

special

INTERNATIONAL TRAINING

International Federation Formed at Bath Conference

The *International Federation for Training and Development Organizations (IFTDO)* was officially launched by representatives of 23 organizations from 20 countries at the second International Training and Development Conference held in Bath, England Sept. 27-Oct. 3.

The general objective of IFTDO will be to provide a method of organization for interchange of information in the development of human resources. The Federation plans to achieve this through an annual conference and through the exchange of information between member organizations. Such member organizations, now with a collective strength of more than 35,000 individuals, have a common concern in the development of human resources.

IFTDO: An Idea

IFTDO was originally conceived from an idea stemming from the Office of Labor Affairs of the U. S. Agency for International Development (AID). This idea was made possible through the work of the American Society for Training and Development (ASTD) and an AID contract.

James W. Pearson, ASTD executive vice president, served as the first steering committee chairman for the internation-

al activities. Through his efforts, the first guidelines for the formation of IFTDO were formed. A second draft of the proposed guidelines was prepared at a meeting conducted during the 1973 ASTD National Conference, held in Miami Beach in May of 1973.

Bath Conference

On Aug. 27, 1973, during the second International Conference in Bath, England, the steering committee held its next meeting, discussing the second set of proposed guidelines, the formation of an IFTDO Executive Committee, charter members and future international conference locations.

Attending this meeting were: Darius Van Fossen, representing ASTD; Tom Jaap, representing the Scottish Society for Training and Development, as acting chairman; Jon Ivarson, representing the Norwegian Society for Training and Development; S. K. Parthasarathi, representing the India Society for Training and Development.

On Sept. 18, 1973, during the Bath conference, a meeting was called to order for all interested delegates of training organizations to attend an open forum on the formation of IFTDO. Twenty-four persons representing 17

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different organizations attended. Objectives of the Federation, future conference locations and the actual name of the organization were openly discussed. It was agreed that on Oct. 1, the first council of IFTDO would meet.

Executive Committee Formed

During the first council meeting, a new IFTDO Executive Committee was formed. Members of the committee include: Tom Jaap, Scottish Society for Training and Development, president; Vincent A. Miller, American Society for Training and Development; Gordon C. King, Australian Institute for Training and Development; S. K. Parthasarathi, India Society for Training and Development; Aharon Mitki, Israel Society for Training and Development; Miguel Jusid-

man, Association de Capacitacion (Mexico); and Jon Ivarson, Norwegian Society for Training and Development. The American Society for Training and Development was identified to serve as secretariat-treasurer.

At the official signing ceremony held Oct. 1, 1973, official delegates representing 23 organizations, were in attendance. A total of 20 organizations officially signed the original IFTDO charter.

A second council meeting was held on Oct. 2, 1973. The development of IFTDO Bylaws and Constitution for subsequent review and approval by all member organizations was delegated to ASTD. ASTD was also delegated the responsibility for preparing a quarterly newsletter, which would utilize inputs
(continued) →



Looking over the document forming the International Federation for Training and Development Organizations are (from left) Vincent Miller, treasurer of the Federation and 1973 ASTD president-elect; Tom Jaap, IFTDO president and president of the Scottish Society for Training and Development; and Darius Van Fossen, ASTD staff general manager.

from member organizations, and a Federation directory of member organizations.



Taking time out from conference activities to chat are (left to right) Mian A. Ghani, training advisor, Pakistan Burmah Shell, Ltd.; Robert H. Wilson, U.S. Office of Labor Affairs; and L. N. Morris, president of the Institute of Training Officers, Great Britain.

Membership

Membership in the Federation is open to all training and development organizations which have individual members in the human resources development field and whose objectives run parallel with those of the Federation. Agencies with less than 100 individual members will be initially admitted as "affiliated members" of the Federation, without vote or committee eligibility. All applications must be approved by the IFTDO Executive Committee.

Noting that initial emphasis of the Federation was placed upon training and development organizations, the IFTDO Executive Committee, at its first meeting, agreed to broaden the Federation's base to include organizations involved in human resource development, not having their main priority in training and development.

