

4th Annual Talent Agenda Series - Southern Africa

Radisson Blu Hotel, Johannesburg, South Africa

Working Agenda

25-26th October 2017

Day One: Wednesday 25th October 2017

07.30-08.00	Registration and Welcome Coffee
08.00-08.05	Welcome: Senior member of Global Career Company
08.15-08.30	Special keynote address: Honourable Silas Zimu, Presidential Advisor on Energy, The Presidency, South Africa
08.30-09.30	<p>Panel discussion: Southern Africa: Unlocking regional opportunities for people, organisations and industries</p> <p>Southern Africa has undergone huge industrial transformation during the past 50 years. Most recently, the region has witnessed the rise of renewable-energy development, road and rail construction, further development and growth of the FMCG, and extractives industries, to name only a few. What are the current opportunities for human-capital investment, and what strides will both the governments in the region and the private sector need to make to ensure that Southern Africa can meet the challenge of growing industry demands?</p> <ul style="list-style-type: none"> • What are the current regional opportunities for human-capital investment? • What are the Government of South Africa’s employment plans for the next 10-15 years, and how can the private sector align with the government to support this effort? • How can both the private and public sectors support the gas-to-power sector in South Africa? • What role can universities play in supporting sector development? <p>Moderator: Loyiso Ndovu, Executive Manager: Commercial Development and Business Banking, Land and Agricultural Bank Panellists: Honourable Silas Zimu, Presidential Advisor on Energy, The President’s Office Henk Mulder, Managing Director and CEO, Zanaco Matt Higgins, Director, Venturemates Africa Candice Watson, Area Head of Talent, British American Tobacco</p>

09.30-10.00	<p>Special Presentation: Human Resources Development Council of South Africa</p> <p>Presenter: Rre Elija Litheko, Executive Director at Institute of People Management at Institute of People Management</p>
10.00-10.30	<p>Special insight presentation: The aviation sector and the critical need for human-capital investment for Southern Africa</p> <p>Aviation industry experts have expressed worries over the lack of indigenous skilled technical professionals due to protracted years of poor capacity building, pointing out that an estimated \$1 billion is spent annually to pay expatriates who work in the industry.</p> <p>Presenter: Ethiopian Airlines</p>
10.30-11.30	<p>Speedy Networking and Coffee Break</p>
11.30-12.00	<p>Industry insight presentation: Employment Law and South Africa</p> <p>A whistle stop highlight of recent employment law trends affecting your workplace: Identifying & mitigating risk. A discussion regarding the latest developments in collective bargaining; anti-discrimination & sexual harassment; data privacy and protected disclosures. Are you covered?"</p> <p>Presenter: Imraan Mohamed, Partner, Hogan Lovells</p>
12.00-12.30	<p>Industry insight presentation: Attracting, engaging and retaining talent: sustainable employee engagement as a tool to improve business performance</p> <p>Review the results of advanced analytics and exclusive evidence-based research to explore ways of creating and leveraging an employer value proposition (EVP) that attracts, engages and retains the right talent pool for your business. Examine the practical steps you can take to build a superior employment deal, implement necessary change, and shape a high-performance culture that produces an engaged workforce, equipped to achieve your business objectives and deliver measurable results.</p> <p>Presenters: Crispin Marriott, Client Relationship Director, Willis Towers Watson Matthew McDonnell, Senior Consultant, Willis Towers Watson</p>

