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HOW TO ALIGN THE HR FUNCTION AND BUSINESS STRATEGY FOR ORGANISATIONAL SUCCESS

LESSONS LEARNED FROM THE e-MFP HR AG'S SURVEY AND VOICES FROM THE FIELD

Webinar on 6 September, 3pm CEST



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Hugues Bonshe
Baobab Madagascar

A person is working at a desk in a bright, modern office. They are using a laptop and holding a smartphone. A coffee cup and a pair of glasses are also on the desk. The background is a blurred office space with large windows.

Get in action!

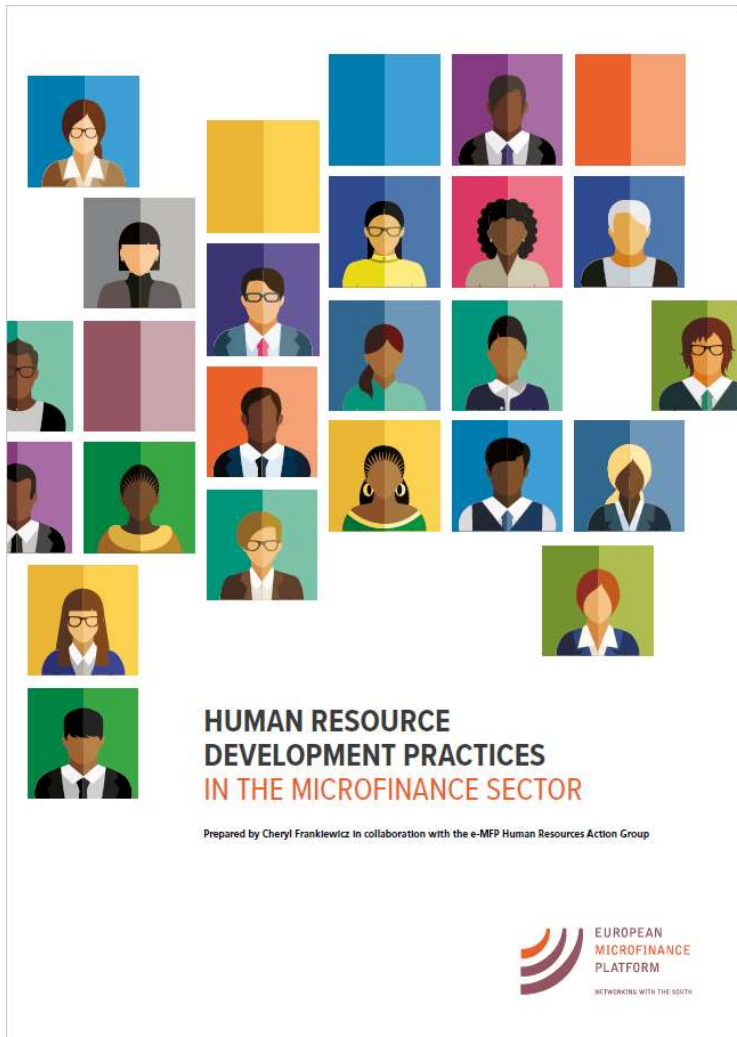
<https://www.menti.com/gi7xu0s2py>

In your opinion, which factor is most crucial for HR to be effective? Please choose only 1 answer.

Photo by Christina @ wocintechchat.com on Unsplash

Administrative vs. strategic HR

Administrative HR	Strategic HR
HR as „hire and fire“ function	Proactive talent management
Mostly administrative role (contracts, paychecks, leaves etc.)	Active partner in strategy development and implementation
Monitoring of yearly performance appraisals	Supports managers regarding development of team members
Not involved in promotion of culture	Promotes development and implementation of organization wide leadership culture
....	Promotes organizational development efforts
	...



