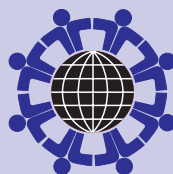


IFTDO

annual report

YEAR ENDING 31 DECEMBER 2007

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IFTDO
International Federation of
Training and Development
Organisations



***International Federation of Training
and Development Organisations***

IFTDO was founded in Geneva, Switzerland in 1972 in order to develop and maintain a worldwide network committed to identify, develop and transfer knowledge, skills and technology to enhance personal growth, human performance, productivity and sustainable development

CORPORATE INFORMATION

The IFTDO is registered in the United Kingdom as Company Number 1829725 and registered Charity Number 326633, and in the United States of America as a 501 (3) non-profit organisation.

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Executive Board 2007

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Mohamed Ally	Canada	President-Elect
Roger Addison	U S A	Past President
Ebrahim Al-Dossary	Bahrain	Chair
Bob Morton	UK	Treasurer
Ahmed Al Banna	Bahrain	Member-at-Large
Ray Bonar	Ireland	Member-at-Large
Roland Dubois	Mauritius	Member-at-Large
Abdel Bari Durra	Jordan	Member-at-Large
Erum Khan	USA	Member-at-Large
Alias Masod	Malaysia	Member-at-Large
Yoshika Okubo	Japan	Member-at-Large
Carol Panza	USA	Member-at-Large
Helmi Sallam	Egypt	Member-at-Large
Mary Dayton	Australia	Associate Member Representative
Bill Fenton	UK	Associate Member Representative
Sid Henkin	USA	Associate Member Representative
Elizabeth Rotimi	Nigeria	Associate Member Representative

IFTDO Committees - Chairs

Conferences Coordination Committee - Tayo Rotimi

Projects Committee - Alias Masod

Sustaining Development Project Committee- Marie Dayton

Finance Committee - Bob Morton

Strategy Committee - Ray Bonar

Membership Committee - Erum Khan

Publications & Website- Sid Henkin

By order of the Board



Uddesh Kohli
Secretary General



Tony Twigger
Executive Director

A Message from the President

Dear IFTDO members,

IFTDO's most important event of the year, the IFTDO Annual Conference, once again brings us all together, affording us an excellent opportunity to review the fruits of our combined efforts over these last 12 months.

Seeing all of you at this World Conference indeed makes me proud to be at the helm of our Federation. It is at this Conference that I can observe the professionalism and dedication of all IFTDO members. Your efforts towards achieving IFTDO's Vision, Mission and Values come into striking evidence at these World Conferences.

The 37th IFTDO World Conference, with the theme **Knowledge and Human Resources** will focus on Knowledge Creation and Human Resource Management, Fast Forward Technologies in Education & Training, Socio-Economic Trends and Knowledge Work Environments. Hosted by the Security and Administrative Sciences Institute (SASI) of Dubai Police Academy, it brings together experts from all over the world to discuss latest trends and developments. With the involvement of the IFTDO members who are attending this Conference, the results of our coming together should provide many meaningful and constructive exchanges of ideas. Dubai, the venue of the Conference, is an international city alive with many cultures and vibrant with many useful and enjoyable activities. A large number of speakers making presentation, and delegates participating will most definitely provide diverse and challenging inputs to the Conference. I hope you all will have the opportunity to observe first-hand the culture; history and vitality of the city during your brief sojourn here.

As we all know, IFTDO as an international organization with special links to several UN institutions endeavors to promote learning and understanding. Today, when greater understanding is so crucial to the world's political climate, this Conference is particularly relevant as it brings together people who share their knowledge and develop networks which reach out to those who are searching for those two important elements: peace and understanding.

I wish to thank all IFTDO members for their generous support to me as IFTDO President. And I extend my particular gratitude to all the partners and associating organizations, the institutions and volunteers who have worked so hard to make this Conference a success.

And lastly, I sincerely hope that we can all work together in future to continue to share our professional knowledge, friendship, respect and networking among all IFTDO members.



