

Dhammika Fernando Appointed President APFHRM and Board Member of WFPMA

CIPM Sri Lanka – the Nation's leader in human resource management wish to announce that Dhammika Fernando – the incumbent President of CIPM Sri Lanka has been appointed as the President of the prestigious Asia Pacific Federation of Human Resource Management (APFHRM) and a Board Member of the World Federation of People Management Associations (WFPMA) in July 2020. APFHRM comprises of Australia, Bangladesh, Fiji, Hong Kong, India, Japan, Malaysia, Maldives, New Zealand, Pakistan, Papua New Guinea, Philippines, Singapore, Sri Lanka, Taiwan, Thailand and Vietnam. WFPMA comprises of five Federations of people management associations representing each continent/geographic region. An experienced human resource and business professional, Dhammika took over the stewardship of the CIPM Sri Lanka in June 2018.



As the President of CIPM Sri Lanka, Dhammika initiated and rolled out many key strategic changes which significantly enhanced the quality of services and curriculum, operational efficiency and effectiveness while also leading CIPM on an inclusive growth and expansion trajectory, reaching out to HR professionals and HR career aspirants in the outstations. Receiving the prestigious Charter Status by the Parliament Act (Amended) No.31 of 2018, mapping the CIPM study programmes to SLQF (Sri Lanka Qualification Framework), launching of CQHRM (Chartered Qualification in HRM) setting up of a state of the art centralized CIPM Study Center in Colombo 5, Rathnapura and Negombo, opening of the modern CIPM Knowledge Center to go with the digitization strategy of the strategic plan, expansion and relocation of the Kurunegala regional center providing state of

the art facilities for the students and stakeholders, introduction the first ever HR Glossary with over 7000 words and emerging as the winner of the Merit Award at the Sri Lanka National Quality Award (SLNQA) under the Education Sector – medium category were some of the key milestones achieved during his tenure as President.

Some of the key highlights during his tenure includes initiating the digitalization process, commencing virtual/online programmes, implementing a Green Environment policy, Quality policy, appointment of CIPM as the Country Representative of ISO TC260 Technical Committee for HR Standards, developing policies, procedures and processes for the Business School and all departments, signing of Memoranda of Understanding (MOU) with the Vavuniya Campus of the University of Jaffna, Benedict XVI Institute in Negombo, Sabaragamuwa Chamber of Commerce, Open University and SLIIT with the objective of expanding academic and institutional cooperation in the field of HRM, enhancing revenue streams, and initiating a well-coordinated Corporate Social Responsibility (CSR) programmes including renovation of the Children’s Park and organizing the Great HR Walk.

CIPM and SLIIT Sign Historical MOU Expanding Horizons of Students

CIPM Sri Lanka and Sri Lanka Institute of Information Technology (SLIIT) entered a historical Memorandum of Understanding (MOU) for institutional cooperation on 6 July 2020 at the CIPM “HR House”. Under the terms of this MOU, students of CIPM and SLIIT following specific courses of study will receive exemptions from the other which will expand their horizons while adding values to their careers. The MOU was signed by Dhammika Fernando-President CIPM Sri Lanka and Prof. Samantha Thelijjagoda-Dean, SLIIT Business School in the presence of Dr. Neil Bogahalande-Council Member, CIPM and Chairman-Academic and Professional Affairs Committee, U.A.C. Obeyesekere–Chief Executive Officer/Director CIPM Business School, Prof. Nagalingam Nagendrakumar-Head, Department of Information Management SLIIT Business School. Senior Lecturers of SLIIT Business School Ms. Chalani Kuruppu, Ranitha Weerathna and Ms. Anupama Dassanayake, and other officials from both institutions.

During his address, Mr. Dhammika Fernando -President, CIPM mentioned, “We are delighted to enter into this landmark agreement in this post-Covid era with the Sri Lanka Institute of Information Technology, a highly respected and leading

institute in the education sphere. Collaboration is the key to success and way forward especially during turbulent times. Our study courses are on par with Australia and Singapore as CIPM study courses are standardized under the Sri Lanka Qualification Framework (SLQF) which is a great advantage to our students”.

Under the MOU, CIPM will provide exemptions from Operational and Managerial Level of the PQHRM programme to graduates of the BBA in Human Capital Management (HCM) Degree Programme of the SLIIT Business School and the SLIIT Business School shall provide exemptions from BBA HCM Special Degree to students who have fully completed PQHRM Qualification (English medium only) and also accept the complete PQHRM qualification with two years’ post qualifying experience as an entry qualification for the MBA programme conducted by SLIIT.

