**3RD INDUCTION**

**10th October, 2014 @ Grand Ibro Hotel, Abuja.**

# “CONNECT”

We must connect. Human Capital Development is about connecting. We cannot operate in isolation. We need to connect, with our realities, our challenges, our ideals, our goals, our problems and our objectives our dreams and aspirations.

Today’s Induction is a celebration of the role of the human element in all endeavors. It is the human element that puts together all other factors of production; Land, Labour, Capital. Without the entrepreneur all endeavors would end in futility. He is the “CONNECT” In this regard.

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.

CONNECT – we all must connect one with another and together drive change and development. We must join hands to make our nation great and our society better.

When you connect you interface. When you are “connected” you have ability, you have resources, you have the contacts, you have the link, you have the means, the capacity and you have what it takes.

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.

However, until we “CONNECT” what we will be having is plenty of motion no movement. People provide the “connection”. Human Capital Development is the “CONNECT”. The CONNECT that makes all other things possible. It is the fulcrum that holds society together. That guarantees progress.

We are having poor performance in WAEC? It is due our failure to “CONNECT”.

Failure in our security situation? It’s due to our failure to “Connect”, Poor infrastructure? It is a lack of “Connect”. Shoddy healthcare system? it is due to our Failure to “Connect”.

You name it – failure in governance. It is due to our failure to “CONNECT”

When you “Connect”, you are in touch, you are up to date, you are relevant, you become a solution.

Nigeria, more than ever before needs to “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.

i

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.

The outstanding records of Japan, Taiwan, and other Asian economies in recent decades dramatically illustrate the importance of Human Capital to growth. Lacking NATURAL RESOURCES – they import almost all their ENERGY, for example and facing DISCRIMINATION against their exports by the west, these so called Asian tigers grew rapidly by relying on a well trained well educated, hardworking and conscientious labour force that makes excellent use of modern technologies, China, for example, is progressing rapidly by mainly relying on its abundant, hardworking and ambitious population.

We can do it, we will do it, all we have to do is to close ranks, Join hands, stand shoulder to shoulder and contribute our own quota to the development of Human Capital. Nigeria is a labour surplus country. China has done it, India is doing it, we too need to grow our knowledge equity so that we can do it

The time to act is now. We are the **“CONNECT”!!!**

**Cyril Ogboli f.hcd**

**Chairman BoT**

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