

Proposal for a symposium

Submitted to the VIII International HRM Workshop

To be held in Seville (May 12, 2011. 12:30-14:15)

Proposed By

Francois Silva - **ESCEM** Ecole de Management

Email : fsilva@escem.fr

Ann Marie Fry - **ESCEM** Ecole de Management

Email: amfray@escem.fr

Simon Dolan - **ESADE** Business School Barcelona

Email: simon.dolan@esade.edu

Evolution and contemporary challenges facing Human Resource Professionals at the dawn of the XXI century: A Trans Mediterranean perspective

The symposium is based on an ongoing research collaboration funded by the EU Leonerdo branch. It begun in 2010 and will be completed in 2011. The project is lead by Francois Silva and his colleagues in France. It involves academic institutions and professional HR associations in the following 5 Mediterranean countries: **France, Italy, Portugal, Spain and Italy**. The original project intends to trace and label the evolution of the content of the activities of the HR Departments and their respective professionals in these countries. In order to do that, a joint collaboration between an academic institution and a national HR professional association in each country was forged.

The aim of the symposium is to compare and contrast the evolution of the profession and professionals working in the HR department. Both literature search, and empirical data collection via interviews with professional HR managers in each country was conducted during 2010. Data collected was validated by the respective HR professional association and a semi Delphi technique used by members of the

research team. Refinement of the conclusions was also made via group debate and discussion held by the partners to this study.

In this symposium we will ask the academic coordinator of each country to share the principal conclusions on the trends, changes and challenges facing the HR profession & professionals in the XXI century. We will be able to compare and contrast similarities and differences amongst the 5 participating countries. We will be able to foster a debate amongst the participants of the symposium as to whether there are common trends in the HR evolution, (controlling for the legal requirements in each country). We will also hope to steer a discussion on the extent to which the findings reported can be extended to other countries. We hope that at the end of the symposium, we will be able to

- Understand better the challenges of the HR profession/professionals today and tomorrow
- Debate and discuss the universal HR trends that apply to all countries and
- Begin an interesting discussion amongst the academic and scholarly community on the kind of changes that need to be introduced in the academic / universities programs (in terms of skills and knowledge) that will better prepare new graduates for tomorrow's HR success.

Participants in the symposium will include:

- **France** - Francois Silva & Ann Marie Fry (**ESCEM** Ecole de Management) Aline Scouarnec (ESSEC-Paris)
- **Italy** - Torre and Laura Strazzeri (University of Genova)
- **Portugal** - Paula campos, Carla santos & Eliset Martins (UNISLA)
- **Spain** - Mouna El Wahidi el Alaoui El Wahidi, Monica Grau & Simon L. Dolan
- **Turkey** - Nuray Atsan (Akdeniz University)

Time required: 1.5 (minimum) – or 2 Hours (preferable)

Methodology: The symposium will be facilitated by the French team. Each partner/country will be given 10-15 minutes to present the principal findings. Participants of the symposium will be asked to participate in the discussion/debate that will follow the presentation.