

"Very informative and an eye opener"

Lindelwa Tini, HR Manager, Mngquma Municipality

"An Excellent forum that encourages HR Practitioners in paradigm breaking"

Sophie Mutemba, VP: HR, Konkola Copper Mines

The Star

HR Summit & Expo

(Incorporating HRDE)

5, 6, 7 & 8 October 2010 | Sandton Convention Centre, Johannesburg

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7th Annual

HR AFRICA

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Dear **HR Professional**,

HR Africa is the most prestigious Human Resource event in South Africa. Each year the event brings you the latest in cutting-edge HR solutions as well as excellent networking opportunities. This event has resulted in the creation of numerous successful partnerships as well as support from our sponsors, exhibitors as well as media partners.

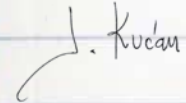
HR Africa 2010 plans to provide even more exciting developments and offerings for the HR industry!

In 2010 HR Africa will show you **how to enhance your current human capital management strategies, retain your key staff and attract new talent**. Not only will you **hear case studies** from corporate companies in South Africa but will also benefit **from a number of African and international guest speakers**.

HR Africa, in conjunction with The Star, is proud to introduce **The Star HR Summit & Expo**. The Expo will be running alongside the conference from 5-7 October. Some of the many benefits of attending the expo are networking, meeting key HR industry suppliers and finding new HR solutions providers.

I look forward to meeting you at this prestigious gathering of HR professionals in October.

Kind Regards,



Jelena Kucan

Divisional Manager: Specialised Events & Exhibitions Director: HRDE
Institute for International Research

P.S. Do not miss international case studies from Ghana, Switzerland and many more

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07:00 Registration & Early Morning Refreshments

07:45 Chairman's opening remarks
Pieter Marais, *Founder, Kontextil*

Economic & Business Landscape Context

08:00 Scenario Planning Guru, Clem Sunter
Insight into the African business landscape & where you fit in World and Africa beyond 2010- the latest scenarios

Guest Speaker

- Is the global economy on a V shaped recovery or U shaped recession?
- Will Africa join the premier League of Nations or stay in the 2nd division?
- Are you a fox or a hedgehog when you look at the future business landscape?



Clem Sunter is a former CEO of AngloAmerican and is a well known author and speaker. He was also voted by leading South African CEOs as the speaker who has made the most significant contribution to, and impact on, best practice and business in South Africa. Besides being a popular speaker here in SA he was also invited to give a scenario presentation at the Central Party School in Beijing - a rare privilege for a foreigner. He also facilitated sessions on global warming in New Delhi and London, amongst others

Evaluating the socio-economic impacts on Human Resources in Africa

09:00 How will 'Rainbow Nationals' find THEIR Pot of Gold? The implications for HR During 1994, at the birth of the Rainbow Nation, everyone THOUGHT that hard working people would get a house, live better and prosper. Now, 16 years later, it seems no closer for most.

- What are the real and damaging financial problems affecting the RSA workforce?
- When the economy improves, will the problems go away?
- If the economy gets better, who will benefit?
- When educated employees are not getting ahead, who ultimately pays?
- What are the related costs to employers?
- If skilled employees resign to get their hands on pension money, what are the long-term implications for our companies and our country?
- Is the National Credit Act helping unwary consumers?
- When companies cut their training budgets and pay more to replace lost skills, what's the likely outcome?
- How can a company keep the salary bill on target while ensuring that staff is getting ahead?
- Is there a proven intervention that provides tangible results?

Jim Millar, *Managing Director, Financial Fitness*



09:45 Join us for Mid-afternoon Refreshments @ The Star HR Summit & Expo

10:30 Ethics at work in Africa- Why good people behave against their better judgement at work and what HR can do about it

- Shifting focus away from headline-grabbing corruption to the problem all organisation's experience: Good people behaving badly
- Linking the actions of individual employees to the organisation's reputation and sustainability
- Directly addressing the South African / African organisational context
- Affirming the critical role of sound Human Resources practices in creating ethical workplace cultures
- Providing a practical framework and guidelines for leaders and HR that is applicable across all types of organisations

