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## Building a Future-Ready Workforce: HR Strategies for Organizational Excellence in 2025

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### Introduction

The dawn of a new year presents a unique opportunity for organizations to reflect, recalibrate, and realign their strategies for success. As businesses navigate a fast-evolving global landscape, human resource management stands at the forefront of this transformation. The ability to innovate, adapt, and foster resilience within the workforce has never been more critical. In 2025, HR leaders are called to not just manage talent but to lead the charge in shaping agile, future-ready organizations. This article explores cutting-edge strategies HR professionals can implement to create sustainable growth and drive performance excellence in the year ahead.

### The New Year's Imperative: Why 2025 Is A Pivotal Year For Hr

As businesses face challenges like economic fluctuations, technological advancements, and shifting workforce demographics, HR leaders must address

pressing questions: *How can we future-proof our workforce? What strategies can we employ to ensure workers remain engaged, productive, and aligned with organizational goals?* These questions highlight the critical need for workforce innovation and adaptability, underscoring HR's strategic role in organizational success.

However, a significant challenge for many organizations, particularly Small and Medium Enterprises (SMEs), is their reluctance or inability to commit resources, both time and money, to training and retraining workers. Sections 9(d), 10(e) of the Labour Act, 2003 (Act 651) of Ghana mandates employers to "provide appropriate training for workers." Despite this clear legal requirement, many businesses struggle to prioritize workforce development, often viewing it as an expense rather than an investment. This mindset undermines organizational potential, as the worker is the employer's most significant competitive advantage. A skilled, empowered, and well-trained workforce can drive innovation, increase productivity, and enable organizations to outperform competitors in the global market.

### Key Strategies For Hr Excellence In 2025

#### 1. Embrace Workforce Innovation

The workplace is evolving rapidly, driven by advancements in artificial intelligence, automation, and remote work technologies. To stay ahead, HR must champion innovation by:

- **Upskilling And Reskilling Initiatives:** Investing in training programs that align workers' skills with future industry needs. For example, providing digital literacy training for manufacturing workers to collaborate seamlessly with automated

systems.

- **Implementing AI-Driven Talent Management Tools:** Utilizing AI for recruitment, performance evaluations, and personalized learning pathways to enhance efficiency and fairness.
- **Redesigning Work Models:** Blending hybrid work policies with flexible hours to cater to diverse worker preferences while maintaining productivity.

#### 2. Address The Training Gap

The reluctance to invest in training is a common issue among SMEs. HR leaders can tackle this by:

- **Demonstrating ROI on Training:** Showcasing how training directly contributes to enhanced productivity, reduced turnover, and improved worker engagement.
- **Leveraging Cost-Effective Solutions:** Exploring partnerships with training providers, government initiatives, and online platforms to minimize costs.
- **Creating a Learning Culture:** Fostering peer-to-peer learning, mentoring programs, and in-house workshops to build an environment of continuous development.

#### 3. Foster A Culture Of Adaptability And Resilience

Organizations thrive when their workforce can adapt to change and recover quickly from challenges. HR can cultivate this by:

- **Building Emotional Resilience:** Incorporating mental health programs, worker assistance initiatives, and peer support networks to help workers navigate stress and uncertainty.
- **Encouraging Agility:** Creating cross-functional teams that promote collaboration and quick problem-solving, breaking down silos and fostering innovation.
- **Promoting Continuous Feedback:** Replacing annual reviews with frequent check-ins to adapt goals and address challenges in real-time.

#### 4. Prioritize Inclusion And Sustainability

Diversity, equity, and inclusion (DEI) are critical components of a thriving workplace. Similarly, sustainability practices resonate with workers and stakeholders alike. HR should:

- **Strengthen DEI Policies:** Implement bias training, establish clear pathways for career progression, and actively seek diverse talent pools.
- **Embed Sustainability into HR Practices:** Promote green workplace initiatives, such as

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remote work to reduce carbon footprints and wellness programs that encourage eco-friendly habits.

