



Talent Agenda Series Southern Africa

Southern Africa's
Leading Human
Capital Forum

TALENT AGENDA
SOUTHERN AFRICA

A Global Career Company Initiative

Hogan Lovells Building,
140 West Street, Sandton,
Johannesburg

23rd-24th October 2018

Sponsors and Partners

Platinum



Gold





Silver



Chosen Charity





Day One: Tuesday 23rd October 2018

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| 07:00-08:00 | Registration |
| 07:30-08:30 | Welcome Networking Coffee |
| 08:30-09:00 | Welcome: Talent Agenda Series Southern Africa Chairman: Stephen Tio Kauma, HRD - Afreximbank |
| 09:00-10:00 | <p>Panel Session: Southern Africa: Unlocking Regional Opportunities for People, Organisations and Industries</p> <p>Powered by</p>  <ul style="list-style-type: none"> ■ What are the current regional opportunities for human capital investment? ■ What are Southern Africa's regional plans for the next 10-15 years and how can the private sector align with government to support this effort? ■ How can both the private and public sectors support the growing industry and develop capacity in adequate time in Southern Africa? ■ What role can higher education play in supporting sector development? ■ How is the higher education sector working with private sector and vice versa to ensure that talent in Africa have access to jobs? |
| 10:00-11:00 | <p>Panel Session: Identifying and Nurturing Future Talent in Disadvantaged Communities</p> <p>Powered by</p>  <ul style="list-style-type: none"> ■ Developing a diverse talent pool to meet business needs for today and tomorrow remains high on the list of the continent's foremost challenges; major efforts are being made to build and strengthen Africa's talent pipeline across the region. ■ How can companies work within local communities to identify potential new talent pools and how can they support such communities to ensure that a sustainable pipeline is created? ■ An introduction to GCC's chosen charity 'Education Africa'. ■ How does Education Africa's Model UN Programme assist in developing future business leaders within South Africa? ■ What practical ways can both public and private sectors employ to encourage skills development within schools and universities? |

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| 11:00-11:45 | Networking Break |
| 11:45-12:15 | Keynote Address |
| 12:15-13:15 | <p>Panel Session: Successfully Identifying, Shaping and Retaining Leaders of the Future.</p> <ul style="list-style-type: none"> ■ What role can executive education play in filling the growing skills and capacity development need in Africa? ■ What can US/UK business schools bring in terms of executive education particularly to develop business schools or partnerships with African business schools? ■ What competencies and attributes are required to drive businesses in the new world of work. ■ What are the different ways in which the African leaders of the future will be defined, and how are the more agile, flexible organisations adapting their leadership development programmes? ■ In the Careers in Africa Employer of Choice 2018 Survey, only 49% of respondents said that their senior leadership had a sincere interest in employees' well-being. How can we challenge these figures and develop the African leaders of the future? |
| 13:15-14:15 | Lunch Break |








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| 14:15–15:15 | Presentation: Attracting, Retaining and Engaging Talent |
| Powered by  GLOBALCAREERCOMPANY <small>International perspective, regional understanding</small>  | <ul style="list-style-type: none"> ■ Willis Towers Watson and Global Career Company examine the latest data on engagement and attraction in Africa. ■ How can companies improve their employee engagement through innovative methods to support business executives? |
| 15:15–16:15 | Panel Session: Gender Diversity and Inclusivity in the Workplace <ul style="list-style-type: none"> ■ In 2017, 31% of South African companies had no female representation in senior leadership roles – how can Southern African companies tackle this problem? ■ What positive impacts does diversity create for long-term business results? ■ How can gender diversity programmes foster innovation and new ideas that are important to the Southern African workforce? ■ How can inclusiveness help companies gain a better insight into what customers want and drive more creative thinking? ■ How should we develop inclusiveness to maximise the talent pool and grow the bottom line? |
| 16:15–16:45 | Networking Break |



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| 16:45-17:45 | <p>Panel Session: The 4th Industrial Revolution for African Talent</p> <ul style="list-style-type: none"> ■ What is the impact of the 4th Industrial Revolution in Africa? ■ What methods can Southern African companies implement to develop digital skills amongst their workforce? ■ What role do the private and public sectors play in creating digital opportunities for development? ■ What risks accompany the rise of the 4th Industrial Revolution and how can the HR sector combat these? ■ What ways can companies build a digital society to increase economic inclusion? |
| 17:45-18:00 | Summary and Close of Conference by Chairman |
| 18:00 | End of Day Cocktail Reception |



Day Two: Wednesday 24th October 2018

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| 08:00–09:00 | Registration and Welcome Coffee |
| 09:00–12:00 | <p>Workshops</p> <ul style="list-style-type: none"> Risk Management Employee Engagement Leadership Development Recruitment Strategies Change Management |



Chairman

- Stephen Tio Kauma, HRD - Afreximbank

Confirmed Speakers

- Abdullah Verachia, Senior Faculty - GIBS
- Carol Hondonga, Senior Talent Acquisition Director - GE Africa
- Chris Wilson, Group HR Executive - SAFAL Group
- Crispin Marriott, Client Relationship Director - Willis Towers Watson
- Elanie Kruger, Group Organisational Effectiveness Director - Tsebo
- Elizabeth Warren, Partner - Change Partners
- Gary Johnson, Chief People Officer - Mara Group
- Imraan Mahomed, Partner - Hogan Lovells
- Jean Ewang, Partner - Hogan Lovells
- Jonathan Muthige, Group Human Resources Director - Atlas Mara
- Jonathan Wheeler, Chief Executive Officer - TMF Group
- Matthew McDonnell, Senior Consultant - Willis Towers Watson
- Nanda Scott, Executive Vice President and Group Human Resources - Econet Media
- Precious Murena, Human Resources Director - Lafarge
- Simone Vorster, Human Resources Strategy and Execution Manager - Thomson Reuters
- Steve Teasdale, Organisational Development and Change Director - Tiger Brand
- Tobias Becker, Senior Vice President and Head of Africa Program - ABB Limited

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