<p>12.30-13.30</p>	<p>Panel discussion: Redefining the talent management frontier for a multi-national generational workforce</p> <p>How will the talent mix of Millennials, Generation X and Baby-Boomers transform the workplace and traditional methods of working? What are the tools and systems needed to manage the potentially incompatible perspectives, differing needs and conflicting expectations of the different generations? How can you prepare your leaders to avoid stereotyping and unconscious bias and get the most from your team? Evaluate talent management for fostering a culture of innovation throughout, creating collaborative, effective and motivated employees and inspiring the results your business needs.</p> <p>Moderator: Panellists: Taryn Marcus, Group Executive: Organisation Effectiveness, Imperial Holdings Alicia Retief, Vice President, Sub-Saharan Africa Resourcing Partner, CITI* Precious Murena-Nyika, Human Resources & Communications Director – Lafarge Cement Zimbabwe, and President of The Institute of the People Management in Zimbabwe (IPMZ) Kirstie Bean, Human Resources Leader, Africa, Thermo Fisher Scientific Professor Nelson Phillips, professor for Organizational Behaviour and Leadership, Imperial College Business School Elizabeth Warren, Partner, Change Partners</p>
<p>13.30-14.30</p>	<p>Networking Lunch</p>
<p>14.30-15.30</p>	<p>Panel session: Tapping into growth opportunities, challenges and strategies for consumer products</p> <p>Increased urbanisation levels, the emergence of a middle class with higher purchasing power, and an increased consumption of goods and services will drive growth for retailers and consumer product companies. Africa’s development shows characteristics that represent ample opportunity for the future, and major trends have been re-shaping African economies and transforming them into promising investment opportunities for the world’s largest consumer business companies.</p> <ul style="list-style-type: none"> • What role does the food and beverage sector play in expanding economic opportunity? • What are the current human-capital challenges in an expanding consumer products market? • What successful business strategies have been implemented to handle an emerging middle class with higher purchasing power? <p>Moderator: Scheherazade Zekkar, Human Resources Director, Global Career Company Panellists: Steve Teasdale, Organisational Development and Change Director, Tiger Brands Nick Docherty, Supply Chain Executive, Taste Holdings Pty Limited Cebile Xulu, HR Director, Southern & Central East Africa, Mondelēz International</p>

	Artur Miranda , Regional Franchise Manager, Coca-Cola South East Africa Business Unit
15.30-16.00	Networking Coffee Break
16.00-17.00	<p>Panel discussion: Blending local, diaspora and expatriate talent pools: achieving a melting pot of success</p> <p>Moderator: Chris Wilson, Group Human Resources Officer, SAFAL Group</p> <p>Panellists: Blair Mackenzie, Head: Human Resources, Sub-Saharan Africa, Ericsson</p> <p>Tswelo Kodisang, Chief Human Resources Officer, Tiger Brands</p> <p>Nigel Bastow, Sales and Client Services, The Global Career Company</p> <p>Frederick Kanga, Head - Human Resources, EXIM Bank of Tanzania</p> <p>Benthe Legg, HR Executive, Africa Region, Maersk</p>
17.00-18.00	<p>Champagne roundtable discussions</p> <p>Select a topic of choice and join in a small, expert-led interactive group discussion with your peers over a sparkling glass of champagne</p> <ul style="list-style-type: none"> • Talent management- Moderator: Cebile Xulu, HR Director, Southern & Central East Africa, Mondelēz International • Leadership development-Moderator: Dr Jerry Gule, Interim CEO, The Institute of People Management • HR analytics- Moderator: TBC • GCC Search Recruitment strategies- Moderator: Rupert Adcock, CEO, Global Career Company
18.00	GCC closing remarks
18.00-21.00	End of Day One Cocktail Reception and Traditional Braai plus Education Africa Marimba Performance