**5. Leverage Data-Driven Decision-Making** Analytics is transforming HR from a support function to a strategic partner. In 2025, data-driven insights will be essential for:

- **Predictive Workforce Planning:** Anticipating hiring needs and potential attrition trends using data modeling.
- **Personalizing Worker Experience:** Tailoring benefits, career development, and recognition programs based on worker preferences and performance metrics.
- **Monitoring and Improving Worker Well-Being:** Using pulse surveys and engagement analytics to identify burnout risks and implement timely interventions.

**Conclusion**

The beginning of the year is the perfect time for HR leaders to adopt bold strategies that align with organizational goals while addressing the evolving needs of the workforce. Workers are not just resources but the very heart of an organization's competitive edge. To succeed in 2025 and beyond, businesses must recognize the value of investing in their workforce. By embracing innovation, fostering adaptability, prioritizing inclusion, and leveraging data-driven insights, HR professionals can transform challenges into opportunities for growth.

In 2025, the HR function will not merely support the business but drive its success, shaping resilient and future-ready organizations. Let us seize this moment to lead with purpose, inspire our teams, and make 2025 a defining year for human resource management and organizational excellence. Together, we can create a workforce that's not only prepared for the future but poised to thrive in it.

At EF & Associates Ghana Limited, we are committed to supporting businesses with tailored HR and ADR solutions that empower organizations to thrive. Whether you are looking to design a comprehensive workforce development program, enhance your labour relations strategies, or implement innovative HR practices, we are here to assist.

Connect with Us For further insights or inquiries on labour-management strategies, we invite you to reach out through our designated contact form on our company website or connect with us through our official communication channels:

Esther Feoame can be reached on Telephone: 0302-523960 / 0249-230807 / 0200-285128 or via email [efandassociatesgh@gmail.com](mailto:efandassociatesgh@gmail.com) Her socials (Facebook and LinkedIn): Esther Fefoame or EF & Associates



**Lawyers for Hajia4real request the U.S. government to release her passport for self-deportation**

Lawyers for incarcerated Ghanaian 'influencer' and socialite Mona Faiz Montrage popularly known as hajia4real have requested for her passport from the US government. It is alleged that in a document addressed to Judge J. Paul Oetken, lawyers for the socialite sought the return of Ms. Montrage's passport to initiate her self-deportation proceedings to Ghana.

Some portions of the letter read "We represent Ms. Mona Montrage on the above-captioned matter". "We write with the consent of the government to respectfully request the release of Ms. Montrage's passport which was surrendered to Pretrial Services at the time of her arrest," The request is in line with an earlier judgement that required that the passport be returned to her upon completion of her sentence. Ms. Montrage will be escorted by the United States Marshal Service, USMS from the BOP facility to the airport upon the completion of her incarceration and will fly out to Ghana without any domestic stops. Ms. Montrage self-surrendered on July 29, 2024 and is currently serving a year and a day at FDC Philadelphia. She was hit with a six-count indictment charging her for her role in a

series of romance schemes and for laundering the proceeds of those scheme.

You will recall that sometime in year 2023 the prominent Ghanaian influencer was charged for her role in romance fraud schemes and was extradited from the United Kingdom to The United States to answer the charges. Mona Faiz Montrage is alleged to have received over \$2 Million US Dollars in fraud proceeds and pretended to marry one victim to further the fraud scheme.

According to the United States Attorney's Officer in the southern district of New York, "Damian Williams, the United States Attorney for the Southern District of New York, and Michael J. Driscoll, the Assistant Director in Charge of the New York Field Office of the Federal Bureau of Investigation ("FBI"), announced the unsealing of a six-count Indictment charging MONA FAIZ MONTRAGE for her role in a series of romance schemes and for laundering the proceeds of those schemes. MONTRAGE was arrested in the United Kingdom on November 10, 2022, and was extradited from the United Kingdom on May 12, 2023."

