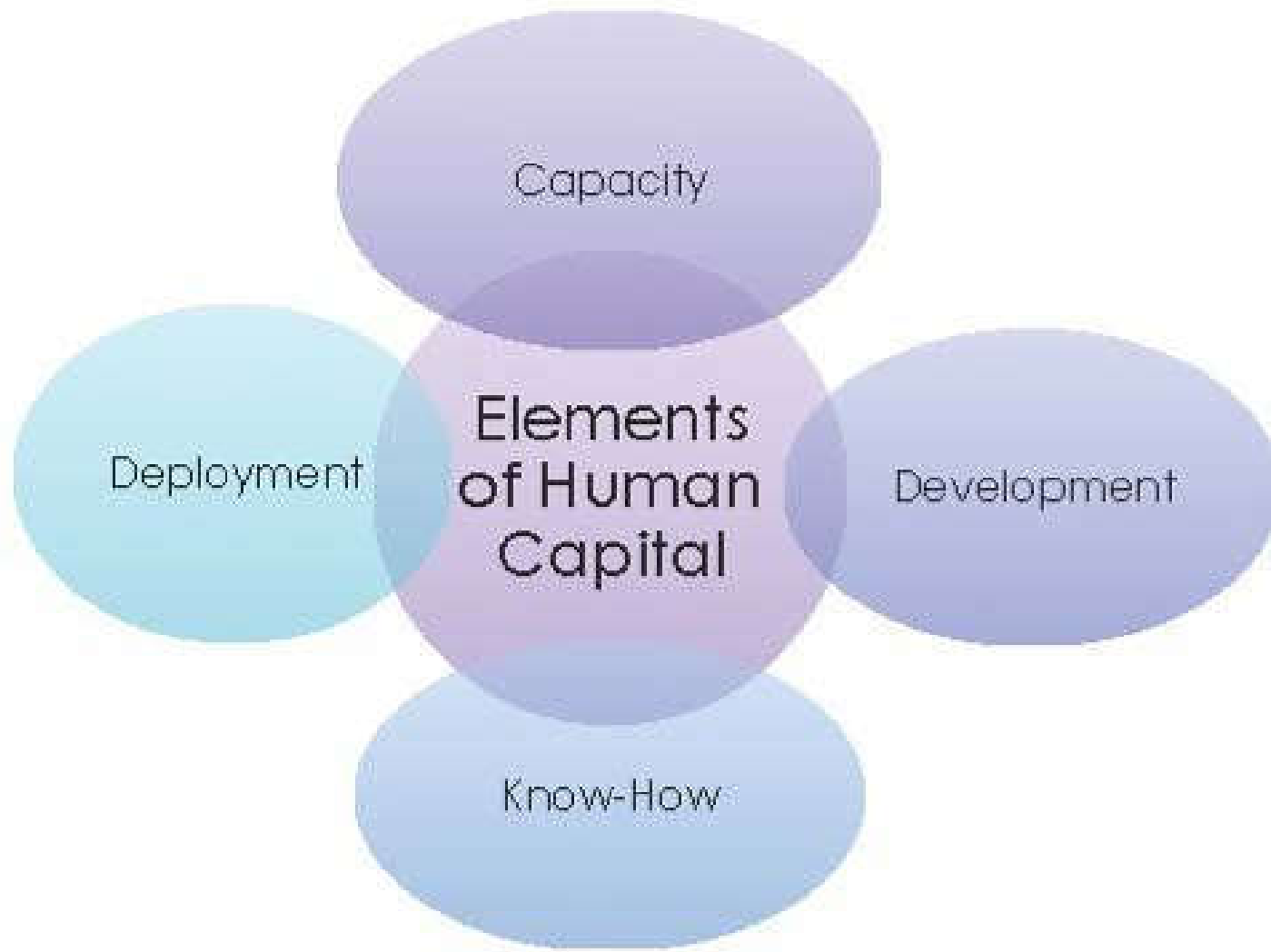
# What is Human Capital?

- By “human capital” we mean the knowledge, skills and attitude people possess and demonstrate that enable them to create value at the **organizational, national** and in the **global** economic system.