Brig. Dr. Mohamed Bin Fahad
President

Report of the Executive Board

The Board congratulates the International Society for Performance Improvement (ISPI), and particularly thanks Dr Roger Addison, the IFTDO Past-President, for the excellent 36th IFTDO World Conference at San Francisco (USA) in April 2007. The Conference was very well received by the delegates, thus enhancing the image of IFTDO as an effective international force in the human resource development field.

All the Committees of the Board did excellent work. Their reports appear elsewhere in this Annual Report. A new Committee- Sustaining Development Project Committee was formed to look after this Project.

The Executive Board deliberated on following important areas and took decisions which will have long-term impact on more effective functioning of IFTDO:

- i. Memorandum & Articles of Association (Constitution)
- ii. Conference Criteria and Guidelines (Blue Book)
- iii. Rules & Procedures

The proposed amendments to the Memorandum & Articles of Association (Constitution) would be considered at the Annual General Meeting (AGM) to be held at the time of 37th IFTDO World Conference at Dubai, March 3-6, 2007.

The Prime Minister of Bahrain has kindly approved a donation to IFTDO for an HR Award.

The Chartered Institute of Personnel and Development (CIPD), based in London, continued to provide help in the accountancy and subscription administration work of the Secretariat. The contribution of Mr. Demetrios Souppouris, CIPD Management Accountant, has been outstanding and has been much appreciated. The Board would again like to record its thanks to CIPD, an IFTDO member,

I thank the Secretary General Dr Uddesh Kohli, and the Executive Director, Dr. Tony Twigger for their excellent performance as well as all the Board members for their trust in me and for the support that they have given me. The Executive Board remains determined to continue efforts to improve IFTDO's performance and services to members.



Ebrahim Al'Dossary
Chair of the Board

Report of the Conference Coordination Committee

The 36th IFTDO World Conference was held at San Francisco (USA), from April 21-25, 2006 on the Theme '**Performance Beyond Borders**'. It was hosted by International Society for Performance Improvement (ISPI). The Conference attracted over 1100 participants from 39 countries; of these 302 were from overseas, the largest delegation being from Korea (71), followed by Canada (45) and Bahrain (23). The conference was a great learning experience, with over 200 presentation sessions, 2 Professional Institutes, 25 Workshops, 4 Certificate Programs, 6 Master and 10 Encore sessions. Other important events were the Opening Reception on April 30, a networking extravaganza on May 2, closing banquet on May 3, a Community Centre with discussion tables as a world bazaar, and a book store.

The 38th IFTDO World Conference will be held on March 3-6, 2008 at Dubai (UAE), on the Theme **Knowledge & Human Resources**, hosted by Security and Administrative Sciences Institute of Dubai Police Academy.

The 39th and 40th Conferences will be held at Toronto (Canada) in October 2009, and London (UK) in April, 2010.

The Conference Coordination Committee met thrice- in January 2007 at Dubai (UAE), in April 2007 at San Francisco (USA) and in August 2007 at Toronto (Canada). Apart from the Permanent Members- Helmi Sallam (Egypt), Luis Bento (Portugal), and Sheikh Faleigh Sheikh Mansor (Malaysia), the host country representatives serving the Committee during 2007 were: Rick Battaglia (USA), Ahmed Mohamed Rafi (UAE) and Lynn Johnston (Canada).

Conferences are important events in the activity cycle of professional associations. IFTDO encourages its Full Members, especially professional associations, to consider hosting an IFTDO Conference. This would contribute to expanding the professional development possibilities for their members, as well as exposing the members to world class performance improvement solutions. A well organized IFTDO conference would also contribute significantly to enhancing the reputation and status of the host organization.

While laying down the office of Chair, CCC after 3 years, I look back with satisfaction the successful conferences held at Cairo (Egypt) in 2005, at Kula Lumpur (Malaysia) in 2006 and at San Francisco (USA) in 2007. I am also delighted that the CCC has booked conferences 4 years ahead including 2008 in Dubai, 2009 in Canada and 2010 in the United Kingdom as indicated earlier. I acknowledge the support and assistance I received from my colleagues in the CCC, members of the Executive Board and Secretary General, IFTDO.



