



Talent Agenda Series East Africa

East Africa's Leading Human Capital Forum

TALENT AGENDA EAST AFRICA

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TOP AWARDS

AWARDS & NOMINATIONS

- TOP 20 LEADERSHIP & MANAGEMENT
- TOP 20 REWARD
- TOP 100 2015

FROM DIFFERENCE COMES STRENGTH...

British American Tobacco is a market leading, global organisation with a long, established history and a bright and dynamic future. Thanks to our people we have continued to deliver growth and exceed expectations in an increasingly complex and challenging marketplace. Our aim is to become the leading tobacco company in each of our markets by providing excellent products with confidence and responsibility expected of global consumer brands. If you have the talent and motivation to help us succeed you'll find we are equally committed to helping you reach your full potential too.

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OUR OTHER AWARDS

top EMPLOYER SOUTH AFRICA 2016

SUMMARY

Ranking: 23

Locations: South Sudan, Zimbabwe, Zambia, Uganda, Tanzania, Swaziland, Sudan, South Africa, Somalia, Nigeria

No. Employees: 57,000 globally

Headquarters: London, UK

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Thank You for Taking Part in the Talent Agenda Series East African Forum

Welcome,

On behalf of Global Career Company and our Talent Agenda Series initiative, I am thrilled to see here you at our third annual Human Capital Forum in East Africa. We are very pleased that our Programme has gathered such a group of CEOs, HR Directors and other CXOs alongside HR professionals from across all industry sectors, education and government bodies across East Africa.

In association with IHRM who are generously awarding up to 4 CPD Points for this particular event, we endeavour to contribute to your personal learning and development programmes through the rich content provided over the event, across various webinars and our digital community platform that will follow into 2019.

I would like to thank our Platinum Partners and Sponsors, Willis Towers Watson and KMPG, and our Silver Sponsors ,Sage, all providing invaluable HR-related services for the region. EABL, our Official Drinks Sponsor and IC Publications & African Business magazine, our Official Media Partners, will I hope help you enjoy yourselves as you relax at the end of each day!

I would also like to introduce Global Career Company's East African HR Associates - Garcia Forner Consulting, Great Lions and True North, a group of HR and Recruitment Partners that we have on onboarded as we develop our East African footprint for HR Consulting and Recruitment. They will be on hand with the GCC Team as we look to provide you a truly international and East African service.

We have filled our Programme with influential and dynamic speakers from leading organisations, coming in from Europe and the US, across Africa and throughout East Africa, discussing the topics most relevant to helping develop East African business.

I would particularly like to thank our Keynote Speaker, Geoffrey Odundo, Chief Executive of the Nairobi Securities Exchange, a range of business leaders in our Opening Panel moderated by Omar Ben Yedder of IC Publication's African Business and a hand-selected group of HR leaders, all of whom we include their bios for your reference in this Programme.

We are very pleased to welcome you all to this Forum, and our team would love a chance to speak to everyone so please take the time to introduce yourself.

We hope you enjoy your time with us over these 2 days.

Best Wishes,



Rupert Adcock
CEO
Global Career Company

Willis Towers Watson 

**Uncovering opportunity.
Delivering practical
solutions.**



Day One: Tuesday 18th September 2018

07:00-08:00	Registration
07:30-08:30	Welcome Networking Coffee
08:30-09:15	Keynote Address: Geoffrey Odundo, Chief Executive - Nairobi Securities Exchange Ltd.
09:15-09:30	Welcome Note: Alex Mugan, Managing Director - Global Career Company and Dorcas Wainaina, Executive Director - Institute of Human Resource Management, Kenya
09:30-10:30	<p>Panel Session: East 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 East 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 East Africa? ■ What role can higher education play in supporting sector development? ■ How is the higher education sector working with the private sector and vice versa to ensure that talent in Africa have access to jobs? <p>Moderator: Omar Ben Yedder, Group Publisher and Managing Director - IC Publications</p> <p>Panellists: Martin Mugambi, Group Executive Director - Commercial Bank of Africa Martin Oduor-Otieno, Founder - The Leadership Group Ltd. Susan Maingi, Director Corporate Affairs, Communication & Sustainable Development Director - LafargeHolcim</p>



