



VOICE

Let's Invest in Human Capital.

Investissons dans le capital Humain

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Did you notice that any impact starts from the end or with a pre-identified need?

At a time when the world is experiencing unparalleled challenges, humanitarian, educational, health, conflicts and political tensions, etc., populations (men, women, young people and children) whether employed, employers, or unemployed, entrepreneurs or not, students or not, are the most affected to varying degrees, depending on the country where they live, the cities they reside in, the neighborhoods they live in, and the opportunities offered to them. To have an impact in such a context, whatever your job is, you should always start from the end: what goal are you trying to achieve? What need have you identified that might require your action? This issue of VOICE will inspire you towards a decision, a strategy, or an action plan, depending on your objectives or the role you occupy.

Bon Appétit!

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Education

Walking, Paddling, Climbing and sometimes Swimming: condition for Education for children in many countries.

When I visited the United States for the first time, I was impressed by the sight of these big yellow buses, driving early morning around cities, and picking up kids to drop them to public schools. It was a beautiful sight for me to see, mainly because in many countries I have known in Sub Saharan Africa, transportation to school is a luxury.

It is no longer news that Education is one of the biggest (if not the biggest) challenge faced by humanity nowadays, even bigger with the impact of Covid. Low-income countries around the world are struggling to catch up on years and years of numerous difficulties and weaknesses in their education system, worsened by conflict, poverty and affecting access to education and quality of education, which in turn affects the capacity of youth to find jobs, or earn a decent revenue: an endless cycle for poor populations.

One of the numerous challenges in Education we would like to zoom on in this issue of Voice is Transportation to school. Make no mistake, in all countries around the world, from the high-income ones to the poorest, transportation to school is affecting kids from low-income households, at various degrees. While in the US for example, more than half of school children ride the school bus to school, in many developing countries around the world, walking is the most common way children get to school.

In many rural areas in sub-Saharan Africa or Asia, **children are forced to wade through rivers swimming or using archaically made paddle boats, climb mountains, use horse- or donkey-drawn carts, walk through forests, swim in unsafe rivers, cross dangerous roads, use a local taxi for part of their journey or engage in other unsafe travel in order to get to school.**



Chien Jie / Beijing news - CNN

You can imagine that in those areas, **it is not an option for parents to let their little girls engage in such unsafe travel, therefore not allowing them to attend school in these conditions.**

It is either that, or cultural norms that prevent girls living in rural areas in many developing economies to have a chance for education.



In villages around Grand-Bereby, in the South-West of Cote and the sea on the other side, have to wake up around 4am, paddle a boat, walk about 2 or 3 kilometers while crossing rubber tree farms or forests before getting to school, a very dangerous 2 to 3-hours journey every day, especially for girls.

[Click here to continue reading on our website](#)



Strong will and partnerships transport children to school: the Yellow Boat of Hope Foundation

The story of the Yellow Boat of Hope Foundation began with a Facebook post by a Filipino blogger: [Jay Jaboneta](#), now Vice-President and Co-Founder, who shared with all his Facebook followers the fate of several children living in the remote village of Layag Layag in the Philippines. Those kids traveled to school by swimming almost 2 kilometers. The publication went viral, and the blogger's readers and Facebook friends rallied to buy a boat for the children. One boat became thousands of boats, and finally turned into a Foundation that today impacts more than a hundred communities.



"The desire to change things, combined with the contribution of generous donors, the collective effort of several volunteers, and the solidarity of a community, gave the hope of a future to underprivileged, and extremely courageous children"

Echo from Communities



Visit the Facebook page of: [The Yellow Boat of Hope Foundation](#)

Jay Jaboneta, deeply touched by the story of these children ready to brave all dangers to go to school, was fueled by a desire to change things. Motivated by his Facebook friends after his publication, he was helped by [Josiah Go](#), Marketing Guru who helped launch a donation campaign to acquire a paddle boat for the children. This action, which they had believed to be a one-off, eventually became hundreds of projects implemented through the Foundation that Jay and [Dr Mari Anton Lim](#) set up with the voluntary donations of many.



"My Hero is a blogger, who is your Hero ? »

Through this article [published in December 2011](#), in a Filipino daily newspaper, Ernie O. Cecilia explains why an ordinary guy like **Jay Jaboneta** is her hero: because he followed his heartbeat and took action promptly to change a community. Today, the impact of the Yellow Boat of Hope Foundation is immense. It has received numerous awards and been quoted in the press by CNN, Al-Jazeera, and many others.



