



# “Future Theme in ACD HRD Cooperation”

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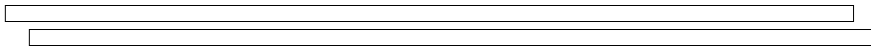
*Secretary-General*

*Foundation for International Human Resource Development*

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## 1.) Objectives



- To share and discuss the role of HRD among ACD countries
- To come up with HRD framework in order to explore program and project in ACD HRD
- To make our discussion a reality and move forward



## 2.) The importance of HRD illustrated by some of quotations

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“Comparative advantage of countries or economies depend on the quality of human resources.”

**Michael Porter**

“Human Resources are the wealth creation of the present and future.”

**Lester Theorow**



Fact

- “The Networth of Microsoft is 5% physical assets, 95% human imagination”
- “People are the most important asset in the nations and companies”

Mr.Paron Isarasena na Ayutthaya



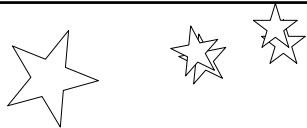
3.) Yet, despite the importance of HRD, the policy and strategies are difficult because

- HRD is a long term.
- There is no consistency in the program.
- Lack of interconnected with other policies such as economic and social and technological issues.
- Disagreement of what are the coverage of HRD

4.) However, despite the difficulties, we in Asia can try to fill up the gap and if we pursue HRD with consistency and deep commitment, especially, by political support and strong co-operation from academic, private sector and ,especially, research think tank like us today.

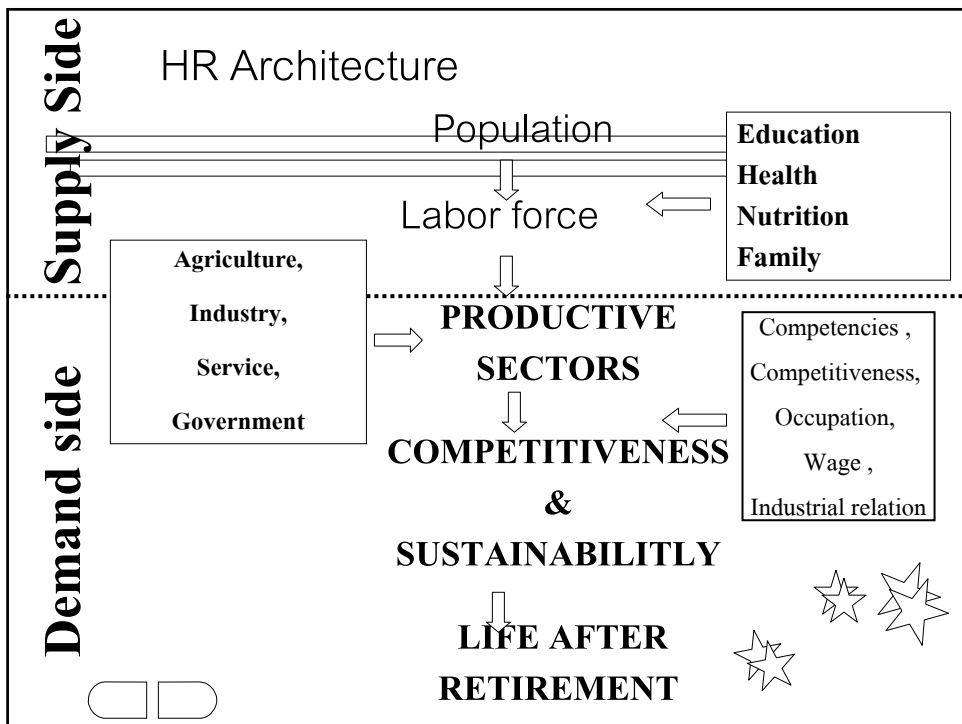


For example, as chair of APEC HRD Working Group, we have established this working group for the last 15 years, yet we do not have enough link with political leaders. But during my chairmanship, I have tried to fill up the gap. Experiences in Asia show that if there is consensus and political support in HRD, we can move forward.



What is HRD?  
I would like to offer  
my concept of  
HR Architecture





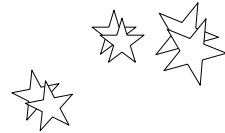
Also, HRD is investment of human capital,  
yet concept of human capital has expanded to  
cover 8K's and 5K's (My concepts).



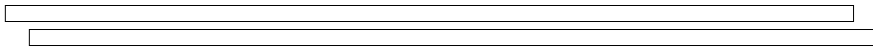
## 8K's Theory

- 1. Human Capital**
- 2. Intellectual Capital**
- 3. Ethical Capital**
- 4. Happiness Capital**
- 5. Social Capital**
- 6. Sustainability Capital**
- 7. Digital Capital**
- 8. Talented Capital**

8 K's



## 5K's Theory (NEW)



- 1. Innovation Capital**
- 2. Knowledge Capital**
- 3. Cultural Capital**
- 4. Emotional Capital**
- 5. Creativity Capital**

5 K's





HRD also related to globalization. In my opinion, HRD is both

- \* Enhancing capacity of our people in ACD to take opportunities from globalization

- \* At the same time, we must be concerned about the vulnerable groups, such as farmers, women and children



There are so many possible research co-operations, which I think that we can discuss but I think that we should

- 1.) Agree on some research agenda on HRD

- 2.) Have networks of ACD think tank and work hard on such a research issue

- Role of women in Asia in science and technology





- Exchange of young ACD scientists
- Closing the gap between rich and poor people in ACD countries
- Peace and HRD in ACD

3.) Have annual meeting to report to the leaders

4.) Co-operate with other organizations such UNESCO, OECD, ASEAN, APEC, Islamic organization, etc.



5.) We need action and we need to create perception that HRD in ACD is important.

6.) Finally, disseminate information to wider public.





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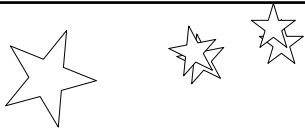
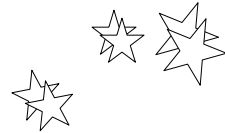
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**Thank you**

