

Give the inexperienced a chance — Kuenyehia

Story: Enoch Darfah Frimpong, Kumasi

A MANAGEMENT consultant and corporate lawyer, Mr Elikem Nutifafa Kuenyehia, has called on businesses to give young talented persons the chance to work in their organisations and not rely on recruiting only experienced personnel.

He said very often managers tended to be lazy and unwilling to recruit fresh brains and train them but rather resorted to poaching personnel trained by other companies.

That, he said, was not the best for developing the human resource capacity of the country, adding that there was the need to engage young people with talents and groom them, since some of them had great potential.

Speaking on the topic, "Uncommon practice — strategy that works" at a management express forum organised by the British Council in Kumasi, Mr Kuenyehia, the Managing Partner of Oxford and Beaumont Solicitors, said although certain vacancies in organisations required experienced people to fill, there was also the need to institute structures that would enable fresh brains to be trained to take over from experienced people.

Mr Kuenyehia, who was part of the first executive management of Standard Trust Bank, now UBA Ghana Limited, and an adjunct lecturer at the Ghana Institute of Management and Public

Administration (GIMPA), maintained that there was the need to give fresh brains and young people the chance in organisations.

"What employers should rather do is to institute systems to train young people and desist from the practice whereby they tend to rely solely on getting people with many years' experiences to fill vacancies in their organisations," he said.

The British Council Management Express Forum is run bi-monthly, hosting prominent and result-oriented leaders whose thought-provoking insights, innovative strategies and enthusiasm are expected to shape future management trends.

The forum is also specifically designed to meet the needs of ambitious managers who seek to stay in touch with peers and experts and keep pace with the latest thinking and practice in management.

Mr Kuenyehia also said many companies were not making it in the country currently because there was no accountability.

"When was the last time you heard in Ghana that a CEO has been fired for failing to meet targets or a junior staff has also been sacked for not meeting targets?" he questioned.

He said for businesses to make headway there was the need for managers to broaden their conversations to get perspectives from as many people as possible including employees at the lower level and customers.



**Mr Elikem N. Kuenyehia, Managing Partner, Oxford & Beaumont Solicitors*

Mr Kuenyehia, who is also a board member of the Metropolitan Insurance Company, advised companies to amplify the role of the human resource in order to get the right people to drive the strategy of the company.

"You need to think of having a balance of the grey hairs and the 'wannabes', he said, and added that the grey hairs (experienced and elderly) should create an environment by coaching and guiding the wannabes (young and inexperienced) to enable them to take over from them.



Index continues upward surge

THE index was bearish gaining a marginal 0.25 points at the close of trading session yesterday on account of gains by two equities.

The year-to-date change stood at 7.11 per cent. The gainers were GCB which gained GH¢0.0009, and EIC which gained GH¢0.0005.

A total of 113,700 shares were traded in at the close of trading session. CAL accounted for 106,400 of total shares traded.

Equities	LP (¢)	PC(¢)	ST
ABL	0.1150	0.0000	0
AGA	30.0000	0.0000	0
ALW	0.7400	0.0000	0
AYRTN	0.0976	0.0000	0
BAT	0.4266	0.0000	4,100
BOPP	0.5000	0.0000	0
CAL	0.3202	0.0000	106,400
CFAO	0.0350	0.0000	200
CLYD	0.0800	0.0000	0
CMLT	0.1700	0.0000	0
CPC	0.0530	0.0000	0
EBG	1.4811	0.0000	0
EIC	1.0510	0.0005	400
ETI	1.1650	0.0000	0