Penny Milner-Smyth, *Human Resources Executive, South African Sugar Association*

Latest HR regulatory, policy developments and impacts

11:15 Restructuring and Retrenchments: Lessons learnt and recent developments

- General factors to be aware of in large scale retrenchment exercises
- The communication process with employees
- Issues regarding selection criteria
- Any recent developments in the law

Helen Wilsenach, *Partner, Bowman Gilfillan*

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12:00 Join us for Lunch @ **The Star HR Summit & Expo**

13:15 Identifying the link between good corporate governance and HR

- The emerging field of HR Governance: Balancing people governance, risk and compliance for business sustainability
- The transition from HR Business Partner to HR Governor
- Key dimensions of HR governance
- Applying robust HR risk management
- Balancing performance and compliance
- HR's contribution to a sustainable business

Marius Meyer, *Department of Industrial Psychology & People Management, University of Johannesburg*

HR as a business partner: Your role as an integral part of an overall business strategy

14:00 Critically evaluating the changing face of HR by focusing on:

- HR as change agent
- HR as strategist
- HR as systems integrator
- HR as the professional

Michael Glensor, *Human Resources Manager, Liviero Civils (Pty) Ltd*

14:45 Join us for Mid-afternoon Refreshments @ The Star HR Summit & Expo


15:15 Building value generating organisations for competitiveness & the role of HR

- Differentiating Context and Content
- Context as a differentiating factor between the more and less successful companies in future
- Context and SST/Levels of work – the dangers of getting it wrong or contaminating with grading
- Context and the new HR challenges
- The challenges of the new world of work and the changes Contextuality facilitates, e.g.:
 - ▶ Design changes - value generation instead of hierarchy
 - ▶ Reward changes - value generation reward instead of grading and pay
 - ▶ Succession management - value generating succession management instead of seniority
 - ▶ Contextuality and the critical role of scenario development and strategy design
- Using a quantification methodology to:
 - ▶ Determine the appropriate contextual pitch of the business
 - ▶ Design contextually appropriate strategies
 - ▶ Design contextually appropriate organisations with appropriate roles
 - ▶ Construct and develop contextually appropriate teams
 - ▶ Determine the appropriate contextual capability of people as underpinned by the Work Contextual Interview (WCI) as methodology
 - ▶ Scientifically manage succession in companies

Pieter Marais, *Founder, Kontextit*

16:15 Truly understanding the role of a good HR manager and the extent of what the role entails

- HR role beyond administration
- Identifying key responsibilities of an HR professional
- Adding value to the overall business strategy
- How is the HR role evolving?

 **Raymond Abaifaah**, *HR Manager, GCS Investments, Ghana*

16:45 How corporates can inspire greatness in their staff as a key retention strategy

- What are your company's restraints?
- How do you retain the talented and innovative individuals in our organisation
- Insight into great people and where greatness grew from: Looking at values and growing a culture of greatness
- Transferring values of greatness in teams
- Competing or distinguishing factors in the future economy
- What are the things that allow organizations to not only survive but thrive in the future but being socially invested not only with their staff but communities of business

Mmusi Aloysias Maimane, *Social Entrepreneur, AMTC*

17:15 Chairman's closing remarks & end of Day 1

Day 2: Wednesday 6 October 2010

Stream A

07:00 Registration & Early Morning Refreshments

07:45 Chairman's opening remarks

Goodnews Cadogan, *Director, Village of Leaders*

HR as a business partner

08:00 Implementing effective HR business partnering skills in your organisation

- Analysing your business as a potential fatality
- Truly understanding each department's strategy
- Enabling yourself to analyse your initiatives from a business perspective
- Proposing initiatives and getting the decision makers' buy-in
- What works and how do you make it fit into your organisation
- Growth in profitability
- Identifying which structures should be put in place or changed to optimise outputs

Anja Hartman Weitz, *HR Director, VIP Payroll*




08:45 Avusa Limited- Improving organisational collaboration, talent, pipeline development, innovation, culture and bottom line

- Business case drivers for this significant project
- Check and balance nuances to ensure seamless processes
- Ramification of successful implementation to AVUSA

Mawethu Cawe, *Group Executive: HR & Transformation, Avusa Limited*

09:30 Effectively crafting your HR strategy from scratch

- At what point does it become pertinent for the HR unit to have their own strategy?
- Deriving your HR strategy from the organisation's corporate goal: Enabling the goals and corporate objective
- Starting your HR strategy from the measurement of HR's impact on the business
- Measurement as a turning point: Where are you and where do you want to be or how is HR perceived by the business and how should it be perceived?