<p>10:30–11:30</p>	<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 East 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? <p>Moderator: Nikki Summers, Regional Director, East Africa - Sage</p> <p>Panellists: Angela Gachui, Africa Talent Manager - Dalberg Mukunya Mugo, HR Manager, East Africa - Oracle Philip Sakwa, Group Head of HR - CSquared Sammy Chepkwony, Chief Executive Officer - PeopleCentric Management Co. Ltd.</p>
<p>11:30-12:15</p>	<p>Networking Break</p>
<p>12:15–13:15</p> <p>Powered by</p> 	<p>Presentation: Predictive Analytics and HR</p> <ul style="list-style-type: none"> ■ What is the current status quo of the HR function in East Africa? ■ What are the best practices of HR analytics? ■ Which applications of analytics in HR are best applied? ■ What relevant cases studies are there? <p>Presented by: Titilope Olajide, Head, People and Change - KPMG East Africa</p>
<p>13:15–14:30</p>	<p>Lunch Break</p>



<p>14:30–16:00</p> <p>Powered by</p>  	<p>Presentation: Attracting, Retaining and Engaging Talent</p> <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? ■ The launch of a new initiative for East Africa: Engage Kenya <p>Presented by: Alex Mugan, Managing Director - Global Career Company Crispin Marriott, Client Relationship Manager - Willis Towers Watson Matthew McDonnell, Senior Consultant - Willis Towers Watson</p>
<p>16:00-16:45</p>	<p>Networking Break</p>



Global Career Company, Willis Towers
Watson and the Institute of Human
Resource Management present

Engage Kenya

How Kenyan employers used the secret ingredient of sustainable engagement to beat their competition and supercharge performance.

Concept

Sustainable engagement helps businesses perform better. GCC and IHRM are strategic partners to Kenyan business who want to enable that competitiveness and success. Therefore, we are providing every company in Kenya with a world-class engagement survey free of charge.

By bringing insight from their surveys to the management table, Kenya's HR leaders will help their organisations maximise the potential of their talent and drive bottom line business growth.

Platform

A world-class pulse survey platform, built by international experts Willis Towers Watson, translated for the first time into Swahili to maximise access and impact across the country.

When you find out what drives your talent, and get that great insight, it's on you to drive the actions and create value for your organisation. With great power comes great responsibility.

Other than that, there is no catch. This survey is totally free for the IHRM members to implement in their organisations.

How to Register

It's free to register your company. Go to www.talentagendaseries.com/engage-kenya and enter your details.

A pack to get started will be sent to you, along with invites to helpful webinars and tips to maximise the impact of your engagement survey.



Please speak to Alexander Mugan, MD of Global Career Company during this forum or email him on alexander.mugan@globalcareercompany.com

16:45–17:45

Panel Session: Successfully Identifying, Shaping and Retaining Leaders of the Future

Moderated by



- 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?

Moderator: Abdul Kibuuka, Executive Director - True North Consult Ltd

Panellists: Alban Mwendar, HR Director - Great Lions Limited
 Benard Ambasa, Head of HR, Kenya - Tullow Oil
 Bryan Sun, Managing Director, East and South Africa - Nielsen
 Fred Gituku, HR Manager - Vivo Energy Kenya
 Irene Kamua, Group Head of HR - Commercial Bank of Africa
 Rose Mwaura, Marketing & Business Development Manager - Federation of Kenya Employers

17:45-18:00

Summary and Close of Conference

18:00

End of Day Cocktail Reception

Day Two: Wednesday 19th September 2018

08:00–09:00	Registration and Welcome Coffee	
09:00–12:00	Workshops	
	GDPR's affect for African Businesses, powered by GCC	 GLOBALCAREERCOMPANY <small>International perspective, regional understanding</small>
	Gender and Diversity, powered by GFC	
	Talent acquisition and engagement strategies, powered by GCC and WTW	 GLOBALCAREERCOMPANY <small>International perspective, regional understanding</small> 
	The Case for People Productivity, powered by KPMG	



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HR Associate Partner:



