

Human Resources Development towards Sustainable Green and Circular Economy

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Quotations



Margaret Mead is an American anthropologist.

Quotations



Prof. Wangari Maathai
a Kenyan environmental activist
and
a Peace Nobel Prize Winner

"The environment and the economy are really both two sides of the same coin. If we cannot sustain the environment, we cannot sustain ourselves."

Quotations



Prof. Wangari Maathai
a Kenyan environmental activist
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“You cannot protect
environment unless
you empower people”

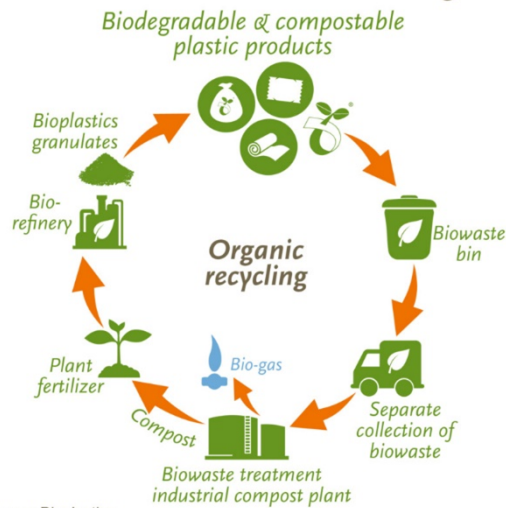


(1) Great Honor
to be invited to
this important
conference.