# Elements of Human Capital



# Elements of Human Capital



# Elements of Human Capital

Relevant skills as a **dynamic asset** people have and develop over time, not as innate talent that is fixed. This means people's human capital in the form of relevant skills is likely to **produce higher returns** if invested in optimally, starting early in life, and may also **experience depreciation** if not kept current and **developed continuously**.

# Elements of Human Capital

Formal education enhances people's *capacity*, and while ***applying and acquiring skills through work*** further develops people's human capital. Therefore, maximizing opportunity for all entails ***lifelong access to acquiring education and skills*** and ***working-age access to deploying and developing skills through work***.

# Human Capital in Schools

Many people are overworked. They live on the edge of exhaustion. These people are being underutilized. Their strengths untapped, and their unique gifts go unexpressed. They are giving all their time and energy, yet they remain unrecognized.



In positive organizations where they value investing in people, employees are **flourishing** as they work. In terms of outcomes, they are **exceeding expectations.**



# **Nurturing Human Capital**

Start with the END

**RETIREMENT!**

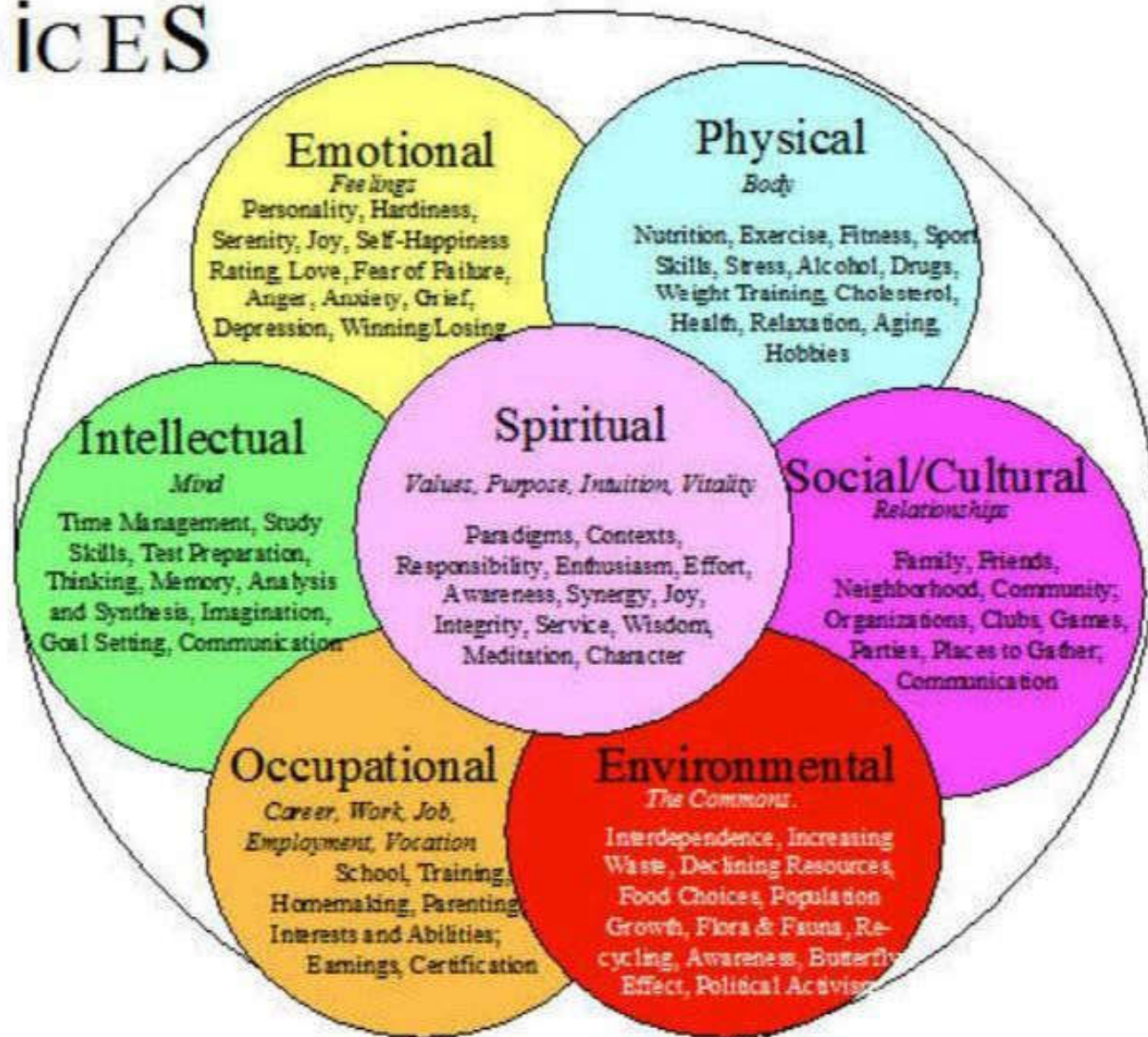
# When to Retire?