The Institute of Human Resource Management (IHRM) is a Statutory Professional Body established under the Human Resource Management Professionals (HRMP) Act, No. 52 of 2012. Its mandate is to regulate the HR profession in Kenya, enhance competencies and capabilities while supporting innovative and transformative HR practices and standards. IHRM coordinates the activities and oversees the interests of all qualified and registered HR professionals in Kenya. The mission of the IHRM is to regulate, develop and promote the human resource profession in Kenya through a four-step plan: enhancing competence and capabilities of human resource professionals whilst serving public interest, supporting innovative and transformative human resource practices and standards, building sustainable institutional capacity and collaborations and engaging in human resource research, publication and knowledge development. Find out more here:

<https://www.ihrm.or.ke/>

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African Business is the undisputed market leader and best-selling monthly pan-African business magazine, considered essential reading for anyone with an interest in the continent's economy and its development. With its incisive writing, African Business provides lively reading on current affairs, finance, new technologies, reviews, commerce, politics, trade and trends. It also regularly profiles those leaders and business people that are shaping the future of Africa, the world's fastest-growing economic region. African Business Magazine is the biggest-selling English language business magazine in Africa, selling over 25,000 copies every month, to the most influential demographic on the continent: Presidents; Ministers; CEOs; thought-Leaders; Senior Decision-Makers from across a wide spectrum of business; Academics; NGOs. Find out more here: <http://www.africanbusinessmagazine.com/>

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Thank you to our Associates

Global Career Company East African Associates:



True North Ltd started operations in 2008 under the name Efrivo Services Ltd as an IT & Management consultancy services company. In June 2011, it rebranded under the trade name True North Consult Ltd to reflect its current focus on People Management Advisory Services. They are proud to be the only people management consultancy in Uganda that is run by qualified Human Resource Management Professionals. Their niche is in the provision of bespoke management services to organisations of all sizes. The company has a network of over 15 consulting partners with over 10 years hands-on experience in their respective areas of expertise. Find out more here: <http://truenorthafrica.com/>



Great Lions Limited is a Kenyan registered Human Resources Consultancy firm of international repute providing business solutions to clients in diverse businesses primarily HR and organisation related solutions both in the public and private sector. Great Lions are committed to providing quality service to support efficient and effective private, not-for-profit and public-sector growth in Africa. They have a lot of prior experience in numerous private and public-sector assignments. Find out more here: <http://greatlions.org>



Garcia Forner Consulting Ltd assists organisations and individuals unleash their potential to become a leading force through strategic Consulting, Coaching and Personal Development services. We specialise in Talent and Performance projects, helping our clients generate new possibilities and accelerate their transformation. Our motto is we don't just think outside the box: the box just doesn't exist for us. Garcia Forner Consulting Ltd is a company registered in UK (2014) and Kenya (2016). Find out more here: <http://www.gfhrconsultants.com/>

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Biographies

Keynote Speaker



Geoffrey Odundo, Chief Executive Officer – Nairobi Securities Exchange

Geoffrey is the Chief Executive Officer of the Nairobi Securities Exchange Limited. He is an accomplished Investment Banker who has been in the financial services sector for the last 24 years, 17 of which have been in the Capital Markets, including roles in asset management, corporate finance and securities trading. Prior to his appointment, he was the Managing Director and Chief Executive Officer of Kingdom Securities Ltd. He was instrumental in the setting up of Co-op Trust Investment Services, Co-op Consultancy Services Limited and Kingdom Securities Ltd. Geoffrey has advised on a number of corporate finance mandates in both the public and private sectors, including the asset management industry. He has contributed to the growth of the capital markets in his previous role in the Kenya Association of Investment Banks, the Kenya Bureau of Standards and on the Board of the Nairobi Securities Exchange.

He is currently a Director of the Central Depository and Settlement Corporation Ltd. He holds a Master's Degree in Strategic Management from the United States International University (USIU), and a Degree in Mathematics and Economics.



Abdul Kibuuka, Head of Human Resources - Tullow Uganda, Tullow Oil Plc

Abdul is the Executive Director and Founding Director of True North Ltd. He has 15 years' experience in the oil & gas industry and is a member of the oil & gas sector Skills Council, and Chairperson of the \$2 million World Bank bursary scheme task force. He is a Senior Consultant on national content matters in the oil & gas sector in Uganda, and Senior HR Consultant for both private and public sector organisations. Abdul is also a former President of the Human Resource Managers' Association of Uganda.