Tayo Rotimi

Chair, Conference Coordination Committee

Report of the Projects Committee

At the Executive Board Meeting held in San Francisco on 30 April 2007, it was decided to separate the Sustaining Development work from overall IFTDO Projects work. Project activities in 2007 (other than the SD projects) were:

(i) Evaluation of an ILO project in Kosovo

In October/November 2007, the ILO commissioned from IFTDO an independent, external evaluation of its Project Skills Development for the Reconstruction and Recovery of Kosovo. The key evaluation criteria revolved around the following aspects: Relevance and strategic fit of the project; Validity of project design; Project progress and effectiveness; Efficiency of resource use; Effectiveness of management arrangements; and Impact orientation and sustainability of the project. The project was rated as excellent in all respects and its use as a model project for future ILO projects was recommended by the IFTDO assessor.

(ii) Follow-up to the IFTDO/ILO report on vocational training in the Islamic Republic of Iran

In November, the Iran Ministry of Labour requested the ILO to finance an IFTDO Mission to prepare an Action Plan for the introduction of the ISO 10015 Quality Assurance Standard into various parts of the TVTO (Technical and Vocational Training Organization (TVTO). A Plan has been prepared covering the TVTO Headquarters and two Vocational Training Centres in each of the 30 Iran Provinces. The Ministry indicated that it would want the Plan to be implemented as soon as possible, depending on available funding sources.

(iii) A review of the Vocational Training System in the Republic of Sudan

In December, this ILO-funded IFTDO assignment had a threefold objective: (i) to assess the VET system; (ii) to formulate a strategy for the development of a more responsive VET system; and (iii) to share the immediate results with the VET stakeholders. The review of the training system was carried out in terms of relevance, effectiveness and efficiency and the final report recommends actions to be taken to improve performance under each of these headings.



Alias Masod,
Chair, Projects Committee

Report of the Sustainable Development Project (SDP) Committee

The IFTDO Sustainable Development project involves five action phases, namely: Phase 1- Exploration; Phase 2 - Foundation; Phase 3 - Infrastructure; Phase 4 - Launch; and Phase 5 - Sustainability. The project is based on action learning and participants must demonstrate evidence of their successful application of required competencies before any recognition can be awarded. SD activities in 2007 are described below:

(i) Joint activities with UiTM in Malaysia

In conjunction with IFTDO, the Global Centre of Excellence for Human Capital (GCEHC) of the Universiti Teknologi Mara (UiTM) commenced a pilot project on Sustaining Development through Change Leadership (SDtCL). Phases 1 and 2 of SDtCL were completed in April and July 2007 and partial completion of Phase 3 took place in October 2007. It is expected that Phase 3 will be completed in early 2008 and that Phases 4 and 5 will follow later in the year.

(ii) Joint activities with the Bahrain Training Institute (BTI) in Bahrain

Again in conjunction with IFTDO, BTI completed Phases 1 and 2 of an SDtCL project in August 2007. The response from the organization and from the Tutors involved was excellent, leading to partial completion of Phase 3 in November 2007. Phase 3 should be completed in early 2008 and Phases 4 and 5 are expected to follow soon afterwards.

(iii) Marketing and Promotion Activities

Presentations on the SDtCL project in 2007 were made at: Asia HRD Congress in Mumbai in January; IFTDO/ISPI Conference in San Francisco in April; IFTDO/IVETA Conference in Mauritius in May; ECLO Conference in Scotland in June; IFTDO Executive Board meeting in Toronto in August; New York Institute of Technology in August; World Bank Institute in August; and Commonwealth Secretariat in London in October.



Marie Dayton,
Chair, Sustainable Development Project Committee

Report of the Strategy Committee.

The Strategy Committee had developed a Strategic Plan in early 2006 which has since been reviewed to reflect our targets for the period 2007 to 2010. The Chair of each Committee has identified a list of key objectives that their Committee would address with a focus on key goals and activities. These have been reviewed at the 6 monthly Board meetings and the Plan has been up-dated at each Board meeting. The next stage now is the developmental side and Chair of each Committee has been requested to give the business and action plan for next 3 years

It is recognized that each member of the Board is carrying out this task as a voluntary activity. It is important that a focus be put on completing the implementation reports for each Board meeting. The Strategy Committee would like the Chair of each Committee to review the goals and objectives in their element of the Plan on an ongoing basis.