IFTDO Anthem Created

An "IFTDO Anthem" has been created and will be sung at each IFTDO council meeting. The anthem, accompanied by a didgeridoo, sitar, cowbell and bagpipe, follows the Welsh tune of *Cum Rhonda*.

The verses are as follows:

IFTDO Anthem

*Born in Bath in '73
We the training fraternity.
Developing others is our aim.
"We are brothers" is our claim.
I.F.T.D.O. D.O.*

*Far and near our members dwell
Loud and clear our wares we sell.
Black or white, whatever creed
We pledge to meet all mankind's
need.
I.F.T.D.O. D.O.*

ASTD To Prepare IFTDO Bylaws

At the final meeting of the newly appointed Executive Committee of the International Federation of Training and Development Organizations (IFTDO), held last Oct. 2, ASTD, as secretariat of the Federation and Vincent A. Miller, ASTD 1973 president-elect and ASTD representative on the Executive Committee, were given the responsibility of preparing the articles of incorporation, the constitution and the bylaws of

IFTDO.

Since preparation of these materials must conform to international law, several government agencies will be consulted. In preparing these materials, the IFTDO Executive Committee recommended that member organization bylaws should be examined. Thus, a copy of each member organization's constitution and bylaws has been asked for by ASTD.

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Third International Conference Scheduled

The Norwegian Institute for Personnel Management (NIPA) in cooperation with the Norwegian Society for Training and Development (SPO) and the International Federation for Training and Development Organizations (IFTDO) are conducting an International Conference on Manpower Planning and Development, Aug. 26-31, 1974 in Oslo, Norway.

The conference is divided into two parts. Part I (Aug. 26-27) will consist of

plenary sessions and group discussions at Oslo University, Blindern. Part II (Aug. 28-31) has been scheduled for seminars and further discussions on selected topics. These seminars will take place at 10 different mountain hotels.

Information pertaining to conference fees and transportation and accommodations can be obtained by contacting Jon R. Ivarson, Norsk Korrespondanseskole, Industrigt. 41, Oslo 3, NORWAY.

Future Conference Sites Noted

International Conference locations for the next three years were discussed and agreed upon at the first IFTDO council meeting held Oct. 1, 1973 in Bath, England. Norway was approved for

1974, India for 1975 and Australia for 1976. During the 1974 conference council meeting, the 1977 location will be selected.

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TRAINING

Army Training Committee Uses Innovative Approach Abroad

PIRMASENS, Germany--In Europe, the U.S. Army is faced with training and development programs unequal to those practiced in the Continental United States. What makes them peculiar in many a way is the Army's multi-national workforce which calls for special training subjects and structures.

In Pirmasens, Germany, there is a training committee of an Army depot that takes the command-wide lead in the accomplishment of training goals.

The Pirmasens Army Depot Training Committee (PADTC) assists the depot commander in the planning, coordinating and evaluation of the entire training program. This is done by identifying training requirements of U.S. and foreign national personnel, locating training resources and supplementing fixed training programs with training courses dictated by local needs. The activities of PADTC have produced a program which is oriented toward less cost, increased work output and better technical skills.

In accomplishing these objectives, PADTC is not only following higher headquarters' guidelines, but is also applying several new methods not covered by Army directives. Two examples are:

1. Monthly field trips to various German manufacturing plants where international training programs, plant operations in conjunction with safety programs and the handling of managerial training are closely observed. Depot managers with job-related interests are usually invited to these trips. By coming into contact with the operations of German industrial plants, PADTC receives new ideas on how to solve some of its training problems, especially those experienced with third-country nationals working at U.S. Army installations in Germany.
2. Quarterly committee meetings at off-post locations (hotels, dining places, etc.) where a relaxed atmosphere lends itself well to a free exchange of thoughts and to constructive formulation of new training plans.

Each major depot segment is represented in the committee by U.S. and foreign national personnel forming a group of able and dedicated training people.

"It is most gratifying to observe how a group of individuals of mixed national heritage and varied disciplines can

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GENEVA, SWITZERLAND



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