Alban Mwendar, HR Director - Great Lions Limited

Alban is a Partner at Great Lions Ltd, a Kenya registered People and Change Consultancy. He has 30 years of practical HR experience in senior leadership roles with leading global multinationals, including Unilever Plc where he joined as a Management Trainee and rose through the ranks over an 8-year period, and British American Tobacco Plc for 5 years as Head of Human Resources in Kenya. He has also worked as Group HR Director for Kenya Commercial Bank, East African Breweries Ltd. (a subsidiary of Diageo Plc) and Kenya Airways Ltd. for a combined period of 15 years. Alban has hands-on industry experience having been an HR practitioner over 30 years in different sectors and covering the entire scope of HR activities.

Biographies



Alex Mugan, Managing Director, Global Career Company

Alex Mugan is a graduate of the University of Cambridge with an MA in History, whose curious professional background includes stints as a semi-professional football manager and a chef. Following this misspent youth, he undertook a degree in organisational psychology and accepted the truth that everything which matters is about people.

He has worked in talent attraction and engagement across Africa for more than five years, leading the GCC teams which launched the first pan-African employer attractiveness survey (Careers in Africa Employer of Choice) and the first pan-African conference and community for HR professionals (Talent Agenda Series). Alex regularly writes for African Business on human capital, especially around talent attraction and engagement, and has addressed the subjects at conferences in South Africa, Nigeria, Kenya and Cote d'Ivoire. Alex is particularly interested in the importance of diversified employee experiences and value propositions tailored to the markets and demographics they are intended for. He believes that this is key to unlocking the potential of Africa's diverse workforces, and that the HR and marketing functions should inherit the business world.



Angela Gachui, Africa Talent Manager - Dalberg

Angela is the Africa Talent Manager at Dalberg and is responsible for 8 locations, where she provides oversight on matters related to the articulation and implementation of a regional talent management strategy that is driven by the firm's mission, vision and values. Angela also coaches, guides and provides thought partnership to in-country HR teams, Partners, Managers and staff as they experience the employee lifecycle. With 17 offices, 8 in Africa, diversity and inclusion is central to Dalberg's mission and ensuring this value is upheld is central to Angela's role.

Prior to joining Dalberg, Angela established and ran her own boutique strategy and talent management advisory firm, Triple Bottom Line Associates.



Angie Garcia Forner, Director, Performance Coach & Consultant - Garcia Forner Consulting

Angie is the Founder and Director of Garcia Forner Consulting Ltd, a company that provides strategic and transformational Human Resource and Coaching services. They help clients generate new possibilities and accelerate their transformation by challenging the status quo. Approaching to work is based on a global perspective adapted to local reality.

From a coaching perspective, Angie has coached a number of senior professionals and entrepreneurs in Kenya, across public and corporate sectors, within her specialisation in Transformational Performance Coaching. As a coach, Angie is passionate about supporting leaders to enhance their performance, especially in cases where the individual is undertaking a personal transition, and help individuals feel empowered towards realising their life purpose.

Biographies



Benard Ambasa, Head of HR, Kenya - Tullow Oil

Benard has a Bachelor of Education (Arts) Honours Degree from Kenyatta University, and a Master of Arts Degree in Psychology from United States International University, in Nairobi. He also has a Higher Diploma in Human Resources Management from the Institute of Human Resource Management (IHRM), Nairobi. He is a trained and Certified Trainer of Trainers (TOT), a Certified Safety, Health & Environment Professional.

Benard is passionate about people development and has a host of young and middle level professionals in HR and other professions that he is mentoring. Benard actively participates in a number of community initiatives namely: Convener of Career Speakers Forum, patron of former Primary School, Chair of a local Church Development Committee, Vice Chair of a local Bursary Fund Initiative among others.



Bryan Sun, Managing Director, East and South Africa – Nielsen

Bryan Sun currently serves as Managing Director at Nielsen, where he is responsible for South, East, and West Africa businesses. He has extensive experience in the consumer goods industry, gained from working in many diverse, international markets and at a major global retailer.