U.S. Attorney Damian Williams said: "As alleged, Mona Faiz Montrage was a member of a criminal conspiracy that specifically targeted older Americans through romance scams. Thanks to the efforts of our law enforcement partners, Montrage was arrested abroad and has been brought to the United States to face justice."

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## Burkina Faso's President bans the use of British and French Judicial Wigs



Burkina Faso has banned colonial-era judicial wigs, embracing cultural identity and advancing efforts to decolonize the nation's legal system. Burkina Faso's President, Ibrahim Traoré, has officially prohibited judges from wearing British and French colonial-era wigs, in a landmark effort to decolonize the nation's judiciary.

In making the announcement, President Traoré emphasized the need to abandon colonial-era customs and adopt practices that honour Burkina Faso's cultural identity. The measure aligns with his wider initiative to strengthen national identity and affirm the country's independence from foreign influences. The colonial wigs, which have historically represented external control within African judicial systems, are now being set aside.

Burkina Faso joins a growing number of African nations taking steps to replace such remnants of colonial rule with traditions rooted in local culture. This move reflects an expanding movement across Africa, where nations are critically reassessing colonial inheritances and transitioning towards practices that better align with their heritage.

It marks a significant cultural shift, symbolizing a broader effort to reclaim and celebrate indigenous values across the continent.

Announcing the decision, President Traoré stressed the importance of breaking away from colonial traditions and embracing practices that reflect Burkina Faso's cultural heritage. The ban is part of his broader push to foster national identity and assert the country's sovereignty.

Colonial-era wigs have long been symbols of foreign influence in African legal systems.



Burkina Faso now joins other nations on the continent in discarding such relics in favor of indigenous traditions.

## Donald Trump sworn in as America's 47th President



Donald Trump was sworn in as America's 47th president last Monday. He got to work quickly after the ceremony, after announcing his plans to sign a slew of executive orders.

Addressing supporters, he pledged to change the country for the better.

"The golden age of America begins right now. From this day forward our country will flourish and be respected again all over the world," Trump said.

Donald Trump got elected back into office again after surviving impeachments, criminal indictments and two assassination attempts. He was sworn in as the 47th president on Monday, ushering in his second term as a dominating force in American politics and the conservative movement and pledging in a speech that he would reverse the "horrible betrayal" of previous administrations.

Among the orders he has pledged to sign are implementing a mass deportation programme, ending birthright citizenship, ramping up oil drilling in the country, and hiking tariffs for Canada, Mexico and China.

Due to cold weather, Trump's ceremony was moved indoors to the Capitol Rotunda, the first time that has happened in four decades.

In his inaugural speech Donald Trump declared a new 'Golden Age' to fix 'Broken' America.

Former President Joe Biden greeted Trump back to the White House in the morning with a "welcome home" and had committed to a peaceful transfer of power. Trump's inaugural speech then offered a dark vision of the last four years, with Biden sitting behind him, and called his inauguration a "liberation day."

Inauguration day was under way - an occasion filled with pageantry that culminated in Donald Trump returning to the White House as the 47th president of the United States. Thousands of Trump supporters gathered in Washington DC, braving the freezing weather which prompted certain events to be moved inside.

Musical performances and formal balls were on the schedule - after Trump was formally sworn in.

The formal ceremony marks the end of one president's time in office and the start of the successor's administration - the handover from Joe Biden to Donald Trump.

The key moment was when Trump and Vance were sworn in at about midday local time (17:00 GMT) in the Rotunda of the US Capitol building. At that time, Trump officially became the 47th president. He previously served as the 45th president between 2017 and 2021. The inauguration proceedings traditionally take place outside the US Capitol building, with viewing areas extending down the National Mall. But freezing cold winds prompted Trump to request a change of venue.

