

# Agenda:

## IIR's 5<sup>th</sup> Annual HR Africa Summit 2008

24, 25, 26 & 27 November 2008

Gallagher Estate, Midrand, Johannesburg

**Day 1: 24 November 2008**

### TRACKING THE EVOLUTION OF THE HR FUNCTION: COPING WITH NEW AND KEY BUSINESS FOCUSED HR RESPONSIBILITIES

- 08h00** Registration and early-morning refreshments
- 08h45** Chairman's opening remarks  
**Dr. Theo Veldsman**  
*Executive: Thought Leadership*  
Bytes People Solutions
- 09h00** Second Life: What is the business case for HR in the virtual world?  
**Keith Brownlie**  
*Group HR Director*  
Informa, UK
- 09h35** Assessing HR's efforts to transform in order to add more value to business: Are businesses facing the demise of HR?  
**Dr. Theo Veldsman**  
*Executive: Thought Leadership*  
Bytes People Solutions
- 10h10** Tracking the evolution of the HR function from the administrative to the business partner role, and now the business integration function  
**Lana Seccombe**  
*Organisational Development Manager*  
Anglo Coal
- 10h45** Mid-morning refreshments
- 11h15** **iBurst Keynote Case Study: Transforming organisational productivity by synchronising business and HR service delivery**  
*One issue which keeps CEOs in Africa awake at night is human capital capability. The lack of skilled people will restrict the speed of business, national and regional development and achievement*  
**Alan Knott-Craig**  
*Managing Director*  
iBurst
- 11h50** **Microsoft Case Study: Developing critical competencies necessary for superior business performance - Understanding how talent shortage and talent management practices are driving business transformation**  
**Siphiwe Sibanda**  
*HR Manager*  
Microsoft West, East & Central Africa and the Indian Ocean Islands
- 12h25** Lunch
- 13h25** Panel Discussion: Resolving the HR paradoxes of talent management - What HR believes are practical solutions for addressing the prevailing current crisis vs. what is actually being achieved  
**Dr. Theo Veldsman**  
*Executive: Thought Leadership*  
Bytes People Solutions
- Dr. Henry Grimbeek**  
*Director: Group HR/IT & Corporate Service*  
Nissan SA

**Siphiwe Sibanda**  
HR Manager  
Microsoft West, East & Central Africa and the Indian Ocean Islands

**Nathan Motjuwadi**  
*Group HR Manager*  
Coca-Cola Africa

**Ahmed M. Acidah**  
*Manager: HR Services*  
Nigeria LNG Ltd.

**14h25 Leadership - the key to HR transformation: Building HR leadership that will ensure transformation happens quickly and efficiently in your organisation**  
**Peter Metcalf**  
*CEO*  
Foundation for the Development of Africa (FDA)

**15h00 Coca Cola Africa Case Study: Optimising HR skills and capability for sustainable HR transformation by establishing effective Centres of Excellence (COE)**  
**Nathan Motjuwadi**  
*Group HR Manager*  
Coca-Cola Africa

**15h35 Mid-afternoon refreshments**

**16h10 Nissan SA Case Study: Sharpening focus on HR strategy execution to deliver industry-leading results**  
**Dr. Henry Grimbeek**  
*Director: Group HR/IT & Corporate Service*  
Nissan SA

**16h45 Exploring the HR transformation methodology: Shifting HR from the administrative to the strategic function**  
**Martin Henry Lewis**  
*Director*  
Requisite Business Solutions

**17h20 Chairman's closing remarks**

**17h30 End of Day 1**

**Day 2: 25 November 2008**

**STREAM 1:  
KEY HR RESPONSIBILITIES THAT SPAN BOTH PERSON AND ORGANISATIONAL  
TRANSFORMATION**

**08h00 Early-morning refreshments**

**08h45 Chairman's opening remarks**  
**Otto Pretorius**  
*Director*  
QBIT Group

**09h00 Partnering with the business: Acquire HR business acumen in order to strategically design and implement value adding human capital optimisation projects**  
**Nicolene De Beer**  
**Nicolene de Beer**  
*Head of Reward*  
First National Bank