- Mandatory retirement age: 60 or 65?
- Recent Study: 50 – 55
- Decision point?
- Anxiety or Positive Anticipation?
- Readiness and preparedness



# Seven Dimensions of Wellness

## CHOICES





# Happy Retirement

Guest Book

By the author of the international bestseller *The Joy of Not Working*



## HOW TO **RETIRE** Happy, Wild, and Free

Retirement wisdom that  
*you won't get from your  
financial advisor*

Ernie J. Zelinski

# Nurturing Human Capital Framework

Create positive working environment that fosters the holistic development of employees

Areas of  
Development

Physical

Emotional

Spiritual

Intellectual

Occupational

Environmental

Social/Cultural

Comprehensive Support Structure



Workplace culture is crucial to the success or failure of wellbeing strategies and initiatives

**Debi O'Donovan**

Partner | Reward & Employee Benefits Association (REBA)



# The Happiness Advantage

The Seven Principles that Fuel Success and Performance at Work

Shawn Achor

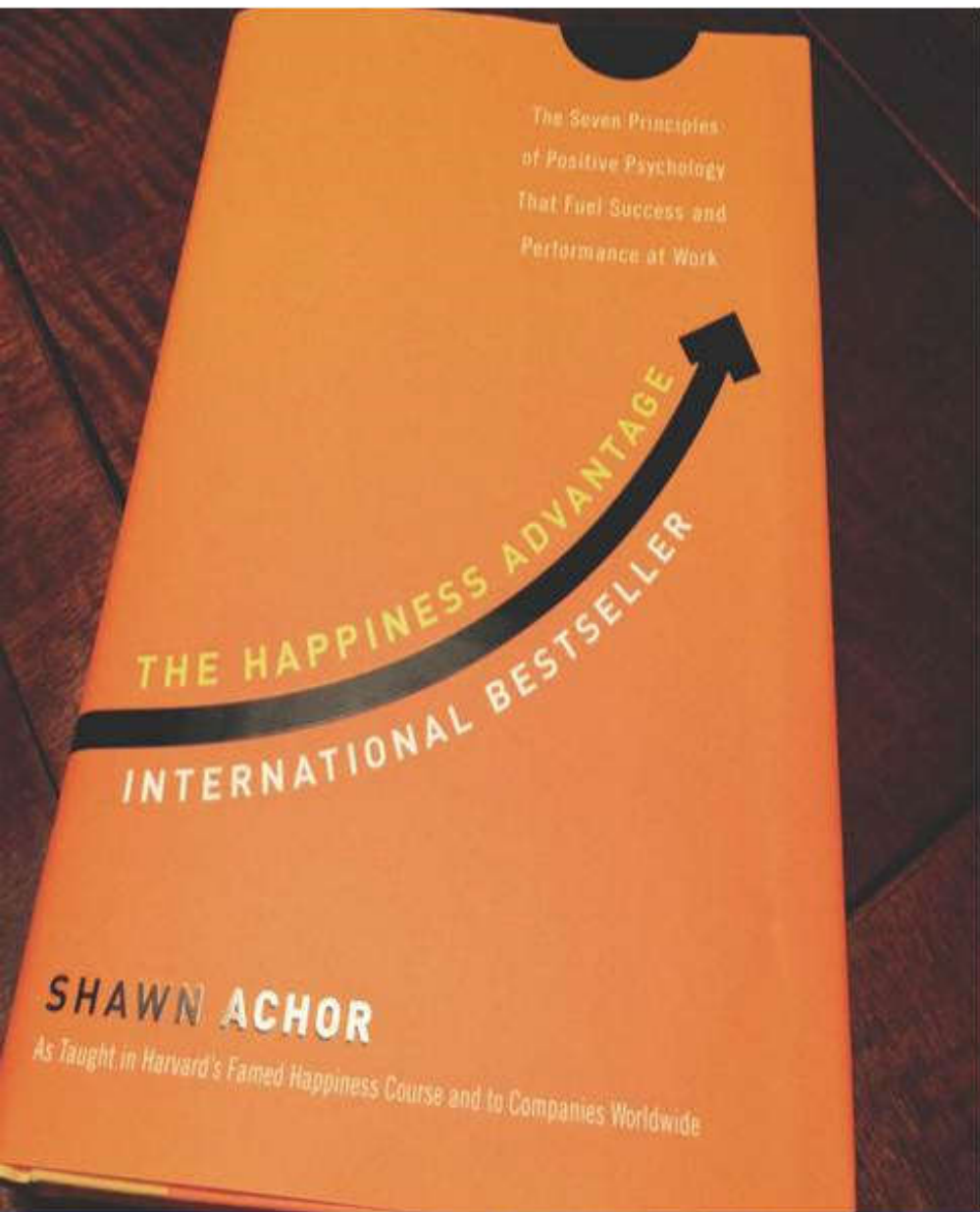
WORK HARD



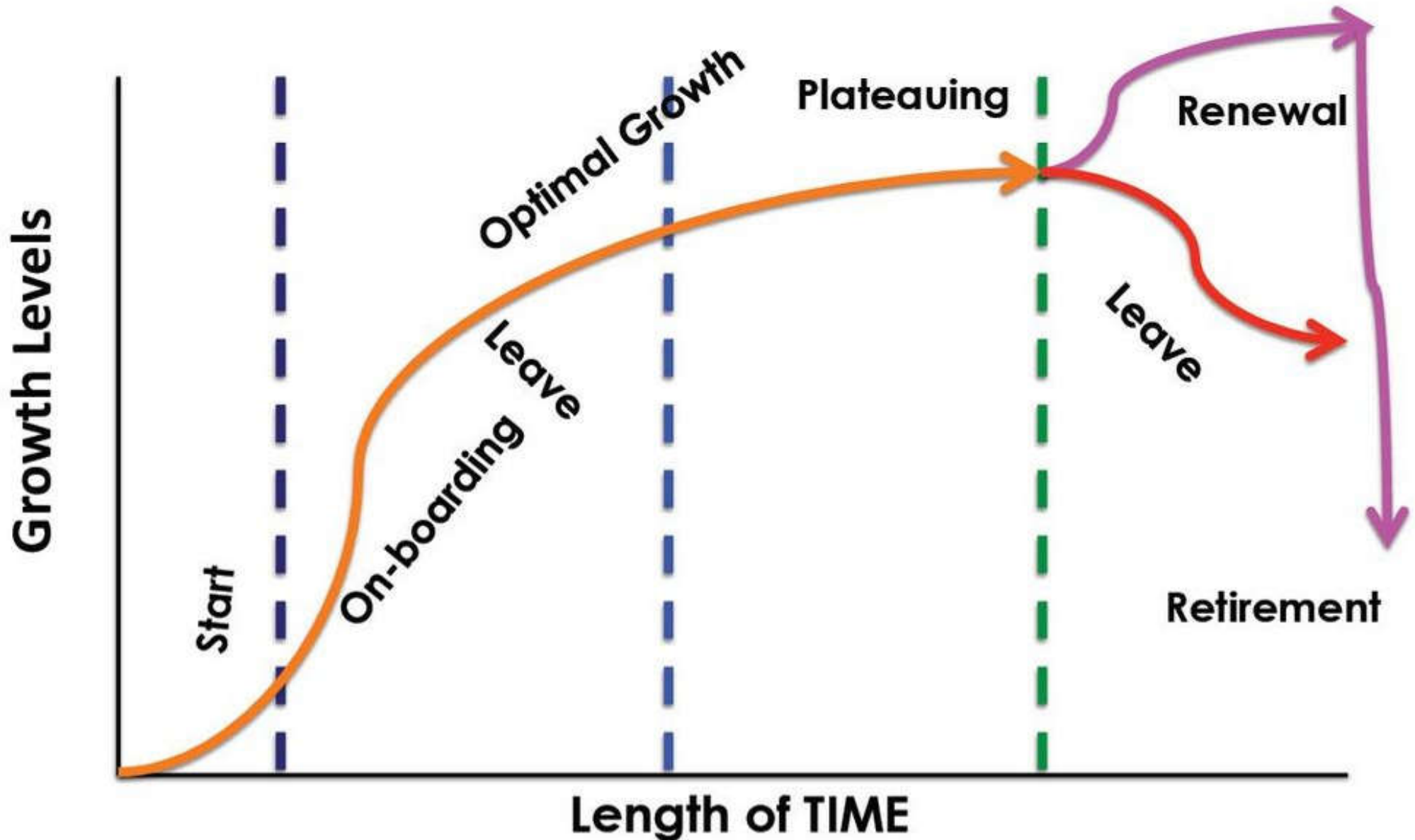
SUCCESSFUL



HAPPINESS



# Employee Lifetime Value (ELTV)







**Growth promoting and sustaining HR systems, processes, structures and programs**

**Focused on the integral formation of employees**

**Work-Life (family) blending**

**Nurturing Workplace for employees**

**Service-Orientation based on Evangelization**

**Promotion of Spirituality in the Workplace**

**Nurturing Human Capital in MaPSA: Mapping Human Resources Management In MaPSA**



# **Nurturing Human Capital**

Systematic and  