Since joining Nielsen in 2007, he has worked across global markets and brands across Africa, the Middle East, Central Eastern Europe and Greater China. He holds an MBA from University of Chicago's Booth School of Business and a BA from Bucknell University.



Crispin Marriott, Client Relationship Manager, Willis Towers Watson

Crispin has been consulting in the human capital arena for over 25 years. He is a recognised global expert on Employee Engagement. Crispin has delivered and managed some of the world's largest and most complex global cultural assessment and engagement survey systems. He has personally delivered such survey systems for clients in over 40 countries worldwide.

Crispin has a particular interest in the effective design and interpretation of survey data in a cross-cultural context. Notably, Crispin was responsible for creating the first ever national norms of employee opinion in South Africa and other African countries where he has conducted employee research since 1991.

Biographies



Dorcas Wainaina, Executive Director - Institute of Human Resource Management, Kenya

Dorcas Wainaina is the third Executive Director of the Institute of Human Resource Management (IHRM) and the first female holder of that office since the inception of the Institute 30 years ago. She is a Certified HR Management Professional (HRMP) with over 15 years' of experience in Continental Africa, Asia and Latin America. She holds an MBA in Business Administration (Human Resource Management option) from Kenyatta University and Bachelor of Education Degree (Linguistics and Literature) from the University of Nairobi (UoN). She also holds a Higher Diploma in Human Resource Management from the College of Human Resource Management (CHRM).

She is a Fellow of the American Academy of Project Management (AAPM), serves in the Board of Honorary Advisors for Global Academy of Finance Management (GAFM); she is a Certified Chartered HR Analyst (CHRA) and an excellent trainer. She is also an entrepreneur with a wealth of experience on business turn around strategies. She strongly believes in hard work and excellence a philosophy she endeavours to uphold in every aspect of her life.



Fred Gituku, HR Manager - Vivo Energy Kenya

Fred Gituku is the Human Resources Manager of Vivo Energy Kenya Limited, and a board member of the company. Prior to this he was Chief Human Resources Officer for Telkom-Orange Kenya. His fourteen-year HR experience straddles a variety of sectors in and among other companies: ExxonMobil, Strategic Leadership Centre International Ltd and Lloyds TSB Bank. He was one of the Business Daily's 'Top 40 under 40' male professionals in Kenya in 2012.

Fred is an Executive Coach, especially focusing on career issues, having graduated from the Academy of Executive Coaching (AoEC), in 2016. He contributes to a weekly HR column on Fridays in the Daily Nation newspaper. He holds a Bachelor of Education degree from Kenyatta University, and a Master's degree in Human Resources Management from the University of the West of England in Bristol, UK.



Irene Kamau, Group Head of HR - Commercial Bank of Africa

Irene Kamau is the Group Head of Human Resources for Commercial Bank of Africa. She is a Senior HR practitioner and a Certified Executive Coach with over fifteen years' HR Leadership experience spent broadly delivering business transformation through people in local and blue-chip company environments.

She has worked in the banking and oil industry, with such companies as Barclays Bank, Diamond Trust Bank, Caltex/ Chevron Texaco and currently Commercial Bank of Africa, in various roles covering East and West Africa.

Biographies



Martin Mugambi, Group Executive Director, Commercial Bank of Africa

Martin is a classically trained and goal-oriented professional banker of Kenyan background with 20 years of international and African corporate finance and investment banking experience and, leadership in preeminent global financial services organizations. Martin is currently the Group Executive Director at Commercial Bank of Africa (CBA) Group, a position he was appointed to in November 2016. Prior to CBA, Martin worked for Citibank N.A. for 15 years in various capacities, including as the CEO & Managing Director for Citibank Zambia Limited for 2 years, as well as the MD & Head of Corporate Finance in Citi's Sub-Saharan Africa business based in South Africa. Martin has a MBA in Finance as well as a Bachelor's of Science (BSc.) in Business Administration from Duquesne University in Pittsburgh, Pennsylvania, in the United States.



Martin Oduor-Otieno, Founder - The Leadership Group Ltd.