- 09h35 MTN Group Case Study: A global practitioner's view: Engaging the necessary characteristics to become an effective HR practitioner in a global organisation**  
**Chizoba Mojekwu**  
*Senior Consultant: OD*  
**MTN Group**
- 10h10 Kenya Airways Case Study: Fitting an HR programme with changing business dynamics: Linking HR programmes to the business for success**  
**Paul Matata Kasimu**  
*HR Director*  
**Kenya Airways**
- 10h45 Mid-morning refreshments**
- 11h15 Establishing and implementing a business focused HR Strategy by using SIPP™, BAM™ and WP™**  
**Otto Pretorius**  
*Director*  
**QBIT Group**
- 11h50 Determining strategy and policy to optimise your international assignments**  
**Barbara Parry**  
*Senior Human Capital Business Partner*  
**Lonmin**
- 12h25 Lunch**
- 13h25 Panel Discussion: Putting HR Strategy under the microscope - What is the role of an HR strategy in transforming organisations?**  
**Ethel Kanoko**  
*Executive Director*  
**Centre for HR and OD in Africa (CHRODA), Botswana**
- Otto Pretorius**  
*Director*  
**QBIT Group**
- Chizoba Mojekwu**  
*Senior Consultant: OD*  
**MTN Group**
- Dr. Andre Parker**  
*CEO*  
**Grace Human Capital**
- Martin Henry Lewis**  
*Director*  
**Requisite Business Solutions**
- 14h25 Being yourself for a living: Building a spirited HR strategy and organisational culture to attract and retain talent and thrive in the new economy**  
**Robin Wheeler**  
*Speaker, Consultant, Author*  
**Founder BEntrepreneurING**
- 15h00 Nigeria LNG Ltd Case Study: Transforming HR by integrating technology, systems and human capital**  
*This session will highlight how the use of technology can help transform HR into a strategic business partner. It will explore the transformation process and provide answers to the following questions.*  
**Ahmed M. Acidah**  
*Manager: HR Services*  
**Nigeria LNG Ltd.**
- 15h35 Mid-afternoon refreshments**

- 16h10 Maximising your HR strategy efforts through Business Process Management (BPM)**  
**Dirk Ehlers**  
*Senior Human Capital Architecture Consultant*  
**EPI USE**
- 16h45 Establishing effective metrics to measure the performance of your HR department**  
**Leigh-Ann Murray**  
*Solutions Consultant*  
**PricewaterhouseCoopers South Africa**
- 17h20 Chairman's closing remarks**
- 17h30 End of Stream 1**

**STREAM 2:  
 OPTIMISE HR TRANSFORMATION THROUGH ORGANISATION DESIGN: THE NEW  
 ESSENTIAL HR CAPABILITY**

- 08h00 Early-morning refreshments**
- 08h45 Chairman's opening remarks**  
**Andy Sachs**  
*CEO*  
**A-Cubed Institute**
- 09h00 Case Study by Bank of Namibia: Transformation through the business design of HR - Correctly designing and positioning your HR function within your business to ensure continuous improvement of HR service delivery**  
**Janse van Rensburg**  
*Training & OD Specialist: HR*  
**Bank of Namibia**
- 09h35 How to balance internal and external capability and perspective which are critical for success**  
**Yendor Felgate**  
*Executive Head: HR*  
**Beyond Outsourcing Group Holdings**
- 10h10 Exploring different models for configuring the HR function to successfully deliver organisation design services**  
*Organisation design has emerged as the most needed capability for today's human resource function for building the in-house competence to meet business demands*  
**Andy Sachs**  
*CEO*  
**A-Cubed Institute**
- 10h45 Mid-morning refreshments**
- 11h15 South African Airways Case Study: Structuring and downsizing - Establishing a sound organisational structure that is flexible to economic changes**  
*Businesses are making contingency plans for economic downturn*  
**Bhabhalazi Bulunga**  
*Group Manager: HR*  
**South African Airways**
- 11h50 Nedbank Case Study: How to engage employees in HR transformation process**  
*Almost every large corporation is faced with transforming itself; driven by market and competitive changes, consolidation and increased shareholder and governmental scrutiny. A successful corporate transformation requires engaging your employees by explaining the need for change, the desired end-state, their role in changing the company and what ultimately is in it for them*  
**Moses Mochine**  
*HR Executive: Organisational Transformation & Employee Relations*  
**Nedbank**