Prof. Samantha Thelijagoda-Dean, SLIIT Business School mentioned, “It is an important day for SLIIT as we begin our collaboration with CIPM which is Sri Lanka’s leading institute for human resource management. We appreciate CIPM’s contribution to the Nation”.



Dhammika Fernando-President CIPM Sri Lanka (3rd from left) and Prof. Samantha Thelijagoda-Dean, SLIIT Business School at the signing ceremony

CIPM and OUSL Enter into Collaboration in HRM

CIPM Sri Lanka entered into a Memorandum of Understanding (MOU) with the Faculty of Management Studies of the Open University of Sri Lanka (OUSL) on June 17 for institutional collaboration leading to implementation of higher academic programmes of study in Human Resource Management (HRM) and other specific subject areas. The collaboration will cater to HR development needs of potential clientele in industry belonging to different sectors of the economy.



The MOU was signed at the CIPM “HR House” Dhammika Fernando-President, CIPM and Prof. S.A. Ariadurai-Vice Chancellor of OUSL in the presence of Dr. Neil Bogahalanda-Council Member, CIPM and Chairman-Academic and Professional Affairs Committee, CIPM, U. A. C. Obeyesekere–Chief Executive Officer/Director Business School-CIPM, G. Weerathunga-Director, Professional and Academic Affairs-CIPM Business School, Jayantha Abeyratne-Council Member-CIPM, Ms. Vindya Jayasena-Registrar OUSL, Prof. V. Sivalogathan- Dean, Faculty of Management Studies OUSL, Prof. Nalin Abeysekara and Senior Lecturers of OUSL Dr. L.P.S. Gamini, K.P. Nishantha, Asanka Senevirathna, CIPM management and staff from both CIPM and OUSL.

Mr. Dhammika Fernando-President, CIPM Sri Lanka, in his address said “This is a historic landmark where the understanding and commitment of the OUSL and

CIPM in the area of institutional collaboration in the field of people management is being elevated to the next level and it will open up another straight path for our PQHRM Graduates to follow Masters degrees”.

Prof. S.A. Ariadurai-Vice Chancellor, OUSL, in his address said, “The primary and secondary education sectors in Sri Lanka are quite comparable with any developed country. However, at the tertiary level we are far behind with only a 20% graduate enrolment ratio in the 18 – 24 years age category with 80% not acquiring higher education qualifications including vocational qualifications. As you can see, there is a lot to be done for the tertiary education sector in Sri Lanka, and if we are to develop as a Nation the only solution is to strengthen our position”

“It is difficult to hire intellectuals of caliber for us to expand our programmes and hence the way forward is with partnerships and sharing of resources” he added thanking CIPM for the collaboration between the two institutions.

CIPM SL Postpones World HR Congress to Q1 2021

CIPM – the Nation’s leader in human resource management announced that the "World HR Congress 2020", the world's largest HR conclave which was to be held in July 2020 in Colombo has been postponed to Q1 of 2021 due to the Covid-19 pandemic. Exact dates of the conclave will be notified in due course.



Giving priority to the health and safety of all concerned and government regulations currently in force, CIPM has decided to postpone the World HR Congress 2020 scheduled for July 2020 to March 2021. As the most significant event in the calendar of HR professionals in Sri Lanka as well as the world over, we will ensure that the rescheduled conference will add significant value to the participants incorporating the ongoing changes to the world of work and life due to the current game changing situation posed by the pandemic.

All registrations and fees paid to-date for the event will remain valid for the new date of the conclave in Q1 2021. If so desired, registered participants may request for refunds of the registration fees paid which will be processed by the event management partner M/s. Paragon Asia. More details can be obtained by contacting the CIPM Sri Lanka Secretariat.