**Welcome all the
guest from
overseas.**

End-of-life options for **BIOPLASTICS**

– Closing the loop –

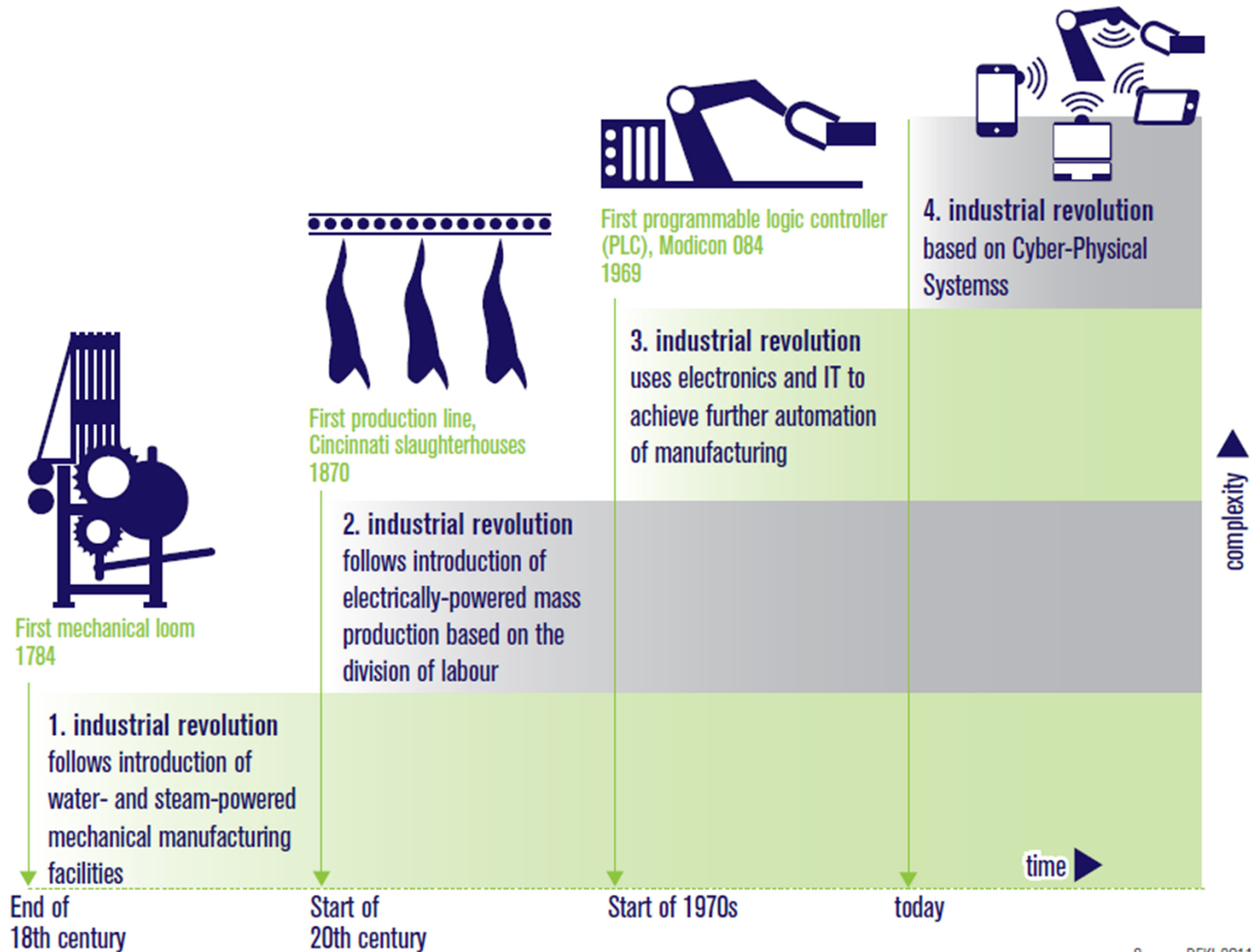


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(2) I will talk about Human Resources aspects for Green and Circular Economy using Bio – Plastic as a case study.

(3) What is the Forth Industrial Revolution 4.0?

Figure 1:
The four stages of
the Industrial Revolution

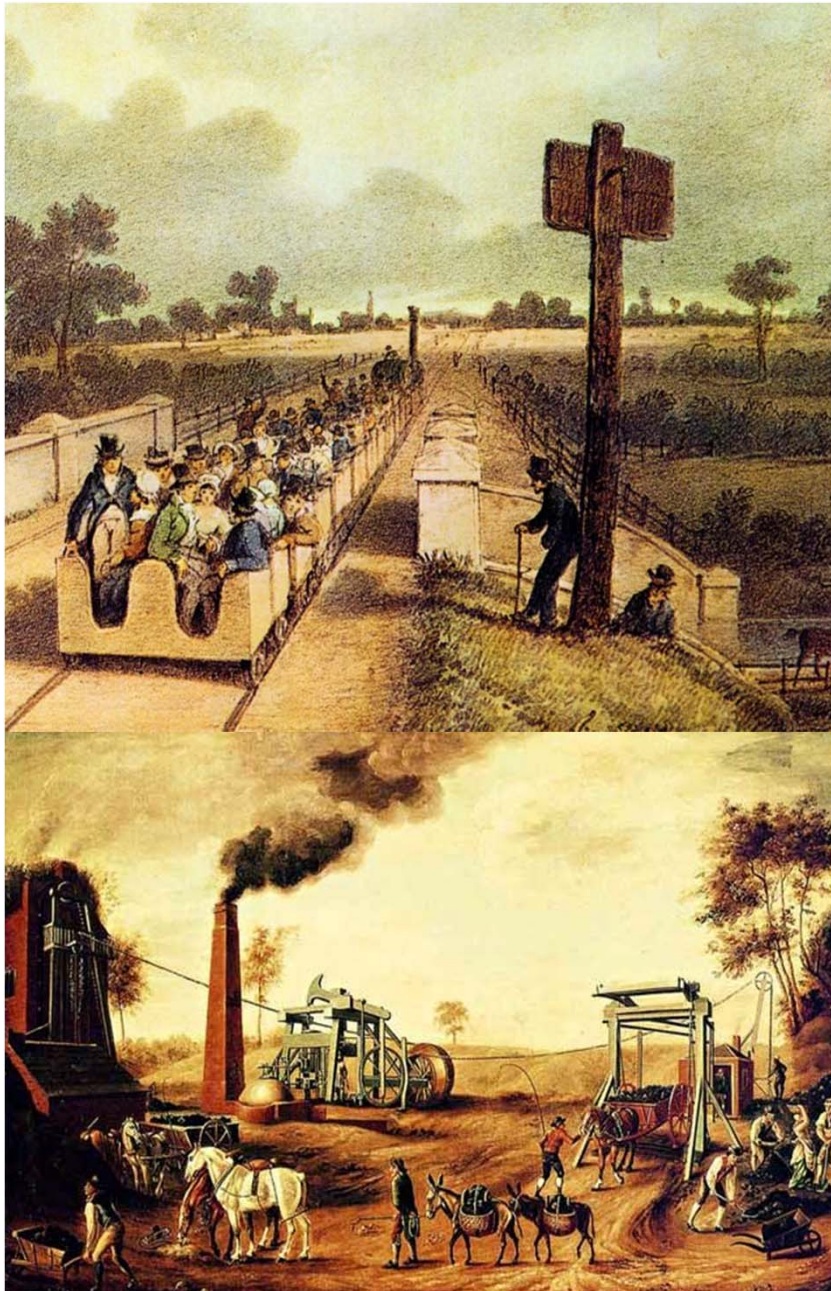




What is the Forth Industrial Revolution 4.0?

