

Organisations need to manage their people like any other asset, to ensure best possible condition, use, and performance. Human resource departments run excellent programs to develop skills in communication, leadership, and social responsibility. But other aspects of performance are specific to different workplaces, and are often overlooked. These are the skills needed to make sound technical decisions, such as those made daily in mineral processing operations.

The skills needed to make good decisions here include the ability to collect and manage data, numerical skills, awareness of best practice, and knowledge of analytical tools. Some of these skills are learned at university, but they can only be fully developed and refined in the workplace.

Several studies conducted in the last decade have highlighted significant challenges in delivering quality professional development including rapidly changing workplaces, changing technology and changes to tertiary education. This presentation will expand on some of these studies, and review the development pathways emerging to enable effective management of the “people” asset.

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