Deliberate!

# Key Roles of Leaders

(Adapted from Dave Ulrich Model)



# Work Environment for Nurturing Human Capital

- Culture of Entitlement vs. Culture of Meritocracy
- Adhocratic Environment vs. Traditional Environment
- Following Instruction vs. Driven by Purpose
- Minimum Benefits vs. Inclusive Benefits
- Linear Pay Administration vs. Comprehensive Compensation Management (*3Ps of Compensation*)



# Work Environment for Nurturing Human Capital

- Punitive vs. Positive Employee Discipline
- Performance Appraisal vs. Performance Management
- Control vs. Trust
- Stagnant vs. Internally Mobile
- Replacement vs. Succession Management



**“WHEN PEOPLE ARE FINANCIALLY  
INVESTED, THEY WANT A RETURN. WHEN  
THEY ARE EMOTIONALLY INVESTED, THEY  
WANT TO CONTRIBUTE”**

SIMON SINEK, AUTHOR AND MARKETING CONSULTANT

# Measurement



# Return on Investment





# Value on Investment



Employee  
Engagement



# Global Human Capital Report by World Economic Forum, 2017

- A new benchmark for leaders to build the workforces of the future. The approach it advocates, based on the principle that all people deserve an equal opportunity to develop their talents, provides leaders with the means and the tools to navigate the changes we are already witnessing from the current wave of automation and successfully navigate the transition to the ***Fourth Industrial Revolution***.

# Human Capital Pa More

- Managing this transition towards **deeper investment** in human potential within the context of the Fourth Industrial Revolution is one of the most important political, societal, economic and moral challenges we are facing today.

# Human Capital Pa More

- Human capital is a key factor for growth, development and competitiveness. This link works through multiple pathways at the individual, school and national level. Workers' skills lead to productivity and innovation in schools.



# Human Capital Pa More

- The intrinsic value of human productivity and creativity and a human-centric vision of the future of work that recognizes people's knowledge, talents and skills as key drivers of a prosperous and inclusive school system.
- Maximizing school's human capital—ought to be, and remain, a top priority for school leaders.



# Some Final Questions: ON HUMAN CAPITAL in MaPSA

- ▶ How does your People Management Practices and Systems affect employee morale, commitment, competence and retention?
- ▶ How does your People Management Practices and Systems affect client (*students*) retention, satisfaction and commitment?
- ▶ How does your People Management Practices and Systems affect cost, growth, viability?

# END with the Beginning

HIRE and RETAIN the right people for the right jobs and NURTURE the same!

**“Behind every successful person, there is one elementary truth. Somewhere, someway, someone cared cared about their growth and development.**



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