 **Olapeju Ayo-Fisher**, *Head: Human Resources & Admin, Computer Warehouse Group*

10:00 Join HATCH for Mid-morning Refreshments @ The Star HR Expo & Summit



10:30 Implementing effective Workforce Planning

- Current realities
- Importance of workforce planning
- How to effectively implement workforce plans
- Reviewing of workforce plans
- Conclusion and Q & A

Marietjie Lancaster, *HR Manager, Driefontein Gold Mine (division of Gold Fields)*

11:15 The HR Transformation: Rhetoric or Reality? Emerging trends and best-practice

- Building the business case for the transformation
- Transforming cultural capabilities for competitive advantage
- The evolving HR Structure and Competency Framework
- Common pitfalls and critical success factors



David Ssegawa, *Business Unit HR Director, Coca Cola*

Leadership Development

12:00 Join us for Lunch @ The Star HR Summit & Expo

13:00 A fresh look at Leadership Competence and Orientation

- Looking at leadership growth as far more than skills development
- Making a profound inner shift
- Sharing the brilliance of the TLCP as an award winning leadership assessment instrument to measure and manage the inner shift
- Making the link between leadership competence and organisational performance

Johan van Zijl, *Founder and CEO, Center for Leader Intelligence*

Mini-workshop

Practical focus-session:

Case Study

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13:45 Leadership development: Driving the development level against the development path

- Prioritising the path of a leader and the organisation
- Measuring ROI of leadership through talent scorecard and incorporating it back into the balanced scorecard

Katie Schaefer, *Manager: People and Organisation Capability, Microsoft*

14:30 Join us for Mid-afternoon Refreshments @ The Star HR Summit & Expo

15:00 Gold Fields: Evaluating leadership competencies and integrating coaching with leadership development to ensure a paradigm shift

- Why academic modules in leadership development often don't work
- How to create the personal paradigm shift in leadership
- Managing the culture shift in organisations to create the critical mass of new leaders

Italia Boninelli, *Vice President: HR, Gold Fields*

15:45 Understanding the benefits and the meaning of: The leader as a coach

- Building effective partnerships
- How to enthuse commitment from staff
- Developing skills
- Implementing effective strategies to promote resilience
- Shaping the environment

Julia Modise, *HR Director, Africa Regional Distribution Office*

16:30 Practical feedback session from Stream A & Stream B (stream B will join Stream A)

Led by:

Goodnews Cadogan, *Director, Village of Leaders & Meshack Khosa*, *Managing Director, Fresh Thinking*

This session will allow delegates to share key points from each of the streams. Delegates will also get to comment on the issues discussed in both

Stream B

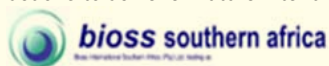
07:00 Registration & early morning refreshments

07:45 Chairman's opening remarks
Meshack Khosa, *Managing Director, Fresh Thinking*

08:00 HR and the Organisation: Working together for Sustained Organisational Development

- How legitimate is HR within organisations on a strategic level?
- How did HR contribute to the demise of Enron and the global financial crisis?
- Evaluating the need for change to ensure sustainable Organisational Development
- The generic function of HR in ensuring organisational growth:
- Managing Talent - Learn about the various approaches, systems and tools that can be incorporated in your selection, development and succession planning process
- Taking a strategic, long term perspective and not just operational execution
- Embedding effective talent retention strategies that will work for your organisation
- Mining industry case study - Mapping the Organisational Talent Capability and the Individual's Capability to diagnose the "As Is" as well as suggested corrective actions to achieve "future intent"

Lisa Ashton, *Managing Director, BLOSS Southern Africa*



10:00 Join HATCH for Mid-morning Refreshments @ The Star HR Expo & Summit



10:30 HR challenges and experiences within the Gautrain project

- HR lessons learned from the Gautrain project
- Evaluating the challenges
- The future of HR as a business partner
- HR engagement

Wian Kriel, *Human Resources Manager, Bombardier Transportation SA (Pty.) Ltd*

Talent Management

11:15 Mentoring Programmes: Practically implementing successful mentoring programmes for talent management

- How to ensure talent management & sustainability in your organisation
- Developing talent from within
- What works and what doesn't?