I would like to thank each member of the Board for their work on the development of the current Strategic Plan. In addition I would also like to express my appreciation to my colleagues on the Strategy Committee.



Ray Bonar
Chair,
Strategy Committee

Report of the Finance Committee

The operating performance in 2007 showed a deficit of \$11,473 against profit of \$5663 in 2006. We have sufficient operating funds, and our reserves include over \$100,000 in cash and deposit. The main highlights are as follows:

Activities: Income from membership subscription increased from \$45,255 in 2006 to 50,912 in 2007. Income from the Conference in San Francisco in 2007 was \$26,075. The expenditure on Administration in 2007 was Slightly higher at \$57,717 against \$56,167 in 2006. The Directorates spent less in 2007 at 4,224 against \$ 6,666 in 2006, as in Conference Coordinating Committee, the travel costs were borne by the persons concerned. There was a surplus of \$20,241 from activities other than projects.

Projects: Receipts from projects in 2007 showed significant decrease at \$ 26,491 against \$ 46,371 in 2006. The expenditure of \$58,205 includes significant investment of \$33,726 in the new Sustaining Development Project. There was thus a deficit of \$ 31,714 against the surplus of \$ 5,663 in 2006.



Bob Morton
Honorary Treasurer

IFTDO
Income and Expenditure
Year- January to December

	2007	2006	2005
	US \$	US\$	US\$
Income			
Subscriptions	50,912	45,255	46,638
Conferences	26,075	22,690	26,148
Interest	5,195	4,571	2,314
Projects	26,491	46,371	97,083
Others	-	1,000	1,000
	<hr/>	<hr/>	<hr/>
Total Income	108,673	119,887	173,183
Expenditure			
Directorates:			
Conferences & seminars	-	2,687	1,430
Publications	4,224	3,979	3,953
Others	-	-	2,085
	<hr/>	<hr/>	<hr/>
Subtotal Directorates	4,224	6,666	7,468
Administration			
Management fees	38,801	39,489	36,000
Print and stationery	-	-	-
Travel	14,205	10,740	8,109
Others	4,711	5,938	5,610
	<hr/>	<hr/>	<hr/>
Sub Total Administration	57,717	56,167	49,719
	<hr/>	<hr/>	<hr/>
Projects	58,205	51,490	90,786
	<hr/>	<hr/>	<hr/>
Total Expenditure	120,146	114,223	147,973
	<hr/>	<hr/>	<hr/>
Net (deficit)/income	(11,473)	5,663	25,210
	<hr/>	<hr/>	<hr/>

IFTDO
Balance Sheets
As at 31 December

	2007 US\$	2006 US\$	2005 US\$
Cash at bank	38,382	18,999	41,895
Accounts receivable	3,313	4,011	6,652
Certificates of deposit	117,070	123,511	94,626
Total Assets	<u>158,765</u>	<u>146,521</u>	<u>141,173</u>
Deferred income and other liabilities	24,902	1,185	1,500
Equity - Opening balance	145,336	139,673	114,463
Net (deficit)/income for the year	-11,473	5,663	25,210
Closing balance	<u>133,863</u>	<u>145,336</u>	<u>139,673</u>
Total Liabilities & Equity	<u>158,765</u>	<u>146,521</u>	<u>141,173</u>

Appendix A Executive Board 2007

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Appendix C – Membership List 2007

Honorary Members

J C Carroll
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Ken Gardner
UNITED KINGDOM
Margo Murray
USA