Connecting Talent to Business Strategy: The Ultimate HR Expertise



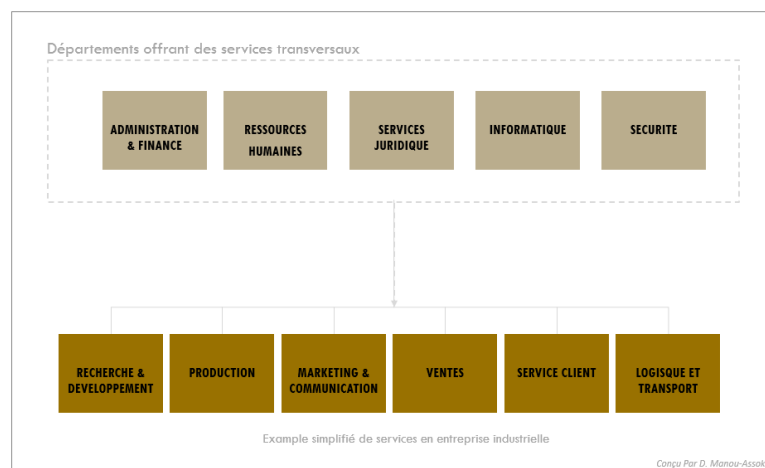
The approach described in this article is a simple way to present how Senior HR professionals can, in practice, can go beyond providing routine HR solutions to increasing their business impact for their organization and contributing in a major way to their organization success and value addition, be it a profit or a non-profit one.

The suggested approach does not come from a theoretical model learnt academically or in training, rather from years of practice in HR, and years of witnessing tangible impact made by peer HR leaders around the world.

All organizations have a business goal and a business strategy to achieve this goal. That goal may change periodically along with the business strategy that is adapted to reflect the new business goal.

Departments in the organization, including HR Departments, each have a pre-defined role to play and are expected to contribute to the achievement of the organization business goal. While some departments in the organization play this role in a vertical manner, by adding value within their respective fields and producing outputs that are easily visible and directly linked to the pre-identified business goal (Operational Departments ie. Commercial, Sales, Business Operations, etc..), others play their role in a transversal manner by adding value that cuts across the entire organization, often feeding into other departments' value addition (Service Departments such as HR, IT, etc..).

Therefore, the output of these transversal departments may not be directly visible or linked to the Organization business goal. Consequently, there is a risk that the type of work performed by service department professionals take their eyes off the final business goal, **not because they deliberately want to, but simply because it is difficult to realize or remember how an input that came into play far back in a chain, leads to a final product, as opposed to the hands that put the final touch to the output.**



For example, when you watch a great TV channel that you love and silently praise the presenter of a TV show, appreciate the producers or the variety of programs offered, how often does it occur to you that, attracting and selecting the right people to lead or work for the channel and making sure they stay, are creative and thrive in a positive atmosphere, or ensuring that people on screen are dressed appropriately, or that lighting is good on stage, etc... has played a huge role into the greatness of this channel?

If it does not occur to you naturally, imagine the people who are behind the whole outcome and do their part daily behind the curtain, day after day, month after month, year on year. It is not easy for them to remain connected to the outcome or end goal, they do very well what they do best and the more experienced they are, the better they can continue to deliver, eyes closed if you will; Yet connection to the end goal matters tremendously, in fueling creativity, proactivity and solutions to make the end goal better, and even better. [Click here to continue reading](#)

Coaching



Superheroes have as many strengths to channel as weaknesses to deal with.

Superheroes have one or more unique talents or abilities that are out of the ordinary; abilities that surpass those of most. They are brilliant, successful in everything (or almost everything), and are admired by most. We call superheroes people who save the day. In general, when a group, department, or community is at an impasse, when several solutions have been sought that have not worked and when there are no more alternatives, people turn to superheroes for help. When they intervene, thanks to their extraordinary abilities, they can succeed where others have failed.

If you follow the sagas about superheroes a little, you will agree that a superhero does not call himself (or herself) a superhero. It is usually others, who, amazed by so much skill and talent fall in admiration and consider that a superhero is one.

Superheroes are generally quite humble and discreet, they don't have a big head, and are generally admired for their sense of duty and responsibility. There is always a positive and moral connotation to the attributes of a superhero (or a superheroine). They have a strong sense of duty and loyalty, they like a job well done and are considered honest and people of integrity. They are born leaders and because of this, they have an unparalleled influence on others.

You will generally find that when a character has as many extraordinary abilities as the superhero, but uses them for evil purposes, they become the Villain or the Public Enemy. Which means that one of the major elements that makes a superhero a superhero are their values.

Many are superheroes in their environment: within their family, their community, or their company, based on their abilities or their contribution. Without them, everyone is almost certain that things will fall apart or not work out as well.

“If you are one of those to whom others turn to for a solution to a difficult or impossible problem, if you have a fairly unique expertise, that is deemed superior to that of others, if you take great pleasure in saving the day, finding solutions, and if on top of that you have a strong sense of duty and responsibility, you’re probably a real-world superhero or superheroine in your own right, though like all superheroes, you don’t always admit it in public.”