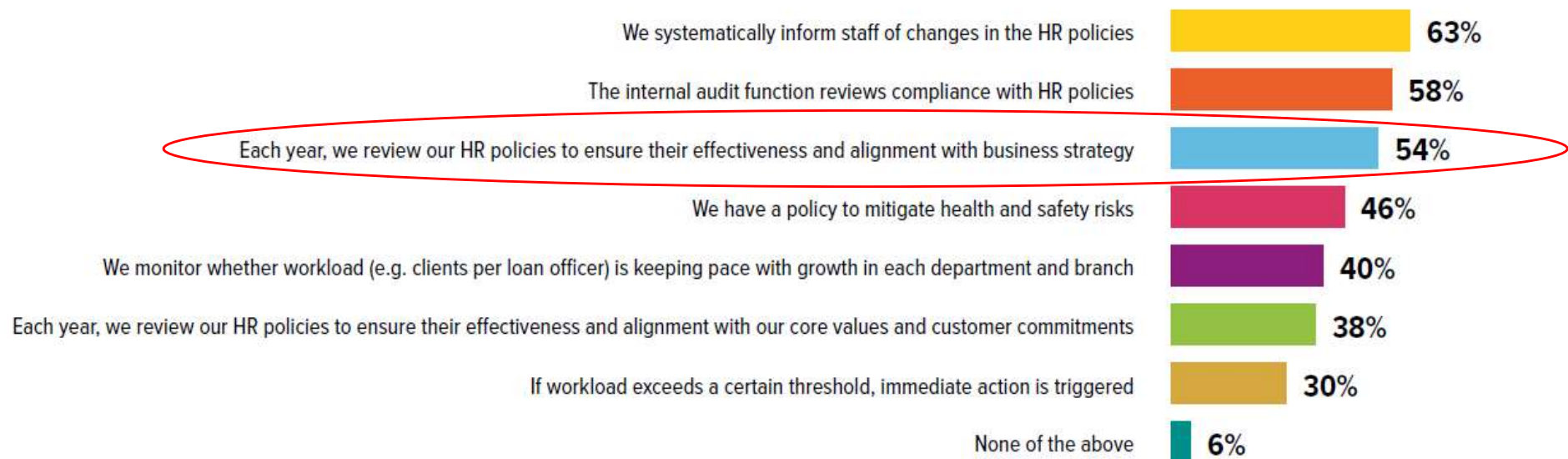
What is the status quo of HR in the microfinance sector?

Key results from the study on Human resource development practices in the microfinance sector

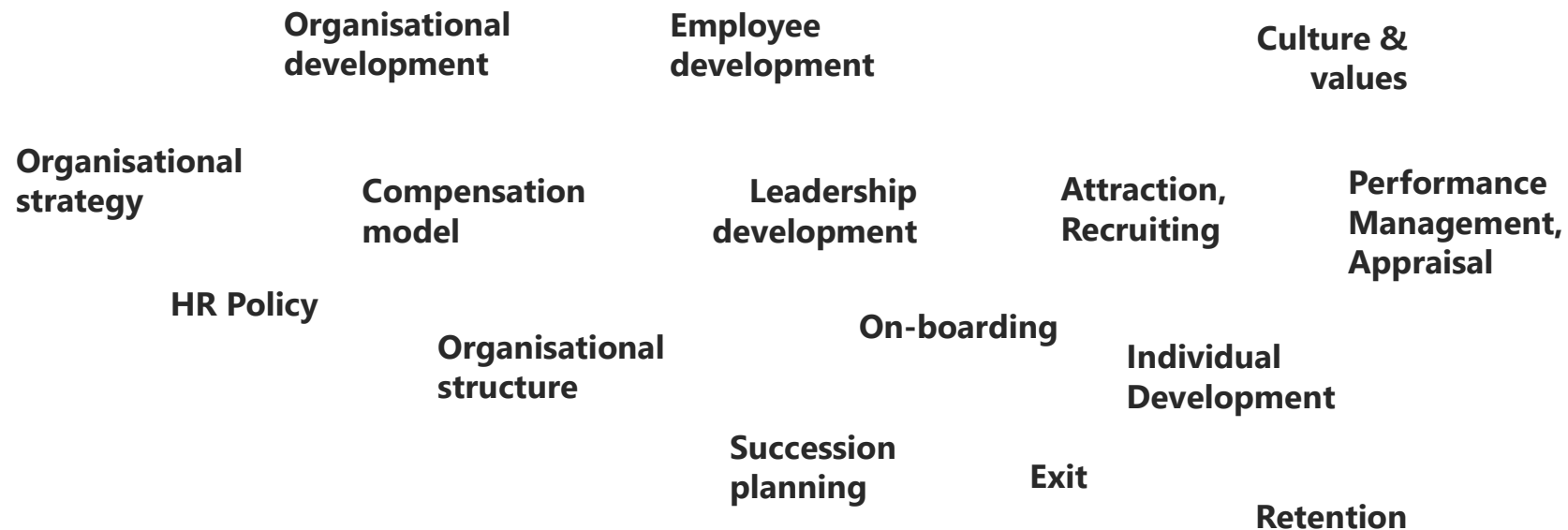
Alignment between HRD and business strategy