**12h25 Lunch**

**13h25 Panel Discussion: How HR technology can impact the bottom line**

**Rob Bothma**

*Divisional Manager*

**Q Data DynamiQue**

**Dennis Farrell**

*COO: HR (Africa)*

**ABSA, Member of the Barclays Group**

**Dirk Ehlers**

*Senior Human Capital Architecture Consultant*

**EPI USE**

**Serena Karam**

*Senior Manager: HR Systems & People Analytics*

**Nedbank**

**Ronnie Toerien**

*HCM Team Lead*

**Oracle SA**

**14h25 ABSA Case Study: Designing shared services that address your drivers as well as the specific needs of each client and customer: Maintaining and nurturing internal client relationships**

*In a shared services environment the key client relationships are largely internal. This requires a mindset shift in terms of the best way to deal with your internal clients without neglecting the needs of your external clients. In order to achieve this it is important for you to have a good understanding of the business structure in order to achieve alignment with the needs of the business. During this session Denis Farrell will highlight why this seemingly obvious point is quintessential to the successful implementation of shared services*

**Dennis Farrell**

*COO: HR (Africa)*

**ABSA, Member of the Barclays Group**

**15h00 Utilising shared services to improve HR performance: Optimising HR Service delivery through centres of Shared Services - The journey of the City of Joburg in terms of the implementation of a total HR Shared Service (HRSS)**

**Sanet Hancock**

*Project Manager: HR Shared Services*

**City of Joburg**

**15h35 Mid-afternoon refreshments**

**16h10 How new technologies can assist the HR team in meeting their goals**

**Rob Bothma**

*Divisional Manager*

**Q-Data DynamiQue**

**16h45 ABSA Case Study: HR and communication technologies - Sharing innovative tactics that help leaders stay focussed on the right things and employees moving together in the right direction**

**Tania Auby**

*Communication Business Partner: HR*

**ABSA, Member of Barclays Group**

**17h20 Chairman's closing remarks**

**17h30 End of Stream 2**

**STREAM 3:  
PUT YOUR HR FUNCTION IN A POSITION TO BETTER APPROACH AND MANAGE  
HUMAN CAPITAL**

- 08h00** Early-morning refreshments
- 08h45** Chairman's opening remarks  
**Rael Levitt**  
*CEO*  
Alliance Group
- 09h00** **Kenya Electricity Generating Company (Kengen) Case Study: The strategic role of human resource management in promoting good corporate governance in utility companies**  
**Florence Oginda**  
*HR Practitioner & Trainer*  
Kenya Electricity Generating Company (Kengen)
- 09h35** **Zimbabwe Allied Banking Group Case Study: Highlighting the impact of social and economic challenges on human capital management**  
**Susan Mangenje**  
*Training Manager*  
Zimbabwe Allied Banking Group
- 10h10** **Citi Markets and Banking Case Study: Building a high performing strengths-based organisation by linking employee capabilities to organisational strategy**  
**Cindy Hardy**  
*Director*  
Cognitive Dimensions
- 10h45** Mid-morning refreshments
- 11h15** **Reskilling and monitoring staff competencies to meet business objectives - Ensuring comprehensive and continuous skills mapping through proper HR management initiatives to ensure that both current and future needs are fully catered for**  
**Dr. Willem Kruger**  
*Human Capital Manager in Engineering & Technology*  
Transnet
- 11h50** **Embracing the role of a planning and change agent: Reinventing your human capital planning strategy to demonstrate concrete business value**  
**Ruwayne Kock**  
*Partner: HR*  
Human Resources Practice CC
- 12h25** Lunch
- 13h25** **Panel Discussion: How to create a competitive advantage by ensuring that acceleration of continuous improvement and innovation is lived by everyone in your business**  
**Dr. Willem Kruger**  
*Human Capital Manager in Engineering & Technology*  
Transnet
- Cindy Hardy**  
*Director*  
Cognitive Dimensions
- Clelland Kruger**  
*HR Director*  
iBurst
- Rael Levitt**  
*CEO*  
Alliance Group