Neil Steinmann, *Founder, People Dynamic Development*

12:00 Join us for Lunch @ The Star HR Summit & Expo

13:00 Accenture's ACCENT on PEOPLE: Employee Value Proposition (EVP) as the blueprint for talent attraction, development, engagement and retention

- Why EVP is one of Accenture's most important outcome metrics?
- How to link EVP with a broad-brush approach on talent management
- How EVP is linked to Accenture business strategy?
- Identifying linkages, whilst developing a segmented approach
- The key drivers of EVP and how it relates to employee engagement
- A specific focus on the outcomes of our EVP plan as a case study
- The role of Leadership in driving EVP
- Translating EVP strategy: How to execute a plan with tangible outcomes
- Key measurement categories: Experience of the company, people and work and also the work/life balance
- Insight into best in class Accent on Life program, an exciting lifestyle programme unlike any other

Siyabonga Nkosi, *Talent Acquisition and Recruitment Lead, Accenture (# 1 best employer in South Africa)*

13:45 Remuneration: Implementing a remuneration strategy – to what extent does yours enhance people performance?

- Evaluating your company's remuneration policies and benefits by evaluating:
 - Executive Remuneration Trends
 - Non-Executive Remuneration Trends
 - Variable Pay (Short- and long-term Incentives)

Martin Hopkins, *Associate Director, PricewaterhouseCoopers*

14:30 Join us for Mid-afternoon Refreshments @ The Star HR Summit & Expo

15:00 Remuneration practices and trends - specifically in the context of an economic slowdown, recovery and a tax noose

- National and global trends in remuneration & reward practice
- Linking reward & recognition to remuneration practice
- Remuneration, reward & recognition innovation in a constraining tax environment
- Strategic remuneration & reward: the price of talent & engagement

Stuart Griesbach, *Group Manager - Human Capital Centre of Excellence, Mutual & Federal*

15:45 Transformation: AA/EE/BEE and your talent and performance

- Understanding that Affirmative Action is more than just numbers
- Outline of what the Act requires and how you can design affirmative action goals that represent a sustainable development program
- Align your AA targets with your BEE scorecard
- Design an effective implementation strategy that involves the actual decision-makers of the business

Marleen Potgieter, *Managing Director, Equity Works*

16:30 Practical feedback session from Stream A & Stream B (stream B will join Stream A)

Led by:

Goodnews Cadogan, *Director, Village of Leaders & Meshack Khosa*, *Managing Director, Fresh Thinking*

This session will allow delegates to share key points from each of the streams. Delegates will also get to comment on the issues discussed in both

☆☆☆ **LUCKY DRAW - Sponsor Prizes*** ☆☆☆

17:30 Chairmen's closing remarks & end of Day 2

Case Study

2 hr mini-workshop

Case Study

Day 3: Thursday 7 October 2010

Stream C

07:00 Registration & early morning refreshments

07:45 Chairman's opening remarks
Bernard Koch, *Independent Transformation Specialist*

Employee Engagement & Performance Management

08:00 Informa- The Strategic impact for HR and Employee Engagement

- The strategic importance of corporate responsibility in employee engagement
- The use of surveys in determining staff engagement
- The importance for an organisation to create a company culture based on strategic values
- The systems Informa has in place which are designed to minimise bureaucracy
- How at Informa we are highly entrepreneurial
- How the core values of innovation and creativity are translated into action

Case Study



Keith Brownlie, *Group HR & CR Director, Informa*

08:45 Evaluating the latest challenges and solutions for employee engagement as we move from recession to growth period

- What does employee engagement mean in your company and what strategies are put in place to enhance engagement?
- Identifying and debating the grey areas of employee engagement
- **Open floor to delegate comments, questions and suggestions**

Panel discussion

David Bernstein, *Head: Human Resources, Alliance Group*
Marleen Potgieter, *Managing Director, Equity Works*
Keith Brownlie, *Group HR & CR Director, Informa*