CIPM Launches Online HR Help Desk for Post Covid-19 People **Related Advice**

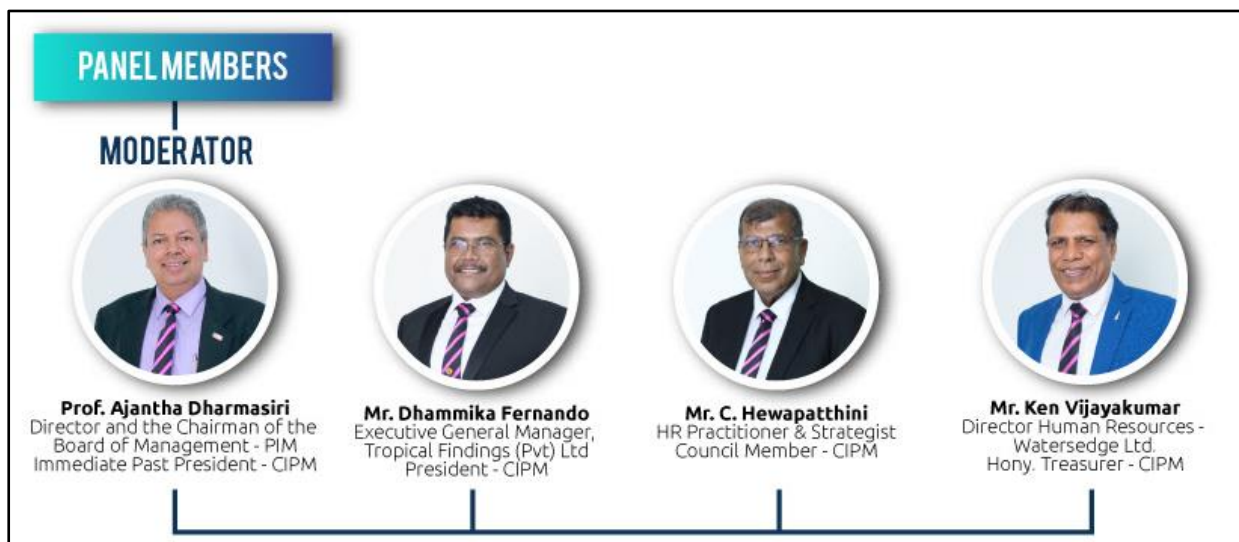
CIPM Sri Lanka – the Nation’s leader in human resource management recently launched an HR Help Desk staffed by an expert panel of HR and business professionals to provide professional advice and solutions for key HR challenges and people related matters in the Post Covid-19 period. The CIPM HR Help Desk, which is provided free of charge to its members, can be accessed via <https://www.cipmlk.org/hr-help-desk/> Once a query is raised via the link, it will be directed to the expert panel and a relevant expert panel member will respond in detail to the query.

At this launch, Mr. Dhammika Fernando-President, CIPM Said, “We are pleased to launch the CIPM HR Help Desk which is a value added service to our members as there will be many queries and issues that need to be addressed when work and life moves forward in the New Normal. This proactive step taken by CIPM will help our members to address and respond any people related matter in consultation with a group of experienced and professional people experts”

CIPM Sri Lanka has taken measures to make available all services for its members including online courses for students of the Business School very early in the lockdown stage displaying a keen readiness of its systems, processes and resource personnel to move forward fast in the New Normal with minimum disruption to its stakeholders. The CIPM Corporate Training, Development and Consultancy Division too has been providing its services online enabling it to provide expert services to its clientele without a break during the Covid-19 period and will continue to do so in the New Normal.

CIPM Hosts Free Webinar on “New Normal for People Professionals on Post Covid-19”

CIPM organized a free online webinar on “New Normal for People Professionals on Post Covid-19” on Friday 17 April 2020 from 1630hrs to 1800hrs with the objective of supporting CIPM members and the HRM fraternity on how to face the HRM challenges during the post Covid-19 period. The session was chaired by Prof. Ajantha Dharmasiri – Immediate Past President of CIPM and Director/Chairman of the Board of Management of the Postgraduate Institute of Management (PIM) with experienced HR and business professionals comprising Dhammika Fernando-President, CIPM Sri Lanka and Executive General Manager-Tropical Findings (Pvt) Ltd, C. Hewapattini-Council Member CIPM and HR Practitioner/Strategist, and Ken Vijayakumar – Hony. Treasurer CIPM and Director HR-Watersedge Ltd, as the panelists.



CIPM and Jaffna University MOU to Enhance Inclusivity

CIPM Sri Lanka and the Department of Economics and Management of the Faculty of Business Studies, Vavuniya Campus of the University of Jaffna entered into a Memorandum of Understanding for facilitating academic co-operation, knowledge exchange and capacity building to develop competent human resource professionals to serve the economy of Sri Lanka. The MOU was signed on the 6 March 2020 at a ceremony held at the Vavuniya Campus, University of Jaffna by Dhammika Fernando – President, CIPM and Emeritus Prof. K. Kandasamy – Competent Authority, University of Jaffna. Dr. Neil Bogahalanda-

Council Member, U. A. C. Obeyesekere-Chief Officer/Director Business School, G. Weerathunge-Chief Officer/Director-Professional & Academic Affairs and Anushka Earskin-Senior Manager Programmes representing CIPM Sri Lanka together with Dr. T. Mangaleswaran-Rector, Dr. Y. Nanthagopan-Dean/Faculty of Business Studies, P.M. Godwin Phillip-Head, Department of Economics & Management, and faculty members representing the Vavuniya Campus, University of Jaffna were present at the ceremony.