Trump's day began with a service at St John's Church, Lafayette Square, a historic Washington DC church. That was followed by tea at the White House with Biden and his wife, First Lady Jill Biden. After giving the inaugural address, Trump headed to the President's Room - near the Senate chamber - to sign key documents, and then attended a lunch hosted by the Joint Congressional Committee on Inaugural Ceremonies.

This was followed by a parade that proceeded from the Capitol building down Pennsylvania Avenue to the White House. However, this was essentially cancelled, due to the weather.

Later in the evening, Trump appeared at three inaugural balls throughout the city - the Commander-in-Chief Ball, the Liberty Inaugural Ball and the Starlight Ball.

During his first day of power, Trump was expected to sign more than 200 executive actions. This would include executive orders, which are legally-binding, and other presidential directives like proclamations,



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which are usually not. An executive order is a written order issued by the president to the federal government which does not require congressional approval.

**Who was in attendance?**

Many US senators and House members were in attendance, as well as guests of the incoming administration.

After Trump, Vance and their families, the next most important attendees were the outgoing president and vice-president. We saw Biden and Vice-President Kamala Harris - who lost the November election to Trump - with their respective spouses Jill Biden and Doug Emhoff.

Former presidents and first ladies were often on the guest list, but former first lady Michelle Obama skipped this year's inauguration. Mrs. Obama was noticeably absent from a recent memorial for former President Jimmy Carter, remaining instead in Hawaii. She has attended every inauguration since her husband's in 2009, including Trump's first swearing-in in 2017.

Mrs. Obama's husband Barack was there, though, along with another former president, George W. Bush, and his wife Laura Bush. Former House Speaker Nancy Pelosi, another Democrat, was not in attendance.

Amazon founder Jeff Bezos, Meta boss Mark Zuckerberg, Apple leader Tim Cook, and Google chief Sundar Pichai were seen taking seats at St John's Church as the day got under way.

TikTok CEO Shou Zi Chew reportedly attended. The app has been in the spotlight as it is now subject to a US law that tries to ban it for security reasons, though Trump has pledged to intervene.

China's Vice President Han Zheng was also in attendance, along with Italian Prime Minister Giorgia Meloni and Argentina's President Javier Milei.



## NTHC LIMITED - WEEKLY REPORT

### NTHC LIMITED

WEEKLY MARKET'S SUMMARY  
EDITION: 03/25

#### TREASURY BILL MARKET ACTIVITY

AUCTION RESULTS | TENDER 1938 | 20<sup>TH</sup> - 24<sup>TH</sup> JANUARY, 2025

Government at the just ended treasury bill auction announced a set target of GH¢6,353.00 million across the 91, 182 and 364-day bills. However, total bids amounting to GH¢8,890.79 million was received of which GH¢8,839.83 was accepted representing a 39.14% over-subscription of GH¢2,486.83 million.

Securities	Bid Tendered GH¢ (M)	Bid Accepted GH¢ (M)	Weighted Average Rate (%)
91 Day Bill	5,688.24	5,648.60	28.4173
182 Day Bill	1,318.67	1,307.35	28.9713
364 Day Bill	1,883.88	1,883.88	30.2867

In line with the total bid over-subscription, the week-on-week yields equally witnessed an upward reaction of 14.82bps, 4.69bps and 2.48bps increases across the 91-, 182- and 364-day bills respectively.

Securities	Current Yield (%)	Previous Yield (%)	Change (%)
91 Day Bill	28.4173	28.3385	↑ 0.0788
182 Day Bill	28.9713	28.9642	↑ 0.0071
364 Day Bill	30.2867	30.1762	↑ 0.1105

#### EQUITY MARKET ACTIVITY | 13<sup>TH</sup> - 17<sup>TH</sup> JANUARY, 2025

Days	Date	Volume	Value GH¢	GSE Composite Index (GSE-CL)
Monday	13/01/25	96,421	145,302.30	4,945.54
Tuesday	14/01/25	1,777,340	4,380,890.54	4,999.72
Wednesday	15/01/25	117,266	239,502.69	5,002.17
Thursday	16/01/25	1,199,793	7,692,472.19	5,055.49
Friday	17/01/25	1,117,245	1,347,947.56	5,057.20

#### NEWS HIGHLIGHTS

##### Market

T-bills: Government to borrow GH¢6,001.00 Million this week across the 91, 182 and 364 day bills to cater for maturities totaling GH¢5,602.57 Million.