Day Two: Thursday 26th October

07.30-08.00	Registration and Welcome Coffee
08.00-08.55	<p>Breakfast briefing: Elevating women in business</p> <p>Currently, 5% of senior management positions in African companies are held by women. Both men and women have important, complementary contributions to make to the business world. How can this success be replicated across the continent?</p> <p>The metrics show that gender diversity is creating a competitive edge that can be directly linked to:</p> <ul style="list-style-type: none">• more customers,• increased sales and• a higher return on equity and invested capital. <p>And there's more. Companies who have a balanced representation of women and men in senior management roles experience better internal performance in areas such as:</p> <ul style="list-style-type: none">• increased engagement and retention,• enhanced decision making,• improved problem solving and• greater creativity & innovation.• <p>This in turn leads to enhanced results, competitive advantage, better rates of promotion among women, and an increased ability to attract both female and male talent.</p> <p>However, gender balance can't be pursued in isolation. According to one of McKinsey's most recent reports, ethnically-diverse companies are 35% more likely to outperform those less diverse.</p> <p>Moderator: Dr Jerry Gule, Interim Chief Executive Officer, The Institute of People Management</p> <p>Panellists: Brighton Mwiinga, Head of Human Resources, Prudential Life Assurance, Zambia Precious Murena-Nyika, Human Resources and Communications Director, Lafarge Cement Zimbabwe and President of The Institute of</p>

	<p>People in Management in Zimbabwe (IPMZ) Cebile Xulu, HR Director, Southern & Central East Africa, Mondelez International Paula Quinsee, Relationship Expert, PaulaQuinsee.com Nola Mashaba, Group Head of Corporate Communications at ABN Group: CNBC Africa & Forbes Africa</p>
08.55-09.00	Welcome from the chairman and summary of day one
09.00-10.00	<p>Panel discussion: Creating, communicating and leveraging a strong employer brand: harmonising HR, marketing and the business</p> <p>How can an employer build a brand that attracts the right talent, reflects your organisation’s culture, and shapes conduct and behaviour within the organisation? Consider which stakeholders should be involved in making the change happen, and how best to create a harmonised, multi-functional approach to convey and embed the message of the brand. Evaluate creative and innovative ways for incorporating social media in your sourcing and recruitment campaigns that manages your EVP to appeal to both local and expatriate talent pools. Explore the best strategies to stay ahead of competitors from within and outside of your sector, and build a brand that considers your staff as a customer and presents you as an employer of choice.</p> <p>Moderator: Omar Ben Yedder, Group Publisher, and Managing Director, IC Publications Panellists: Terry Heller, Head of Partnering and Intermediary Distribution Africa, Bupa Mdu Nene, Head of Operations, Liberty Health Nola Mashaba, Group Head of Corporate Communications at ABN Group: CNBC Africa & Forbes Africa</p>
10.00-10.30	<p>Special insight presentation: IBM and the launch of Digital Nation Africa</p> <p>Presenter: Tim Peck, Program Executive for IBM University Relations Middle East & Africa</p>
10.30-11.00	Speedy Networking Coffee Break
11.00-12.00	<p>Panel discussion: Leadership development: successfully identifying, shaping and retaining leaders of the future</p> <p>What are the competencies and qualities required to drive businesses in the new working world? Examine the different ways in the future that a leader will be defined, and consider with whom responsibility rests to recognise, reward and retain high potentials. Address the role of data and analytics in building a successful leadership programme.</p> <p>Moderator: Elizabeth Warren, Partner, Change Partners Tobias Becker, Senior Vice President, Head of Africa Program, ABB Limited</p>

	<p>Joan Peters, Leadership Development Manager, Volkswagen Elanie Kruger, Group Organisational Effectiveness Director, Tsbeo Solutions Group Camilla Leeds, Human Resources Business Partner Africa, Philips Steven Teasdale, Organisational Development and Change Director, Tiger Brands</p>
12.00-12.30	<p>Industry insight: New world order: global trends, regional drivers and disruptors of tomorrow</p> <p>Evaluate the socio-political challenges, digital and technological developments, demographic shifts and economic constraints that are driving the upheaval of traditional business models across the globe. Assess the impact this will have on Southern African markets and the risks and opportunities you must anticipate in order to stay ahead of the curve.</p> <p>Presenter: Daniel Silke, Political Economy Analyst, South Africa</p>
12.30	Summary of conference and close of 4th Annual Talent Agenda Series- Southern Africa.