- the definition from
Professor Klaus Schwab
– the founder of world
economic forum in 2016
only 2 years.

First Industrial Revolution in 18th Century



First Industrial Revolution in 18th Century;

- discover of steam engine by watt
- transform human to machine, made it more productive
- the start of industrialization from agriculture.

Second Industrial Revolution

**Second Industrial Revolution
between 1870 – 1914 expansion
from steam engine to steel, oil and
electricity including telephone.**



Third Industrial Revolution

Third Industrial Revolution – 1980
first stage of digital technology, internet,
personal computer, search engines.



Fourth Industrial Revolution

Fourth Industrial Revolution expand and deepening the digital technology including robotics, artificial intelligence, nano - technology, quantum computing, bio – technology, internet of things, autonomous vehicles, etc.





(4) In this gathering of experts in Bangkok, Thailand. Please do remember the key is **collaboration and networking among all stakeholders in society and at international level**



(5) Because if you do not do that there are forces such as economic GDP maximization, employment creation to oppose what we do.

Imagine top leaders like Trump rejects climate change at expense of employment in order to gain political support.

(6) As we gather here to win the climate change war and the make sure that we have achieve **17 Sustainable Development Goals of UN**

 **SUSTAINABLE DEVELOPMENT GOALS**

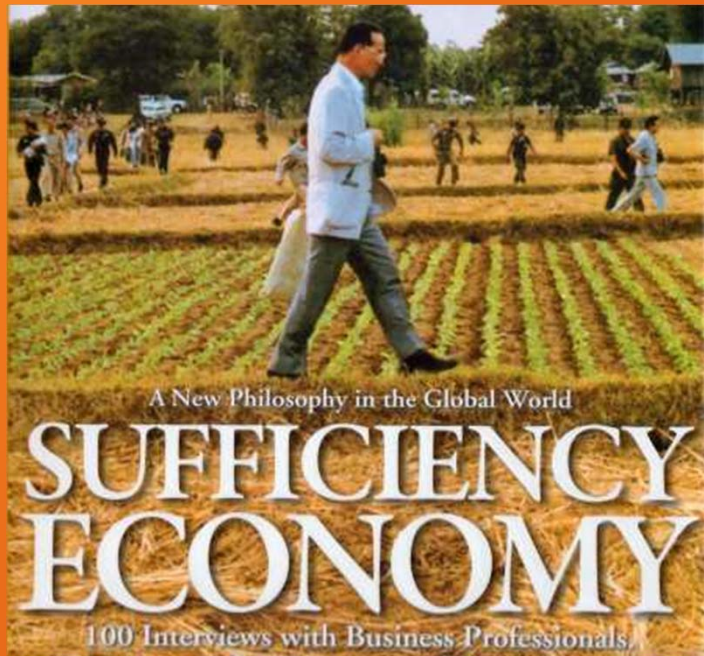




(7) I would like to report to the conference that **Thailand and ASEAN will work together to eliminate garbage from the ocean**, part of the garbage is the regular **plastic which stay for hundred years and can destroy long term sustainable ocean**. Soon number of fish will decline and human being are not able to eat.



(8) In the world of **Social Medias**, we must work together to educate people all over the world to understand the key to preserve sustainability of the planet.



(9) Now as far as Human Resource Development is concerned, we must be aware of few important points.