Associate members

ACCET- Accrediting Cncl for Cont Edn
& Trg
USA
Advanced Training & Development Ltd
LATAVIA
Agility Global Partners
USA
AFAQ-ETA
UNITED KINGDOM
AL-ISRA University
JORDAN
Arab Training Centre / The Housing Bank
JORDAN
ASEAN Training & Educational Services
AUSTRALIA
Bahrain International Retail Dev
BAHRAIN
BI Kompetanseforum
NORWAY
Centre for Socio-Economic Development
SWITZERLAND
Central for Training Development
JORDAN
CMP Associates
USA
CTC Communications Training Centre
INDONESIA
Determination Train
SAUDI ARABIA
Global Straskills Consulting
NIGERIA
Institute of Global Business Solutions
EGYPT
INTEC-International Experts & Consultants
EGYPT
International Dialogue for HRD
JORDAN
International Road Safety Academy
NETHERLANDS
Korean Labour Education Institute
KOREA
Larsen & Toubro Ltd
INDIA

Letterkenny Institute of Technology
IRELAND
Mac-Tay Consulting Ltd.
NIGERIA
Maritius Quality Authority
MAURITIUS
National Consulting Bureau
KUWAIT
OK Service Corporation
ROMANIA
People Developer System
MALAYSIA
PMEC
EGYPT
Power Industry Seminars Ltd
UK
Prism Learning Solutions
USA
Professional Knowledge Centre
MALAYSIA
SFR Consultants
MALAYSIA
Tack Training International
UNITED KINGDOM
The Edge Consulting Ltd.
MAURITIUS
TRAIN
GERMANY
United Arab Company for Training &
Consulting
EGYPT
Full Members
AITD - Australian Institute of Trg & Dev
AUSTRALIA
Al-Khafji Joint Operations
SAUDI ARABIA
Al Khaleej Training & Education
SAUDI ARABIA
American Society for Training &
Development
USA
Amman Arab University for Graduate
Studies
JORDAN
APG - Assoc Portugue sa dos Gestores
PORTUGAL
Arab Administrative Dev Organization
EGYPT
ASHRAM - Arabian Soc for HR Mgmt
SAUDI ARABIA
Austrian Centre for Prod & Efficiency
AUSTRIA

Bahrain Society for Trg. and Dev.
 BAHRAIN
 Bahrain Training Institute
 BAHRAIN
 Bangladesh Society for Trg & Dev.
 BANGLADESH
 Canadian Society for Training &
 Development
 CANADA
 Chartered Institute of Admin & Mgmt
 Consultants
 GHANA
 Chartered Institute of Personnel and Dev.
 UNITED KINGDOM
 Chinese Society for Training. & Dev.
 TAIPEI, CHINA
 CIPD – Ireland
 IRELAND
 Civil Service Development Institute
 TAIPEI, CHINA
 Dubai Electricity and Water Authority
 UAE
 Dubai Knowledge Village
 UAE
 Egyptian Banking Institute
 EGYPT
 Environmental Professionals Training
 Institute
 TAIPEI, CHINA
 European Management Development
 Centre
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 BAHRAIN
 Human Resources Dev Authority of Cyprus
 CYPRUS
 Human Resource Management Association
 CYPRUS
 Hungarian Association for Human Politics
 HUNGARY
 Indian Society for Training & Dev.
 INDIA
 Industrial & Vocational Training Board
 MAURITIUS
 Industrial Training Fund
 NIGERIA
 Institute of Learning & Development
 Professionals
 AUSTRALIA
 Institute of Public Administration
 SAUDI ARABIA
 International Alliance for Learning
 U S A
 International Society for Performance
 Improvement
 USA
 Irish Institute for Training & Dev.
 IRELAND
 Japan Vocational Ability Development
 Association.
 JAPAN
 Lagos State Public Service Staff Dev Centre
 NIGERIA
 Langevin Learning Systems Inc
 CANADA
 Malaysian Institute of Trg &
 Development
 MALAYSIA
 National Chengchi University
 TAIPEI, CHINA
 National Civil Service Institute.
 TAIPEI, CHINA
 Nigeria LNG Limited
 NIGERIA
 Nigerian Institute for Training & Dev.
 NIGERIA
 NVO2
 NETHERLANDS
 Observatory of Management Foundation
 POLAND
 PNG Training & Development
 PAPUA NEW GUINEA
 Regent Training & Consultancy
 UAE
 ROI Institute
 USA
 Saudi Arabian Oil Co-Aramco
 SAUDI ARABIA
 Security & Administrative Sciences
 Institute, Dubai Police Academy, UAE
 Selec Train
 SAUDI ARABIA
 Sri Lanka Institute for Trg & Development
 SRI LANKA
 TEAM International
 EGYPT
 Universiti Teknologi MARA
 MALAYSIA
 WORMAC for Training & Consulting
 EGYPT