Martin Oduor-Otieno is currently an Independent Business Advisor, Executive Coach and Accredited Governance Auditor. He is Founder and CEO of The Leadership Group Limited. Prior to this he worked with Deloitte East Africa, where he served as Partner, Financial Services Industry. Prior to this he worked at Kenya Commercial Bank (KCB) Group, initially as Deputy CEO before becoming the Chief Executive Officer. He has previously worked at Barclays Bank, in various senior positions in Kenya and South Africa. He is well-versed with the African business landscape. He has also served as Permanent Secretary in the Ministry of Finance & Planning and the Treasury in the Government of Kenya. He currently sits as Non-Executive Director on the Boards of Standard Bank Group, East African Breweries Limited, British American Tobacco Kenya Limited, GA Life Insurance Co as well as the International Senate of SOS Kinderdorf and SOS Children's Villages Kenya. He has served previously as Chairman of the Institute of Certified Public Accountants of Kenya. He has been awarded the national recognition, CBS as well as an honorary Doctor of Business Leadership degree by KCA University for his contribution to national development and to sound leadership. He holds a Bachelor of Commerce degree from University of Nairobi, an Executive MBA from ESAMI/Maastricht Business Schools and is an Alumni of the Harvard Business School's AMP. Martin has a passion for leadership, governance, mentorship and coaching and in 2012, launched his biography titled...."Beyond the Shadows of my Dream" which is available on Amazon.



Matthew McDonnell, Senior Consultant - Willis Towers Watson

Matthew is a Senior Consultant in Towers Watson's Organisational Surveys and Insights Practice, based in Lon-don. He has been with the firm for 15 years and has designed and implemented employee engagement and culture research projects across a range of major global organisations across retail, FMCG, finance, media, mining sectors. He has in depth experience helping them identify and prioritise actions to improve their business performance through their people. He has also worked on several survey engagements across Africa presenting results and working with local management teams in a variety of markets to understand some of the organisational challenges they have and implement action plans following employee surveys.

Biographies



Mukunya Mugo, HR Manager, East Africa - Oracle

Mukunya enjoys his challenging leadership position at Oracle in this Human Capital Management field and aims to lead business growth in a best practice environment that appreciates each individual's creativity, dedication, passion, teamwork and aims to promote positive change.



Nikki Summer, Regional Director, East Africa - Sage

Nikki Summers leads the Sage business in East Africa. She is responsible for the growth and positioning of Sage in East Africa, a fast-growing territory that the company has targeted for strategic investment in the years to come.

Before assuming this role, Nikki was responsible for growing Sage One into the leading cloud-based accounting brand for small & medium businesses across East and West Africa. Nikki joined Sage in January 2008 as a marketing executive who drove marketing for Sage Pastel International across 52 countries. Just over a year later, she established a local office to manage the East Africa region from a support, sales and marketing point of view.



Omar Ben Yedder, Group Publisher, and Managing Director, IC Publications

Omar joined the IC Group in March 2003, working across various departments. Having previously been an Associate Vice President in the Equity Finance team at Merrill Lynch, Omar brought a new and dynamic approach to IC Publications.

He helped launch African Banker magazine and also the events department. He holds an Honours degree in Languages and Economics and a Chartered Management Accountant qualification.



Philip Sakwa, Group Head of HR - CSquared

Philip has 10 years' experience in a hi-tech environment, after this time he thought that he had mastered the art of dealing with millennials, but he states that he has come to a realisation that every day is a learning curve in this world. With a career spanning over almost 20 years, working in media, transport, local government (UK), banking and hi-tech (East Africa), hi-tech (Sub Saharan Africa). Philip is a change driver having successfully steered various changes that includes mergers and acquisitions, right sizing and organisational structure alignment and currently transitioning a Google-incubated company to become a fully independent pan-African hi-tech player. With a post graduate degree in HR, Philip also has a passion in mentoring younger professionals in focusing their careers. He is also a counsellor in his spare time focusing on teen in venerable environments.

Biographies



Rose Mwaura, Marketing & Business Development Manager - Federation of Kenya Employers

Rose holds more than 15 years' working expertise in both the fast-moving consumer goods and the service industries. She is currently pursuing her PhD in Leadership and Management with Management University of Africa (MUA). Rose holds an MBA, Strategic Management and a Bachelor of Commerce from Daystar University, having majored in Administration & Management. She has a Postgraduate Diploma in Business Management from the Kenya Institute of Management (KIM) and an Executive Diploma in Industrial Relations from United States International University-Africa.