Dharmika Fernando-President, CIPM in his address mentioned, “We are delighted to be in Vavuniya for the signing of this historic MOU which will benefit the students, professionals and academics in the Northern Province by providing access to the highly recognized professional and academic programmes offered by CIPM Sri Lanka. Our two institutions will collaborate and cooperate to enhance inclusivity to better engage with students, professionals and academics in the Northern Province from a human resource management perspective which is one of the fastest growing management disciplines in the world. We strongly believe that over the years this MOU will lead to a higher level of participation in the development of the economy of Sri Lanka”.

The academic and professional collaboration between CIPM and the Vavuniya campus, University of Jaffna will extend to collaborative research on HRM topics



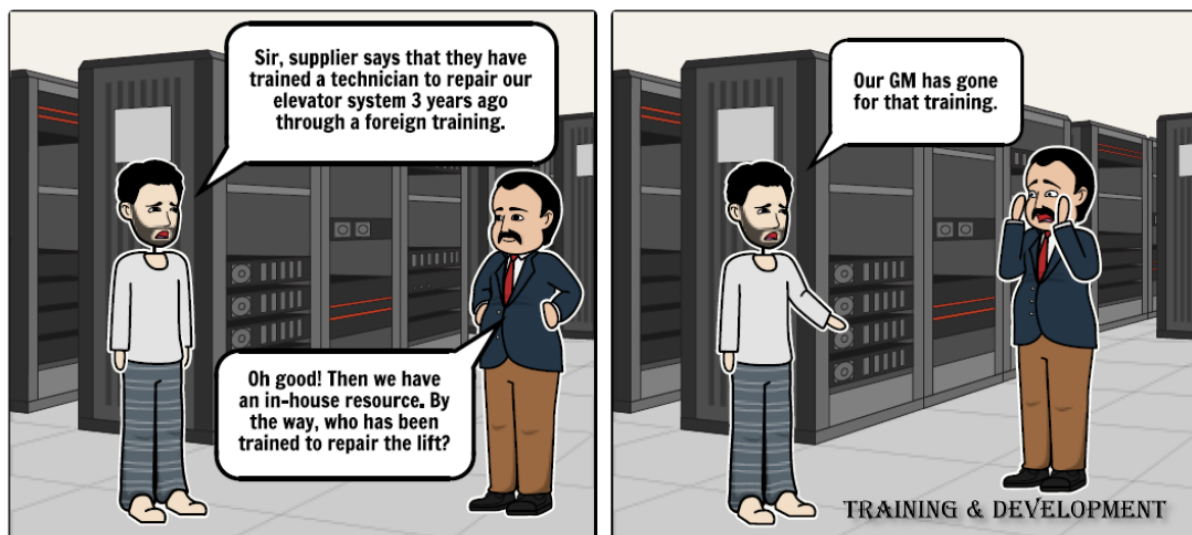
Memorandum of Understanding between The Chartered Institute of Personnel Management Sri Lanka & Department of Economics and Management Faculty of Business Studies Vavuniya Campus of the University of Jaffna

relevant to National development, participation at seminars and conferences, access to library and e-Resource facilities, granting of exemptions to undergraduates and graduates under the guidelines of CIPM rules and regulations, concessionary rates etc, and will also include granting of a an annual scholarship to one undergraduate and an Award of a Gold Medal for the most Outstanding HRM Student.

Emeritus Prof. K. Kandasamy – Competent Authority, University of Jaffna mentioned in his address, “We are happy and encouraged with this collaboration with CIPM Sri Lanka which is recognized as the premier professional institute for human resource management. We are confident that this collaboration will help hone the skills and knowledge of the students and professionals with aspirations to join or advance their careers in the HRM field”.

MEMBER FELICITATION – 2020

A felicitation ceremony will be held on 18 July 2020 from 0930 am onwards at the Waters’ Edge –Battaramulla to appreciate the value adding contribution made by the committee members. This felicitation will take place during the “Members Day” scheduled on the same day.



By Janaka Kumarasinghe