09:30 Employee engagement through authentic career conversations

- Talent management needs to incorporate the organisation and employee perspective
- The role of line managers in employee engagement
- Career discussions as a vehicle for employee engagement

Case Study

Ashnie Naidoo, *Group Specialist: Talent Management, ABSA*

10:00 Join us for Mid-morning refreshments @ **The Star HR Summit & Expo**

10:30 Designing and conducting quantitative and qualitative employee engagement diagnostic surveys

- Quality requirements of a Survey
- When to use quantitative, qualitative or triangulation of both
- Survey design
- Best options for survey implementation
- Statistical analysis and modelling
- Preparing and presenting the results: Use of Pivot Tables
- Communicating the results
- Dealing with the outcomes
- Re-surveying to measure change
- Examples of world class surveys

Dr Andre Parker, *CEO, Grace Human Capital*

11:15 Understanding culture and the generations to achieve greater performance through engagement

- Understanding Regional Cultural Differences
- Identifying Corporate Cultural Differences
- Attributes of the Generations
- Expectations of the Generations at Work
- Increasing Employee Engagement to drive Organisational Performance

Ronnie Toerien, *HCM Team Lead, Oracle*

12:00 Join us for Lunch @ **The Star HR Summit & Expo**

13:00 Implementing effective communication that will lead to Total Rewards ROI

- Defining a Total Rewards Model for an organisation
- Translating the rewards model into an Employee Value Proposition that should be branded and used to communicate internally and externally to promote the company's image as an employer of choice

Peet Kruger, *Head of Consulting Division, Remchannel (Pty) Ltd*

13:30 **Mercantile Bank: Absenteeism in the workplace**

- Implementation of Absenteeism Management programme as a "Change Management" initiative
- What is the purpose of an absenteeism management programme?
- What process was implemented by Mercantile Bank Limited?
- Integration of Absenteeism Management as part of the Wellness Solution and the benefits thereof

Faeza Dewrance, *HR Consultant, Mercantile Bank*

14:00 Join us for Mid-afternoon refreshments @ **The Star HR Summit & Expo**

14:30 **ACSA Performance Management- movement towards the shared responsibility**

- How productive is the RSA?:Evaluating the IMD Statistics
- Effectively dealing with strategic performance management and individual performance management
- Creating a HIGH Performance Culture
- Shifting the mind set
- The purpose of High Performance

Zogan Opperman, *Group Specialist: Performance & Talent Management, Corporate Office, Airports Company South Africa*

15:15 **Expression and Reflection: EQ, Personality and Performance**

- What is EQ really?
- Does EQ relate to workplace performance?
- What are the links between personality and EQ?
- How could EQ be improved?
- Ways in which EQ can be used for recruitment and selection
- What is the link between EQ and ability?

Werner Barkhuizen, *Executive Director, Saville Consulting*

16:00 **Conducting effective valuing diversity sessions in order to achieve greater work environment, employee performance and less emotional energy spent on misunderstandings**

- Understanding the importance of valuing diversity sessions
- How to conduct effective valuing diversity sessions
- Understanding the Employment Equity elements of diversity and unfair discrimination
- Apply tools which will assist in cross-cultural communication and feedback
- Understanding the role personality differences play in the perceived "cultural problems"

Memorie Herholdt, *Industrial Psychologist, PricewaterhouseCoopers, Southern Africa*

Public Sector HR challenges and solutions

16:30 **HR Dynamics in public sector entities**

- Critically analysing the objectives, policies, politics and administrative HR styles in the public sector
- Communication levels and strategies in the public sector

Malamin Darboe, *Human Resources Manager, Public Utility Regulatory Authority-PURA, Gambia*

17:00 **Practical feedback session from Stream C & Stream D (stream D will join Stream C)**

Led by:

Yusuf Mahomed, *Reward Consultant, Business Coach & Author, Worksucks &*

Bernard Koch, *Independent Transformation Specialist*

This session will allow delegates to share key points from each of the streams. Delegates will also get to comment on the issues discussed in both

Stream D

07:00 Registration & early morning refreshments

07:45 Chairman's opening remarks

Yusuf Mahomed, *Reward Consultant, Business Coach & Author, Worksucks*

08:00 **Engaging the Y Generation: Based upon the National Talent Project at four academic institutions**