Appendix D - Past IFTDO Conferences

1972 First International Training and Development Conference
Geneva, SWITZERLAND

Sponsored by the American Society for Training and Development and the U.S. Agency for International Development

1973 Second International Training and Development Conference
Bath, ENGLAND

Sponsored by the Institution of Training Officers and the Institute of Personnel Management

1974 Third International Training and Development Conference
Oslo, NORWAY

Sponsored by the Norwegian Society for Training and Development

1975 Fourth International Training and Development Conference
New Delhi, INDIA

Human Resources Development - Experiments & Experiences. Sponsored by the Indian Society for Training and Development

1976 Fifth International Training and Development Conference
Canberra, AUSTRALIA

Sponsored by the Australian Institute of Training and Development and Institute of Personnel Management (Australia)

1977 Sixth International Training and Development Conference
Mexico City, MEXICO

Sponsored by Asociacion Mexicana de Capacitacion de personal, A.c.

1978 Seventh International Training and Development Conference
Washington, D.C., USA

Sponsored by the American Society for Training and Development

1979 Eighth International Training and Development Conference
Manila, PHILIPPINES

Sponsored by the Philippine Society for Training & Development and the Asian Regional Training and Development Organisation

1980 Ninth World Congress for Training and Development
Rio de Janeiro, BRAZIL

Sponsored by Associacao Brasileira de Treinamento e Desenvolvimento

1981 Tenth International Training and Development Conference
Dublin, IRELAND

“Individual and Organizational Development” Sponsored by the Irish Institute of Training and Development

1982 Eleventh International Training and Development Conference
Calgary, Alberta, CANADA

“People -Technology - Information: Bringing it all together” Sponsored by the Canadian Society for Training and Development

1983 Twelfth International Training and Development Conference Amsterdam, THE

NETHERLANDS “Productivity Improvement Through Training and Development” Sponsored by the Dutch Society for Training and Development

1984 Thirteenth IFTDO World Conference Sydney, AUSTRALIA

“The Future is Now” Sponsored by the Australian Institute for Training and Development

1985 Fourteenth IFTDO World Conference Stockholm, SWEDEN
“Business Development Through Human Resource Development” .
Sponsored by the Swedish Association for Personnel Administration and the Swedish National Council for Training and Development

1986 Fifteenth IFTDO World Conference Honolulu, Hawaii, USA
“Seeking Synergy” Sponsored by IFTDO in association with the American Society for Training and Development and managed by Brigham Young University Hawaii Campus

1987 Sixteenth IFTDO World Conference Madrid, SPAIN
“People, Technology and Change” Sponsored by the Central de Congresos, Madrid

1988 Seventeenth IFTDO World Conference Tokyo, JAPAN
“Restructuring -The Human Resources Challenge”
Sponsored by the Japanese Vocational Ability Development Association

1989 Eighteenth IFTDO World Conference London, UNITED KINGDOM
“Learning for Living” Sponsored by the Institute for Training and Development and Managed by Blenheim Queensdale Ltd

1990 Nineteenth IFTDO World Conference Buenos Aires, ARGENTINA
“Quality of Working Life”
Sponsored by the Asociacion de Dirigentes de Capacitacion de la Argentina

1991 Twentieth IFTDO World Conference Vienna, AUSTRIA
“Competition among Economic Areas Challenge to Personnel Development - consequences for Management Training System” Sponsored by the Austrian Center for Productivity & Efficiency (OPWZ)

1992 Twenty First IFTDO World Conference Taipei, TAIWAN
“Human Resource Development Responds to Challenges and Opportunities”
Sponsored by the Chinese Society for Training and Development in collaboration with the Asian Regional Training & Development Organization