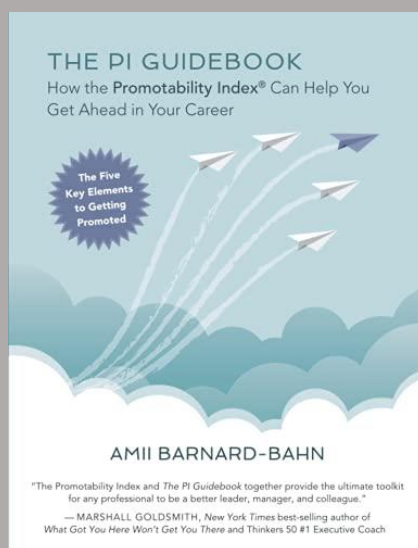


As much as superheroes have qualities, they need to watch out on not overplaying their strengths or manage their other areas of weaknesses.

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Spotlights On:

Amii Barnard-Bahn and the Promotability Index



« The PI Guide: How the Promotability Index can help you get ahead in your career »

Order your copy of this groundbreaking book here:

[Buy the PI Guide](#)

Who is Amii Barnard-Bahn? [Executive Coach | Barnard-Bahn Coaching & Consulting | United States \(barnardbahn.com\)](#)

Amii Barnard-Bahn is an Executive Coach, former Fortune Global 50 executive, author and speaker specializing in accelerating the success of Global Fortune 500 business leaders and their teams, including Adobe, FedEx to name a few. With over 20 years of experience as a senior executive in Global Fortune 50 companies, Amii contributes to Harvard Business Review, Fast Company and Compliance Week, guest lectures at Stanford and UC Berkeley and is a member of the McLean/Harvard Medical School Coaching Institute. Having earned her Juris Doctorate from Georgetown University in Washington DC, Amii Barnard-Bahn has been recognized by Forbes as one of the top Legal and Compliance Coaches, Forbes who called the Promotability Index she designed “the SWOT analysis of a career”.

Why should you take interest in the Promotability index and its supported book : the PI Guide ?

Through this book which guides you on a self-analysis and self-growth adventure by the skillful use of the foundations of Executive Coaching, I invite you to take a journey to yourself with Amii, a journey that will help you answer a simple and direct question: « **How Promotable are you ?** »

The Lexicon defines the word « **promotable** » as = *Able to be promoted, ability to cause own development or success, ability to be raised to a more important job or rank or status, eligible for promotion.*

Therefore, to ask yourself how promotable you are is to examine yourself, and assess whether you have what it takes, or whether you meet the conditions to be promoted or hired into a more important job. Amii helps you answer this question by offering you a self-assessment in five areas to determine your promotability level: **1. Your Self-Awareness, 2. Your External Awareness 3. Your Thought Leadership, 4. Your Strategic Thinking, 5. Your Executive Presence.** The best way to succeed and to succeed once and for all is to set yourself up to succeed so you don't miss any opportunities. A tool such as the Promotability Index, that guides you in this self-assessment is indisputably a catalyst for success that will boost your career.

“Being promotable will fast-track your career” as Amii puts it. Being promotable means you have skills that are in high demand and valued in your current or a future role. When you possess these skills it means you're at the top of your game and that opens up doors to better career opportunities, to a promotion or to a better job.

Suggested next steps :

Get your free PI Assessment by following this link : [Promotability Index - Assessment](#)

Complete your journey by buying and reading the supported guide: [The PI Guide](#)

Establish an action plan to improve your promotability using this plan: [PI Action Plan](#)

Enjoy your reading and don't forget to leave a review of the book [here](#), or on the [Amii Barnard Bahn website](#).

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Vision of the "VOICE" newsletter:

Inspire, Motivate, Encourage, Build and influence readers to :
Invest in Human capital

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&

Join the **iChange** mission to change our communities

I am an Individual

I represent an ORGANISATION

ichange@dorcasmanou.com



Community Leadership: I am setting up a community or non-profit activity or project, in the fields of Education, Training, HR Development or Coaching and I wish to share the impact of such a project that I conducted and their impact, to encourage others to do the same.

Community Partnership: We would like to know more about your projects to strengthen Human Capital in rural communities in order to be partners, contribute and encourage other institutions to join the mission **iChange**



Moral/Public Leadership: I want to invest in my personal human capital by strengthening my Moral or Community Leadership, or by strengthening my behavioral skills in order to better impact my environment.

Moral/Public Leadership: We want to invest in the Human Capital of our executives by strengthening their Moral or Community Leadership or their behavioral skills in order to better impact my environment.



International Certifications:

I would like to obtain an international certification in Public or Community Leadership, in Public Policy, in HR or in Professional Coaching.

International Certifications:

We want our executives or beneficiaries to get training to obtain international certifications in Professional Coaching, HR or Public Leadership or Public Policy.



Donation/ Volunteering: I would like to know more about the ASPIRE YOUTH project, which aims to prepare young people living in rural areas for employment, to donate or contribute as a volunteer.

Funding/ Volunteering: We would like to know more about your projects to strengthen Human Capital, to donate or to encourage our executives to contribute as Volunteers.

Thank you for reading VOICE !