- Attract & engage Generation Y on their terms: Changing recruitment, recognition & career models
- Building a future talent pool - Key issues & lessons for any organisation

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- Generation Y: Potential & performance
- Yusuf Mahomed**, *Reward Consultant, Business Coach & Author, Worksucks*

Succession Planning

08:45 **Case Study** Ghana Commercial Bank - Succession Planning: Exploring the most common challenges and pitfalls

- What is Succession Planning?
- Pre-requisites for effective Succession Planning
- Principles
- Who should own the process?
- Pitfalls and challenges
- Should the process be driven from within or without?

 **Edward Kwapong**, *General Manager: HR, Ghana Commercial Bank*

09:30 Strategies to respond to skills shortage in the Technical Industry

- Long and short terms strategies for closing skills gaps
- Link with corporate strategic goals
- Senior management and Executive/Manco role in the programme
- Role of government institutions and institutions of Higher Learning
- Human Department role in the whole programme

Mzwandile Malishe, *Talent and Organisational Development Manager, Umgeni Water*

10:00 Join us for Mid-morning Refreshments @ **The Star HR Summit & Expo**

Employer Branding

10:30 **Case Study:** Virgin Active- Attracting Talents: Building robust employment brand

- The benefits of creating an employment brand
- What makes an employment brand attractive?

Clelland Kruger, *National HR and Talent Manager, Virgin Active*

Change Management

11:15 **Case Study** How to bring about change management while encountering resistance: Change management and change leadership

- Integrating Change Management with business strategy
- Aligning benefits of change with business and stakeholders expectations
- Enabling a people led change through involvement
- Embedding sustainability into the change programme
- Designing a best fit change approach
- Consolidating for a focused change management strategy
- Leading through change

Tokozile Marah, *Associate Director, PricewaterhouseCoopers, Southern Africa*

12:00 Join us for Lunch @ **The Star HR Summit & Expo**

13:00 **Case Study** Nedbank: The business transformation journey and impact of staff engagement

- Transformation roadmap
- Engagement lessons

Rejoice Kachipande, *Head Human Resources CSS & NIS, Nedbank & Nhlamulo Dlomu*, *HR Executive: Organisational Development, Nedbank*

Recruitment

13:30 **Case Study** The recent future of recruitment: Entrepreneurial-thinkers pursuing a career they want to be in vs. experienced-employees idle in a job they have to be at

- Consider this: "thinking change, changes thinking" and changed thinking is the foundation to success in every area of life: Ways of enhancing work-life balance
- How to impact positively on service-delivery expectations within the workplace through effective recruitment
- Summing up the recent future of recruitment

Luize Morais, *Human Resources: ETD, Railway Safety Regulator*

14:00 Join us for Mid-afternoon refreshments @ **The Star HR Summit & Expo**

Employee Wellness

14:30 **Case Study** Corporate and Employee Wellness: What does it truly mean and how should it be dealt with?

- Understanding corporate and employee wellness within the South African context
- Trying wellness vs. doing it
- Addressing the 5 strategic areas of corporate wellness
- Taking an holistic view to wellness within the workplace
- Creating a culture of wellness
- The way of the future - creating a next generation holistic wellness program

Nicky Moses, *HR Director: Africa, Hatch (Pty) Ltd*



15:15 **Case Study** New Generation Wellness: the role of Age-Reduction in Leadership Performance

- Emerging global trends require business leaders to perform at an ever increasing pace and at unprecedented levels. In addition, because of skills shortages and a longer life expectancy, they cannot retire at the same age as previous generations but will have to work longer. Lowered energy levels, lower motivation levels and many of the other conditions that come with ageing are therefore presenting an unprecedented challenge to business leaders
- These developments have resulted in a need for unprecedented strategies to counter these challenges. Age reduction has become the next step in executive wellness. In a world first presentation, HR Future's Executive Editor and anti-ageing coach Alan Hosking outlines what executives and business leaders in their late 40s, 50s and 60s can do to "down age" by up to 15 years in order to stay at the top of their game