FIGURE 72

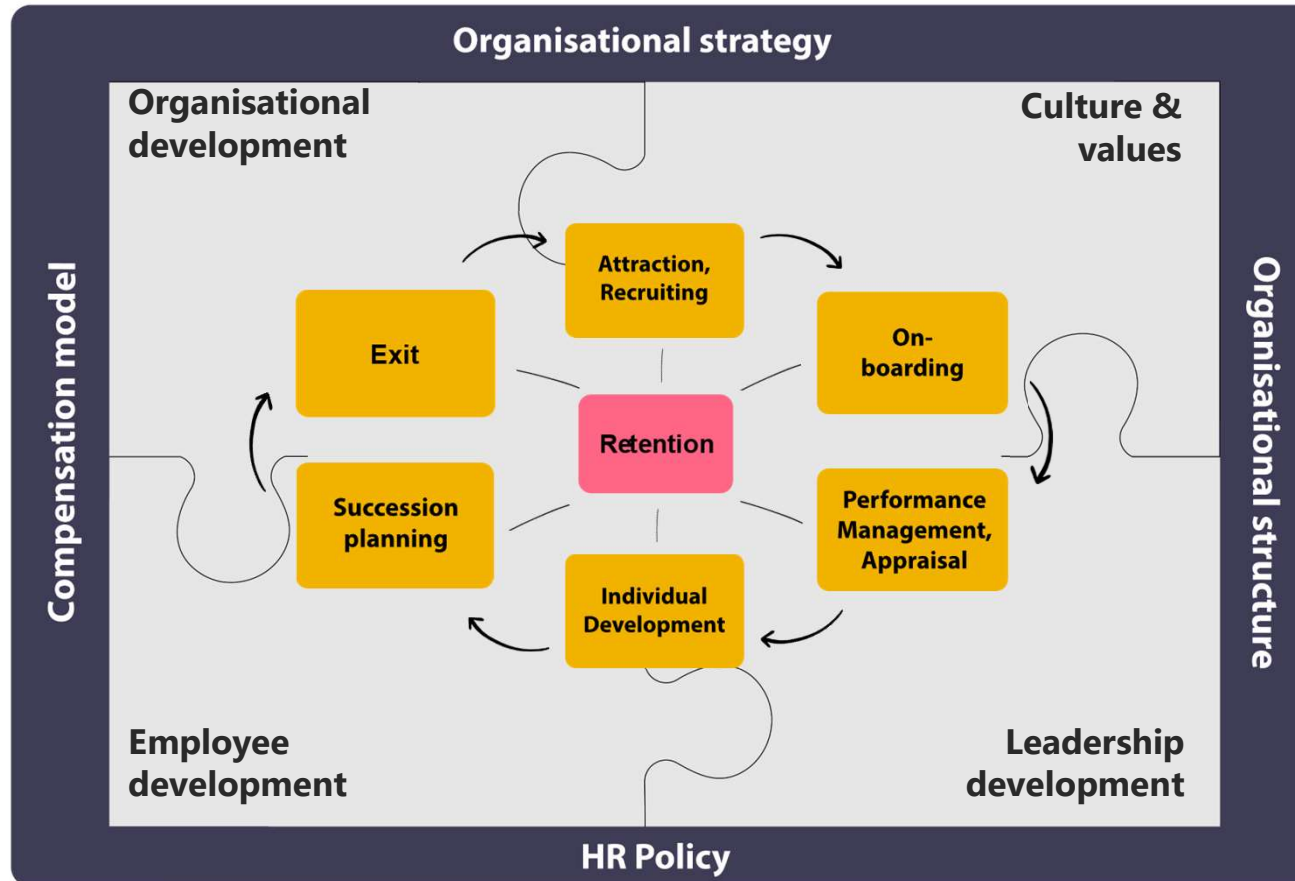
**“WHICH OF THE FOLLOWING PROCESSES ARE IMPLEMENTED IN YOUR ORGANIZATION?
(PLEASE SELECT ALL APPLICABLE RESPONSES)” (n=145)**



What does it need to implement strategic HR?



Strategic HR



You can download this graph with some explanations in the chat!

How to strengthen HR?

- HR is a crucial element for the implementation of an FSP's strategy
- **BUT: don't be overwhelmed and don't overstretch, rather use a step-by-step approach!**
- To position the HR function as strategic pillar in your FSP, you can engage senior management in a **strategy workshop** that follows 3 steps:
 - Step 1. Vision Board
 - Step 2. Action Plan
 - Step 3. HR Roadmap



How to strengthen HR?

Step 1. Vision Board

- If everything was possible: Where does our FSP stand in 10 years? How does it look?

Step 2. Action Plan

- What do we need to do to make this vision real?
- How does the culture of our visionary FSP look like?
- What kind of people, with which kind of mindsets do we need? (→ HR implications, e.g., profiles, competencies, skills, attitudes)

Step 3. HR Roadmap

- What can we do today to attract and/ or retain this talent?
- How can we develop a culture that allows people
 - to strive for personal and organizational success
 - to identify with company values
 - to be courageous
 - to try out new things
 - to learn and develop.



Panel discussion with

- **Mr. Manuchar Chitaishvili** (Chief Marketing and Innovation Officer at Crystal, Georgia)
 - **Mr. Hugues Bonshe Makalebo** (CEO of Baobab Madagascar)
-
- Based on your experience/opinion/view, how would you rate the strategic level of HR in your organisation?
 - What were success factors that have helped you to go from administrative HR towards strategic HR?
 - What has kept you to go from administrative HR towards strategic HR?
 - What is your vision, how strategic should HR be in the future? Which are the steps you would like to take in the near future to achieve this vision?

Any Questions?



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Thank you for your
participation and
contributions!