Rose is an all-round expert who balances both qualitative and quantitative skills in an impactful delivery. She excels at programme management, lobbying and advocacy, public relations, budget planning and adherence, people development, resource mobilisation, corporate communication, skills-based training and mentoring. She is passionate about influencing the world professionally and socially through imparting new skills and knowledge in management training programs and networking forums. She is involved in National TVETA curriculum development and she is also a Board member at Daystar University Alumni Association.



Sammy Chepkwony, Chief Executive Officer, PeopleCentric Management Co. Ltd.

Sammy Chepkwony has extensive, diversified and hands-on experience in all areas of Human Resources Management and Organisational Development. He has reviewed and improved the effectiveness of numerous private and public organisations, established and restructured complete Human Resources functions for several large organisations across East Africa while working for PricewaterhouseCoopers.

Currently a Director at PeopleCentric, Sammy has been HR Director for organisations such as Kenya Airways Plc., Tata Chemicals Magadi Ltd., James Finlay Kenya Ltd., Magadi Soda Company and Coca-Cola Bottling Company of Nairobi (Nairobi Bottlers Ltd.).

A graduate of the University of Nairobi (both undergraduate and postgraduate), he is a Fellow of the Institute of Human Resources Management and a Member of the Institute of Directors. He has attended numerous courses locally and overseas on leadership, human resources and business management. He has also been a speaker in various conferences and seminars.

Biographies



Sarah Roe, Co-Founder - Global Career Company and Chairman of Friends of Education Africa UK

Sarah graduated with an MA in Anthropology and African Studies which has been a lifelong interest since she spent time in Africa as a young girl. Her early career was very international working in advertising and publishing within recruitment and education. She helped create employer branding propositions for graduate recruiters such as Procter & Gamble, Barclays, Kingfisher, EY and KPMG. She went on to co-found Global Career Company with Rupert Adcock and has enjoyed the challenge of growing a business whilst also growing a family including 4 young children. Alongside her business career, Sarah has worked closely with Education Africa, a South African based charity working to bring a quality and relevant education to the most underprivileged children in the country, for the last 12 years. Sarah became Chairman of Education Africa UK in 2017.



Scheherazade Zekkar, Human Resources Director, Global Career Company

To the core of Scheherazade's interest and passion are people, a passion she expressed through her chosen career in international human resources and talent development with nearly 20 years' experience in the field, but also through her numerous travels around the globe, language learning and amateur portrait photography.

Her natural curiosity has led her to do work on almost every continent, with multicultural teams and for a variety of businesses and industries, allowing her to develop a deep understanding of global business development, international talent and HR management, multicultural environments, cross-cultural challenges and change management.



Susan Maingi, Director Corporate Affairs, Communication & Sustainability, Communication & Sustainable Development Director - LafargeHolcim

Susan is an experienced Communications and Human Resource specialist with a blend of experience in public affairs, external and internal communications, as well as Human Resources gained in both the manufacturing and service sectors. She is a skilled communicator with the ability to maintain cultural sensitivity, establish rapport and advocate positions with members of diverse groups, and promote team cohesiveness.