Alan Hosking, *Executive Editor, HR Future*

Technology Innovations in HR

16:00 **Case Study** 360 Degree Surveys: New Innovations and Fresh Perspectives


- Usefulness vs Confidentiality? Ending the debate
- Developmental tool or performance measurement? A new perspective
- A surprising link between 360 Degree feedback and Employer Branding

Dr Gavin Symanowitz, *Managing Director, GetAGreatBoss.com*

Industrial Relations

16:30 **Case Study** Ghana Water Company Limited (GWCL) – Effectively dealing with Trade Unions while avoiding strikes and lockouts

- Introduction
- Why Trade unions?
- Its role: Traditional versus contemporary
- Why strikes and lockouts? The GWCL experience
- Winning the "War"
- Blueprint for success
- Conclusion
- Q & A

 **Emmanuel D. Korsah**, *Industrial Relations Officer, Ghana Water Company*

17:00 **Case Study** Practical feedback session from Stream C & Stream D (stream D will join Stream C)

Led by:

Yusuf Mahomed, *Reward Consultant, Business Coach & Author, Worksucks & Bernard Koch*, *Independent Transformation Specialist*

This session will allow delegates to share key points from each of the streams. Delegates will also get to comment on the issues discussed in both

18:00 Closing remarks & end of Day 3

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Day 4: Friday 8 October 2010

Practical workshop day

07:30 Registration & early morning refreshments

08:30 Half-day workshop:

ATTRACTION – ENGAGEMENT – TALENT MANAGEMENT – RETENTION



Led by:

Dr. Mark Bussin, Chairman, 21st Century &
Tracey MacDonald, Executive Consultant, People Tree Group
Raun Smythe, Reward Online Manager, 21st Century Pay Solutions
Group Pty Ltd &
Craig Raath, Operations Manager, 21st Century

In this practical workshop a careful exploration of the golden thread of attraction, engagement, talent management and retention themes will be conducted. The journey starts with on-boarding, motivating, developing through to retention. Best fit for Africa will be shared and a case study approach will be followed.

ATTRACTION

- The main components of reward and how to use each component
- Accurate benchmarking and the importance of good market data
- What attracts employees to companies?
- The importance of the brand and EVP (Employee value proposition)

ENGAGEMENT

- Organisational Culture
- Work / Life Balance
- Lifestyle / Life-stage Benefits
- Performance and Recognition

10:30 Morning refreshments & networking

TALENT MANAGEMENT

- Demand Planning, Talent Risk Management
- Career Management, Assignment Management
- Succession Management, High Potential Management, Leadership Development
- Ten Motivation Factors

RETENTION

- How to select employees for retention
- The business case for retention
- Remuneration options for retention
- Live demonstration of accurate market data
- The importance of the whole reward offering



Dr Mark Bussin is the Chairperson of 21st Century Pay Solutions Group. He has remuneration experience across all industry sectors and is viewed as a thought leader in the remuneration arena. He serves on and advises numerous boards and Remuneration Committee's and has consulted in over 10 countries. Mark holds a Doctorate in Commerce and has published & presented over 200 articles and papers and has received awards for his outstanding articles in this field. He has appeared on television, radio, in the press for expert views on remuneration and has been a guest lecturer at various academic institutions.

He is the current President of SARA (South African Reward Association) and is a recognised Global Reward Practitioner (GRP).

12:30 Lunch & networking

Stream E

Mini workshop 3 hours

13:30 Building personal resilience: The key ingredient to ensure successful organisational change

Led by:

Rod Warner, Managing Director, Building Resilience

Gary Hamel, the well known strategist observed: "The world is becoming turbulent faster than organisations are becoming resilient." People affected by organisational change often experience it as a disruption of the status quo, uncomfortable and even threatening. Change management strategies in such situations are often inadequate and consequently large scale change initiatives frequently fail to fully deliver their promised benefits. At the heart of this problem is the lack of people's personal resilience. At work, resilience is the ability to remain

task focused and productive whilst experiencing tough times. Imagine your organisation staffed with people who have abundant inner strength and resourcefulness, which enables them to cope with mergers, new priorities, major change initiatives, new technologies, and downsizing. Wouldn't that make a difference!