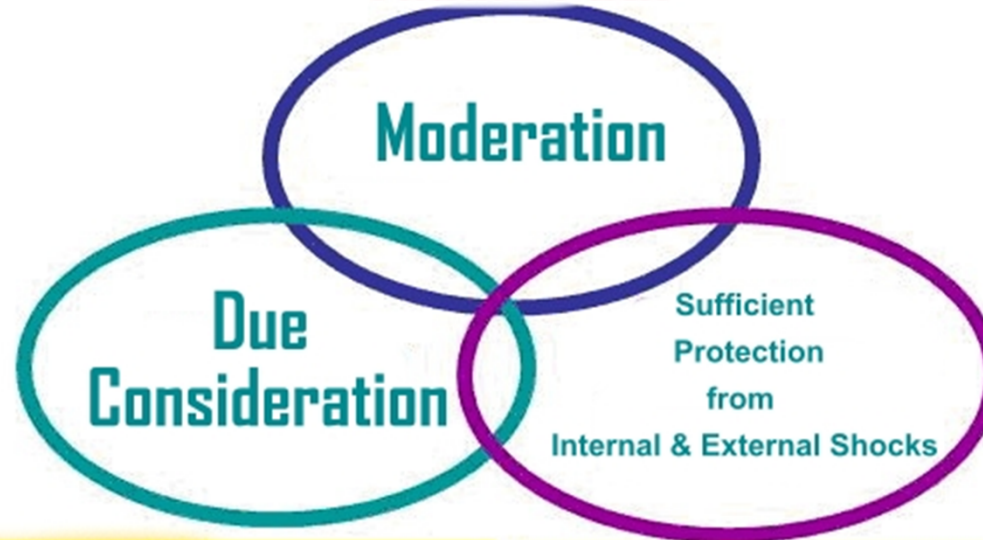
(9.1) In order to succeed in 17 UN Development Goals, we must use the King Rama 9 – mean of achieve the goals.





Philosophy of the "Sufficiency Economy"

Middle Path



Knowledge

Great care/Technical know-how / Methodology

Moral Fiber

Honesty/Patience /Diligence/Wisdom /To portion Out

Bring about to

Economy / Society / Environment / Culture

Balance / To cope with a result of globalization

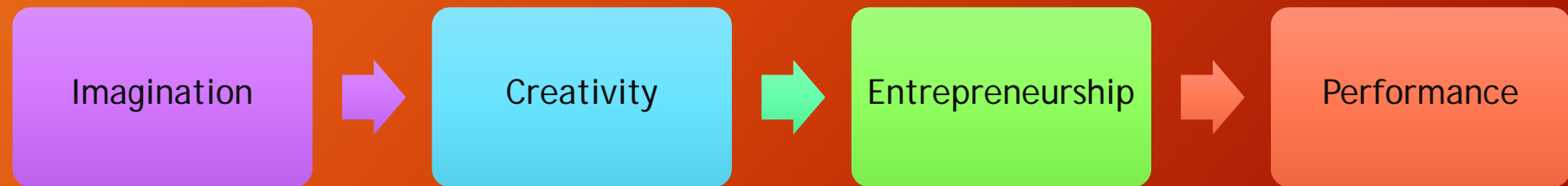
(9.2) I have 6 points of Chira Way deal with Sustainable Development Goals also.

Chira's 6 factors

Sustainable Development must

- 1) **balance the short-term and the long-term benefits.**
- 2) be environmentally friendly.
- 3) **balance the morality, ethics and development.**
- 4) be based on scientific thinking, analytical thinking, **life-long learning and learning society.**
- 5) benefit the majority instead of small groups of people
- 6) **be self-reliant**

(9.3) At Stanford University – In order to generate new discovery of innovations and sustainability, their educational system use the following approach.



(9.4) I speak only in Thailand, we need Economy 4.0, Bio-Plastic is one of the product. So we must include in curriculum **“STEM Education”**

S = Science

T = Technology

E = Engineering

M = Mathematics

But STEM is part of success, **they need intangible quality in people to move biotechnology to be sustainable** such as happiness at work.



(9.5) Another aspect of Human Capital aspect in Bio-Plastic is **adjust mindset** to deal with the future.

Innovation is a long process, you have to deal with pain and suffering and ready to fight again.