Shares: MTN Ghana Shares continue to dominate GSE equity market trades with a 0.14p price change to close the week at GH\$2.65 per share

##### Economy

Investor appetite remains strong for the 91-day Treasury Bill as the government receives robust demand, signaling confidence in short term fiscal stability.

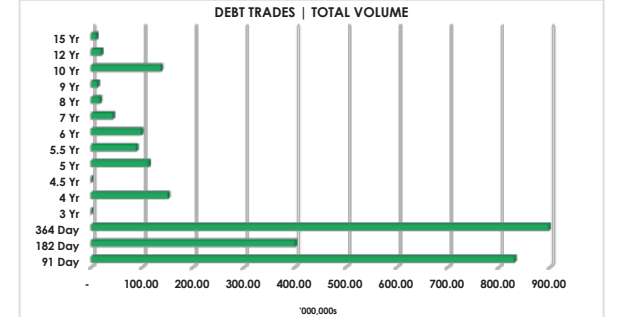
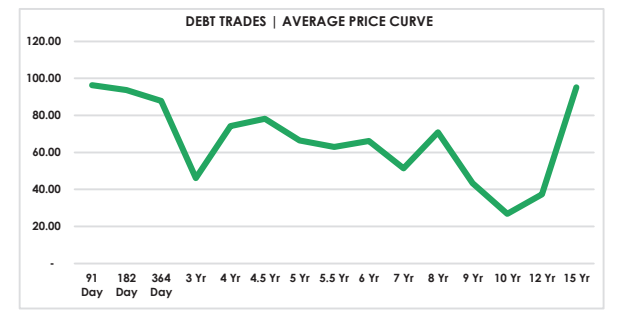
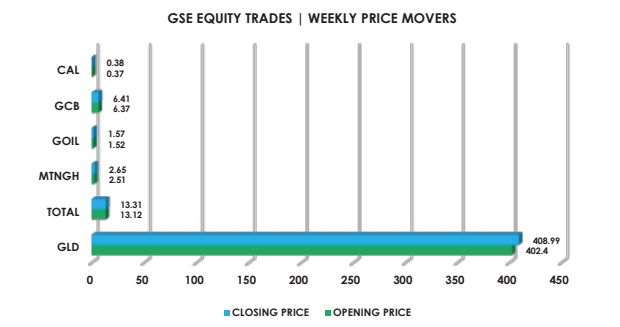
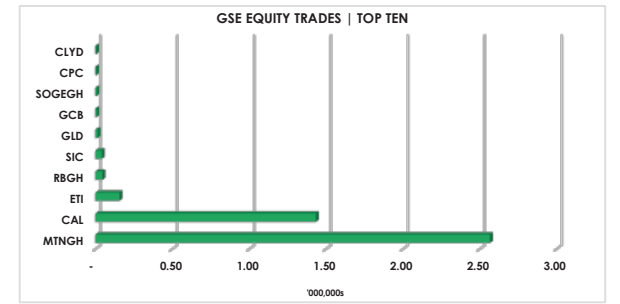
Economic growth in Sub-Saharan Africa to pick up in 2025 while global growth stabilizes- IMF

Unilever Ghana and CalBank Shares ranked the best and worst performing stocks respectively on the GSE in 2024.



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#### MARKET TRADE ACTIVITIES | 13<sup>TH</sup> - 17<sup>TH</sup> JANUARY, 2024



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