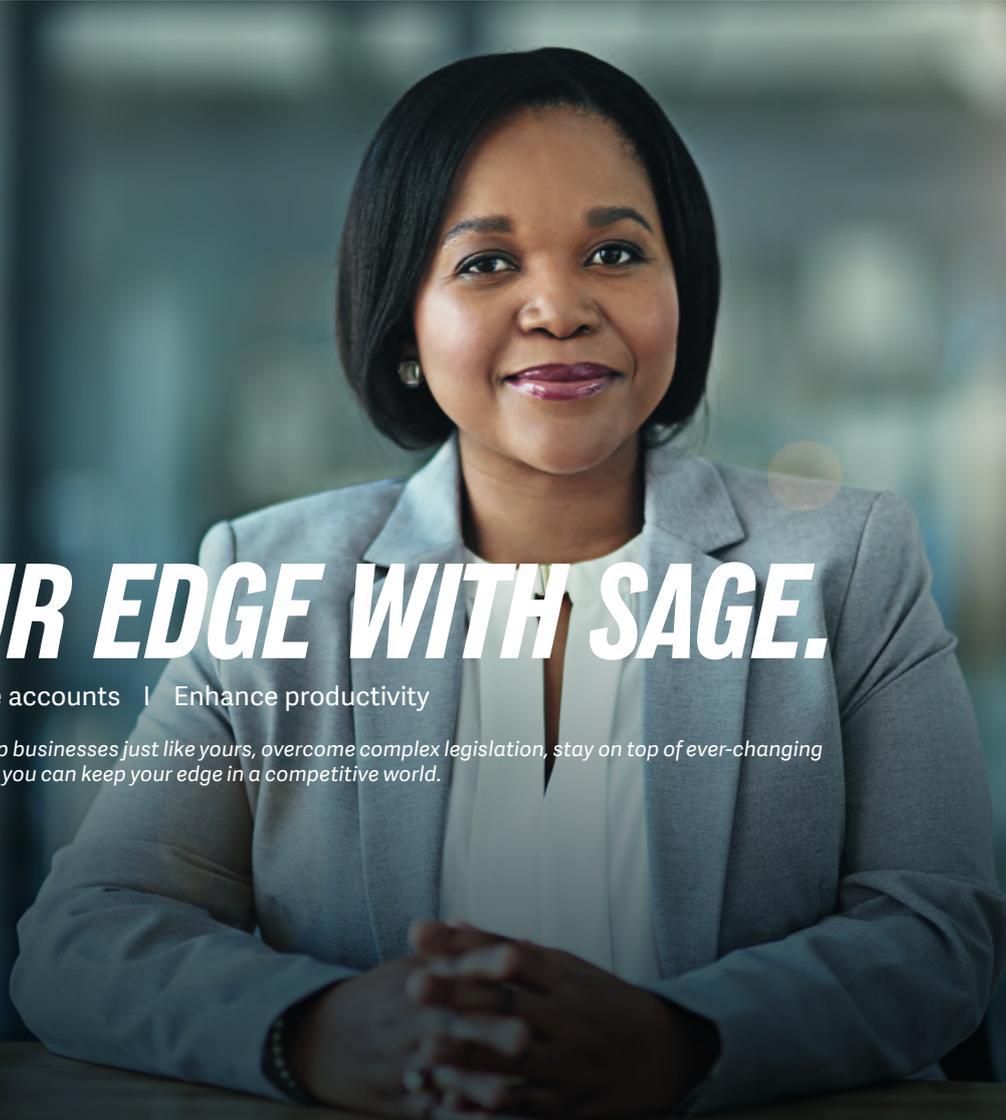
Biographies



Titilope Olajide, Head, People and Change at KPMG East Africa

Titilope is an experienced consultant with about twelve years' experience at KPMG. She has multi-sector experience, cutting across areas such as Strategic Human Resources Management, Business Process Improvement, Corporate and BU Strategy Articulation/ Refinement, and Project Management.

Over the course of her career, she has built deep skills in Strategic HR advisory and has led and participated in several multi-sector HR consulting engagements in the following areas: HR strategy review and articulation, organisation design, career management, talent management, leadership development, internal capability alignment, culture and change management, executive employee performance management implementation, succession planning, HR function optimisation and integration. She leads the People and Change Business in KPMG East Africa.

The Sage logo, featuring the word "sage" in a lowercase, green, sans-serif font.A large background image of a woman with dark hair, wearing a grey blazer over a white top, sitting at a desk with her hands clasped. The background is a blurred office setting.

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<p>Nairobi, Kenya 17th-18th September</p>	<p>Abidjan, Côte d'Ivoire 19th-20th November</p>

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Please note that our regular 2019 delegate fee price of \$1,095 will go live from 1 AM on 1st January 2019. All bookings made before this time will remain at the discounted rate.

Thank you for attending

We hope you have enjoyed this conference and have developed your understanding of these key issues.

We would be very pleased to hear your thoughts on this event and look forward to seeing you again at a future Forum in 2019.

Best wishes,

The Talent Agenda Series Team

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