This workshop will define and explore resilience at work, and its benefits for both the individual and the organisation. The process of experiencing adversity with and without sufficient resilience and the relationship between resilience and change readiness will be outlined. The role of resilience in large scale organisation change is explored. A model of change with varying levels of personal resilience explains why change efforts so often run into difficulties. A free questionnaire will be distributed which can be used to evaluate and assess the change readiness of people, teams and divisions in organisations that face large scale change.

15:00 Mid-afternoon refreshments & networking

Practical tools to enhance the resilience of people in organisations will be briefly presented. Delegates will leave with personal strategies to enhance their own resilience, as well as what they can do to enhance the take-up assurance of large scale change initiatives in their organisations.



Rod Warner has over 15 years management consulting experience, specialising in designing and implementing specialised interventions for behaviour change in the fields of personal resilience, change management and organisational performance. His overriding passion is building resilience, in which field he has researched, written articles and spoken at national and international conferences. His clients include Old Mutual, Metropolitan Life, City of Cape Town, BP, SAPS, National, Provincial and Local Government. He has previously held positions heading up HR Development; managing retirement administration teams and a national sales force for Old Mutual. He is registered as a Chartered HR Practitioner with the South African Board of Personnel Practice.

Stream F

Mini workshop 3 hours

13:30 International Insight: In pursuit of excellence- Unleashing the Potential in Yourself & Your Team

Led by:



Nikhil Desai, International Speaker, Motivator, Trainer & Director, The Centre For Excellence, India

"Man is a hundred cylinder engine running on only one cylinder."

- A. Bose

This power packed session on **In Pursuit Of Excellence** will enable the participants & their organisations to become winners in today's competitive environment by developing the large resource of untapped human potential.

The **In Pursuit Of Excellence** session incorporates the wisdom of the east with the latest trends from the west. It helps the participants wear the **V.E.S.T** of excellence in their personal and professional lives by exploring, understanding, experiencing and implementing four important and fundamental factors:

- **Vision** – Understand the Strength of Vision and the Process of Achieving Goals
- **Enthusiasm** - Discover the Power of a Positive Attitude and make Enthusiasm your Greatest Asset
- **Stress Management** - Stress Reduces Efficiency. Learn some very Easy and Effective Techniques for Rejuvenating the Body and Mind
- **Trust In Yourself** - Develop Deep, Sustaining Confidence to Overcome Obstacles and Achieve Goals

15:00 Mid-afternoon refreshments & networking

METHODOLOGY

The workshop is interactive, participative and experiential. The workshop will also feature a fascinating 30-minute international film highlighting some of these important principles.



Nikhil Desai is an International Speaker, Motivator and Trainer. A powerful presenter with an energetic speaking style, Nikhil Desai inspires and motivates his participants to produce lasting change. More than a quarter million people have benefited from his presentations and workshops in 45 cities of the world in the last 20 years. His participants include executives of more than 450 companies including AC Nielsen, BASF, Barclays Bank, Cadbury, Cap Gemini, Cartier, Castrol, Caterpillar Asia, Deloitte, Deutsche Bank, DHL, Ernst & Young, Federal Express, General Electric, GlaxoSmithKline, Hyatt, Johnson & Johnson, Kone Elevators, Levi Strauss, Maersk, Merrill Lynch International Bank, Nokia, Novartis, Pepsico, Pfizer, Sandoz, Schiller, Sesa Goa, Shell Gas, Siemens, Standard Chartered Bank, Wipro, Whirlpool and other companies.

17:00 Close of workshop day & end of HR Africa Summit

TO REGISTER: t: +27 11 771 7000. e: registrations@iir.co.za, w: www.hr-africa.com

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Group Discounts: Book 2 delegates & 3rd delegate can attend at 15% discount. Book 3 delegates and 4th (& consecutive delegates) attend at 25% discount. To take advantage of group bookings, call our hotline on +27 11 771 7000 or email: groupbookings@iir.co.za

Payment must be made before the conference date. Please ensure that proof of payment is faxed through timeously. If payment cannot be confirmed on registration at the start of the event, staff will request a credit card guarantee before access is permitted.

FEES INCLUDE: The fee for attending this event includes LUNCH and REFRESHMENTS. Flights, accommodation and airport transfers are not included.



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