1993 Twenty Second IFTDO World Conference
Hamburg, GERMANY
“Change, Conflict and Cross Culture”
Sponsored by DeGefest, Germany, Managed by the Hanseatic Congress Management, Hamburg

1994 Twenty Third IFTDO World Conference New Delhi, INDIA
“Global Changes and Stability in 2000 AD Strategic Issues”
Sponsored by the Indian Society for Training and Development

1995 Twenty Fourth IFTDO World Conference
Helsinki, FINLAND
“Personal Renewal - New Experiences; New Dimensions; Human Networks”
Sponsored by HENRY -The Finnish Association for Trg & Development

1996 Twenty Fifth IFTDO World Conference Cairo, EGYPT
“Designing the Future: Training and Development in the 21st Century”
Managed by TEAM International

1997 Twenty Sixth IFTDO World Conference Kuala Lumpur, MALAYSIA
“New Paradigms: Wholistic Human Resource Development”
Sponsored by the Malaysian Institute of Personnel Management

1998 Twenty Seventh IFTDO World Conference
Dublin, IRELAND
“Revitalising H.R.D.:A Vision for the New Millennium”
Sponsored by the Irish Institute of Training and Development

1999 Twenty Eighth IFTDO World Conference Long Beach, USA

2000 Twenty Ninth IFTDO World Conference London, UNITED KINGDOM
“Training Matters”
Sponsored by the Chartered Institute of Personnel and Development

2001 Thirtieth IFTDO World Conference Porto
“The New Frontiers of HRD” Sponsored by the Brazilian Society for Training and Development

2002 Thirty First IFTDO World Conference Manama, BAHRAIN
“The Power of Knowledge in the New Era”
Sponsored by the Bahrain Society for Training and Development

2003 Thirty Second IFTDO World Conference Lisbon, Portugal
“Managing Knowledge, Intelligence and People” Sponsored by APG, the Portuguese Association of Human Resource Managers
“One World, One Mission” Sponsored by the International Society for Performance & Development

2004 Thirty-Third IFTDO World Conference
New Delhi, India
“ Value Creation & Human Development-The Emerging Dimensions” Sponsored by ISTD,
Indian Society for Training & Development

2005 Thirty-Fourth IFTDO World Conference Cairo, Egypt
“New Megatrends in Human Resources and Training Development”
Sponsored by TEAM International

2006 Thirty-Fifth IFTDO World Conference
Kuala Lumpur, Malaysia
“Education and Training Harmonized”
Sponsored by Universiti Teknologi MARA

2007 Thirty-Sixth IFTDO World Conference
San Francisco, U S A
“Performance Beyond Borders”
Sponsored by International Society for Performance Improvement

Appendix E - Past IFTDO Presidents and Chairs

Past Presidents

1973-74

Tom Jaap - SCOTLAND
Scottish Society for Training and
Development

1974-75

Jag Mohan Kitchlu - INDIA
Indian Society for Training and
Development

1975-76

D. Frank Swonnel - AUSTRALIA
Australian Institute of Training and
Development

1976-77

Dr. Miguel Jusidman - MEXICO
Asociacion Mexicana de Capacitacion
de Personal, AC.

1977-78

Leopold A Hauser III - USA
American Society for Training and
Development

1978-79

Paterno V. Voloria - PHILIPPINES
Philippine Society for Training and
Development

1979-80

Dr. Paulo Pizarro - BRAZIL
Associacao Brasileira de Treinamento e
Desenvolvimento

1980-81

Dr. Bertie Collins - IRELAND
Irish Institute of Training and
Development

1981-82

Robert C. D'Amur- CANADA
Canadian Society for Training and
Development

1982-83

John AS. van Sprang - THE
NETHERLANDS Dutch Society for
Training and Development

1983-84

Geoffrey R. Richards - AUSTRALIA
Australian Institute for Training and
Development

