**10Th INDUCTION**

**23rd November, 2017 @ Sheraton Abuja Hotel.**

# RE-CONNECT & INNOVATE

**RE-CONNECT:** we seem to be living in an alternate reality here in Nigeria. It is only in Nigeria that mediocrity and failures is celebrated and embraced. Only in Nigeria can one feel that lowering the bar will breed excellence, we have chosen to invent our own facts.

Nigeria today is suffering due to a “disconnect”. We have been unable to situate “people”, our greatest Assets as it were, in our drive for development and progress. Nigeria is not “Connected”.

We need to “reconnect” with our reality. We need to reconnect one with another. We need to awaken from our slumber so that we stop being a slumbering giant but a true giant. A giant with a purpose, a giant on a mission, a giant taking its pride of place among the comity of nations.

The concept of Human Capital has relatively more importance in labour-surplus countries. These countries are naturally endowed with more of labour due to high population. The surplus labour in these countries is the human resource available in more abundance than the tangible capital resource. This human resource can be transformed into Human Capital with effective inputs of education, health and moral values on the job training etc.

We continually make new postulations, we come up with new solutions, new strategies, new system we call for white paper, memorandum, we establish taskforces, we inaugurate committees we hold conferences, seminar, workshops etc. seeking for a way out of our challenges.

Nigeria, more than ever before needs to RE-CONNECT, the solution for the myriad problems facing our Nation is situated in Human Capital Development.

That is what all frontline Nations, economies and societies paid attention and today they have achieved so much.

We too can be great, Nigeria and Nigerians can lead the world in all areas of development we have what it takes, we have the people all we need is to turn them “transform” them, from being liabilities to becoming Assets, the input should focus on adding value, during the throughput so that the output can be of the highest quality. If we do not stop the current “Garbage-in-Garbage out process”. Then we are doomed.

Until we embark on a voyage of “self-discovery” we would not be able to develop talent.

The transformation of raw human resource into highly productive human resource is the process of human capital development. The problem of scarcity of tangible capital in the labour surplus countries can be resolved by accelerating the rate of human capital development with both private and public investment in education, health and other key sectors of their National Economies. Tangible financial capital is an effective instrument of promoting economic growth of the nation. The intangible human capital, on the other hand, is an instrument of promoting comprehensive development of the nation because human capital is directly related to human development and when there is human development, there is progress. Qualitative Human Capital is the backbone of Human Development and economic development in every nation. At the macro-level, Human Capital Management is about three key capacities, the capacity to develop talent, the capacity to deploy talent, and the capacity to draw talent from elsewhere. Collectively these three capacities form the backbone of any country’s human capital competiveness.

Economic Growth closely depends on the synergy between new knowledge and human capital, which is why large increases in education and training have accompanied major advances in technological development in all countries that have achieved significant economic growth.

**INNOVATE:** Be creative, be original, think outside the box, do something differently.

It is only an insane person that expects to do same thing in the same way and expect a different result. The world has moved from era of what did you study? Where are you from? Etc. to what problem can you solve? How do you intend to solve the problem?

You are celebrated for your difference. If you can choose to be everyone else, you have simply chosen to be average. We must INNOVATE. Failure to do so will spell gloom and doom for us as a nation. Choose Excellence, **RE-CONNECT & INNOVATE**

“A stitch in time saves nine”

**Cyril Ogboli f.hcd**

**Chairman BoT**

**Chartered Institute of Human Capital Development of Nigeria**