

institute of the Ministry. The institute changed its name to the Sri Lanka School of Social Work and a Diploma in Social Work commenced in 1978. There was a need to train social workers at graduate level and the school made requests to the Universities but they were unheard. There was a legal problem with the School of Social Work to confer degree certificates as it was not recognized as a degree awarding institute. Calgary University in Canada came forward to assist the school to develop a graduate programme in 1986 but ended up without many results but the school was re-established as an independent institute under the name of National Institute of Social Development. The requests made to the University Grants Commission to permit the NISD to confer a degree programme in Social Work but it recommended a collaborative project with the University of Colombo. The BSW programme started last year with the assistance provided by the UoC. However there is a great need to have qualified staff to teach at graduate level. To train the staff we have to send them abroad as no university in Sri Lanka has Post Graduate Social Work education programmes.

Strengths Perspective in Mental Health: Evidence based case study

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Psychiatric Social Work intervention entails dealing with mental and emotional problems of clients, in a mental health facility, through methods of social work practice. However over the past few years, a strengths-based approach to case management with people with severe mental illness has emerged (Saleebey, 1992; Sullivan & Rapp, 1994; Weick, Rapp, Sullivan & Kisthardt, 1989). This paper reviews empirical evidence and illustrates an evidence based case report to show that the strengths perspective in psychiatric social work practice influences both the well-being and the coping of people with mental illness. A case of Dysthymia (marital discord with primary infertility) demonstrates how psychiatric social workers can assess the strengths of the client (using the SWOT analysis), help the client develop resilience, evaluate that treatment and empower the client to deal with future adversities. This case emphasizes how psychiatric social workers can help a client with mental illness cope with critical factors through the use of clients' innate strengths and opportunities. The authors also show mental health practitioners how to match the clients' strengths and opportunities to interventions and desired outcomes. Mental health professionals can thus help clients gain insight into their innate strengths, increasing resilience and improve their well-being.

KEYNOTE ADDRESS Human Resources Development in our Society: Some Thoughts for the Future

Dr. T V Rao

HRD at the societal level may be defined as building enabling capabilities of individuals, families, groups, communities, countries and cross national agencies to enhance the longevity, skill base and quality of life of its people through various interventions. While the interventions for HRD may aim at literacy of adults, schooling of children, empowerment of women, creating opportunities for all those discriminated by birth, investments in science and technology, and caring for the environment; government agencies, NGOs and the corporate sector are the three distinguishable categories that can make these interventions succeed. Distilling from the last 50 years of living, experience in India and other countries the author attempts to outline an agenda for the future focal points for HRD interventions as well as roles for various agencies including the corporate sector, Government, NGOs and International Funding agencies. Dr Rao will draw lesson and set an agenda for the future of the HR profession. The keynote address focuses on the fact that HRD can be a tool for peaceful and healthy co-existence of all on this earth and talks of how a new HRD can make this possible.

Strength Based HRD Audit

Dr. T V Rao

People make things happen. If people processes can be studied, analysed and appropriate systems established NGOs, GOs and corporations can achieve their goals faster and help communities they intend to serve. With the realisation of employees as a critical factor in bringing happiness to others HR has come under focus. HR Departments have been established with all such good intentions. Strength Based HRD audit is a systematic evaluation of the existing HRD strengths in terms of systems, competencies, structure, processes, practices, and culture with a view to build on what exists to what does not exist and add new strengths to a on-going organization. It uses the same techniques and methodology as HRD Audit with the main difference in perspective. It plays down what is lacking, and builds on what is available. It treats what is not there as an opportunity and builds new strengths to utilize the opportunities. This workshop explores various experiences in HRD audit by the author and his team, with some corporations and presents its potential as an OD intervention. By giving a new perspective of Strength Based HRD Audit it is believed that the potential of HRD audit and its use can be enhanced.

Women Entrepreneurship Development: Being part of the mainstream

Ms Uma Reddy

Over the recent years, the world has made tremendous economic and technological progress. Efforts in the decade after the International Year of Women, and subsequent women's movements, have brought major focus to economic development of women. In the last two decades we have seen an emergence of women as active