1984-85

Georg Uggelberg - SWEDEN
Swedish National Council for Training
and Development

1985-86

Dr. David W. Jamieson - USA
American Society for Training and
Development

1986-87

Don Manuel Matamoros - SPAIN
Federacion Espanola de AFYDE

1987-88

Shigeichi Koga - JAPAN
Japanese Vocational Ability
Development Association

1988-89

John Giles - UNITED KINGDOM
Institute of Training and Development

1989-90

Francisco Scalzo - ARGENTINA
Asociacion de Dirigentes de
Capacitacion de la Argentina

1990-91

Theo Weiss - AUSTRIA
Austrian Centre for Productivity and
Efficiency (OPWZ)

1991-92

Jun-Shu Chang - TAIWAN
Chinese Society for Training and
Development

1992-93
Klaus Beckmann - Germany DeGefest

1993-94
Uddesh Kohli - INDIA
Indian Society for Training and
Development

1994-95
Seppo Mansukoski - FINLAND
Finnish Association for Training and
Development

1995-96
Helmi Sallam - EGYPT TEAM
International

1996-97
Nik Abdul Aziz - MALAYSIA
Malaysian Institute of Personnel
Management

1997-98
Dolores Carr - IRELAND
Irish Institute of Training and
Development

1998-99
Clayton Lloyd - USA
International Society for Performance
Improvement

1999-2000
Derek Miles - UNITED KINGDOM
Chartered Institute of Personnel and
Development

2000-01
Ebrahim AI Dossary - BAHRAIN
Bahrain Society for Training and
Development

2001-02
Dr. Paulo Pizarro - BRAZIL
Associacdo Brasileira de Treinamento e
Desenvolvimento

2002-03
Luis Bento - PORTUGAL Assoc.
Portuguesa dos Gestores

2003-04
Subir Raha - INDIA
Indian Society for Training and
Development

2004-05
Helmi Sallam-EGYPT
TEAM International

2005-06
Datu' Seri Prof. Dr. Ibrahim Abu Shah -
MALAYSIA
Universiti Teknologi MARA

2006-07
Roger Addison-USA
Int'l Society for Performance
Improvement

Past Chairs

1976-1977

Leopold A. Hauser III - USA
American Society for Training and
Development

1978-1981

Tom Jaap - SCOTLAND
Scottish Society for Training and
Development

1982-1983

J. Christopher Carroll- UNITED
KINGDOM Institute of Training and
Development

1984-1985

Edward E. Scannell- USA
American Society for Training and
Development

1986-1987

Shigeru Eda - JAPAN
Japanese Vocational Ability
Development Association

1988-1989

Les Pickett - AUSTRALIA
Australian Institute of Training and
Development

1990-1991

Richard A. Zeif -
USA Negotiation Institute, Inc.

1992-1993

Margo Murray - USA
National Society for Performance and
Instruction

1994

Seppo Mansukoski - FINLAND
Finnish Association for Training and
Development

1995-1996

Uddesh Kohli - INDIA
Indian Society for Training and
Development

1997-1998

Ali Dialdin - SAUDI ARABIA
Saudi Arabian Oil Company

1999

Ralph Keteku - GHANA
Ghana Association of Training and
Development

1999-2000

Roger Addison - USA
International Society for Performance
Improvement

2001-2002

Helmi Sallam - EGYPT
Team International

2003-2004

Tayo Rotimi - NIGERIA
Mac-Tay Tack Training

2005-2006

Abdel Bari Durra -JORDAN
Al-Isra Private University (IPU)



IFTDO VISION

To be a unique and effective resource to the HRD profession working globally for the betterment of life

IFTDO MISSION

To promote the concept of HRD as an effective organizational tool across all sectors of society, in order to increase personal and organizational effectiveness

IFTDO GOALS: Focus on three key result areas:

- ☞ Involvement of our members and
- ☞ Increased global visibility of IFTDO
- ☞ Achieve and maintain financial stability,

THE IFTDO VALUES are

- ☞ **Quality**
 - Policies
 - Products
 - Conferences
- ☞ **Excellent Service to Members**
- ☞ **Support**
 - Through effective networks
- ☞ **Professionalism**
 - In all IFTDO activities
- ☞ **Ethical Standards**
 - In all IFTDO policies