Finally, I want to leave you with 4 of my concepts;

- HR Architecture
- 3 Circles Theory
- 8K's+5K's Theory
- with the “HRDS”





Chira Way: HR Architecture (I)

Supply Side

Birth

Workforce and Population

Morality, Ethics, Leadership, Public Spirit, Thinking Skill, Analytical Skill, Scientific Thinking, Creativity, Innovation, Human Capital Quality and Learning Society

Family
Nutrition
Health
Religion
Education
Media

Demand side

Agriculture,
Industry,
Service,
Government
Self-Employment

Competition

Democracy

No poverty

Peace

Environment
(Global Warming)

Globalization,
Change, Crisis and
Disruptive
Management

Ethics

No
corruption

Sustainability, Happiness and Balancing

Chira Way: HR Architecture (II)



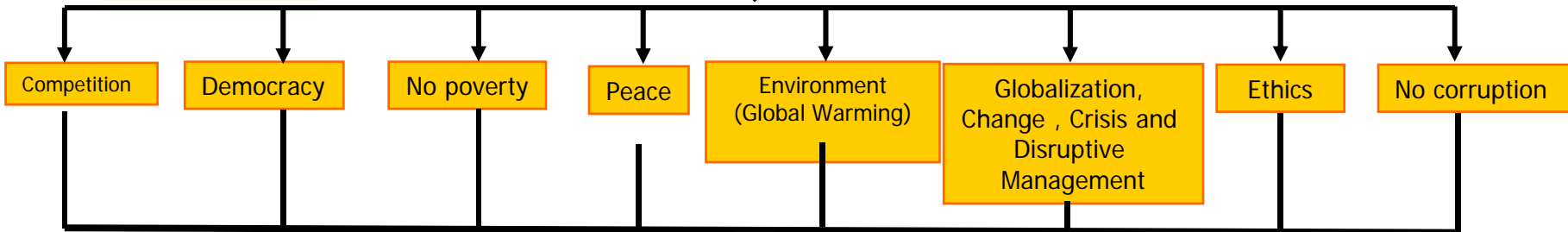
Supply Side



Morality, Ethics, Leadership, Public Spirit, Thinking Skill, Analytical Skill, Scientific Thinking, Creativity, Innovation, Human Capital Quality and Learning Society

Agriculture, Industry, Service, Government, Self-Employment

Demand side

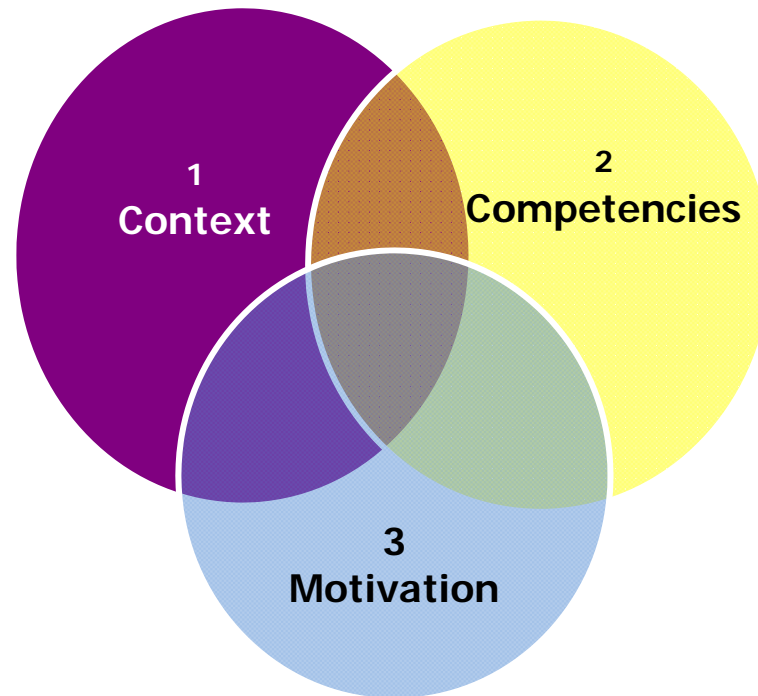


Sustainability, Happiness and Balancing

3 Circles Theory



For Human Capital Management & Development



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8 K's Theory : basic in Human Resource Development



- 1) Human Capital
- 2) Intellectual Capital
- 3) Ethical Capital
- 4) Happiness Capital
- 5) Social Capital
- 6) Sustainability Capital
- 7) Digital Capital
- 8) Talented Capital

5 K's (New) Theory

: Human Resource Development in globalization



1. Creativity Capital
2. Knowledge Capital
3. Innovation Capital
4. Cultural Capital
5. Emotional Capital



HRDS

For People Management & Effective Teamwork

- **H**appiness
- **R**espect
- **D**ignity
- **S**ustainability



In which **science and social science** must be combine to make **bio-technology successful at individual and companies** must be have **learning culture** - never stop learning, **curiosity** and **eager to learn is the key in successful Innovation.**

Thank You

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