**Florence Oginda**  
*HR Practitioner & Trainer*  
Kenya Electricity Generating Company (Kengen)

- 14h25 iBurst Case Study: Aligning employee behaviour with business objectives by linking employees with brand values: Helping your employees to embrace company priorities and understand how they fit in Clelland Kruger**  
*HR Director*  
**iBurst**
- 15h00 Eskom Case Study: Examining innovation in the workplace - Exploring new strategies to enhance innovation in your business**  
**Victoria Makoe**  
*Senior Manager: Human Resources Division*  
**Eskom**
- 15h35 Mid-afternoon refreshments**
- 16h10 Alliance Group Case Study: Creating a liberated business environment for breakthrough products and services**  
**Rael Levitt**  
*CEO*  
**Alliance Group**
- 16h45 Align the business outputs of HR to achieve results by identifying current and future performance gaps by connecting the people to processes and strategic organisational requirements**  
**Belia Nel**  
*Certified Performance Technologist (ISPI)*  
**Director: Leaders of Learners**  
**Spokesperson for ISPI Southern Africa**
- 17h20 Chairman's closing remarks**
- 17h30 End of Stream 3**

**Day 3: 26 November 2008**

## STREAM 1: LINKING HR TO BUSINESS PERFORMANCE

- 08h00 Early-morning refreshments**
- 08h45 Chairman's opening remarks**  
**Edward Kwapong**  
*General Manager: HR*  
**Ghana Commercial Bank**
- 09h00 New business realities and the importance of HR: Developing a global mind set in order to deliver day-to-day HR services according to world class standards**  
**Carel van Rensburg**  
*Managing Executive: HR*  
**Vodacom**
- 09h35 Gold Fields Case Study: Addressing critical skills shortages for HR practitioners in managing people - How to plan effectively in order to create formidable skills and continuous flow of people capability**  
*"HR's traditional response to skills shortages has been a series of initiatives including exit interviews, counter-offers and climate surveys. Most importantly, we have focused on how we can poach from our competitors. But this is not delivering the results that we want"*  
**Italia Boninelli**  
*Senior Vice-President: Human Resources*  
**Gold Fields Limited**

- 10h10 Internal Branding: Understanding the key steps to employee engagement which ensure that organisation continually adjusts to remain relevant as the employment climate changes**  
**Dr Andre Parker**  
*CEO*  
**Grace Human Capital**
- 10h45 Mid-morning refreshments**
- 11h15 Understanding the impact of engagement on commitment, performance and retention**  
**Ethel Kanoko**  
*Executive Director*  
**Centre for HR and OD in Africa (CHRODA), Botswana**
- 11h50 Exploring the factual findings of comparative remuneration research(salary surveys) pertaining to local nationals, amongst 16 African countries, relative to Cost and Quality of living differentials amongst the various countries**  
**Carl J. Van Heerden**  
*Executive Director*  
**Global Remuneration Solutions**
- 12h25 Lunch**
- 13h25 Ghana Commercial Bank Case Study: Maximising the value of workforce analytics for performance improvement**  
**Edward Kwapong**  
*General Manager: HR*  
**Ghana Commercial Bank**
- 14h00 Nedbank Case Study: Using technology to create dashboards and snapshots for HR measurement**  
*Dashboards can provide instant snapshots of the status of various HR issues on a daily basis. This case study presentation will highlight how technology is used for end to end HR reporting and measurement by dealing with some of the key issues:*  
**Serena Karam**  
*Senior Manager: HR Systems & People Analytics*  
**Nedbank**
- 14h35 Exploring the benefits and opportunities for executive coaching: How to develop your executives into competent coaches**  
**Bill Price**  
*CEO*  
**Global Institute of Leading**
- 15h10 Mid-afternoon refreshments**
- 15h40 Exploring effective mentoring approaches for your talent to ensure increased productivity levels and business focussed behaviour**  
**Niel Steinmann**  
*Founder*  
**Peoples Dynamic Development**
- 16h15 Coaching and talent management: How the top 500 fortune companies are reaping the rewards**  
**Dr. Meshack Khosa**  
*Director*  
**Fresh Thinking Capital**
- 16h50 Understanding the human capital - The loss of Organisational Wisdom through a lack of knowledge retention and transfer**  
*“This knowledge economy has an insatiable need for knowledge workers and consumes them at a rapid rate, causing significant knowledge migration and loss, at both a macro and micro economic level and mostly in developing countries. “Ex pat” knowledge worker schemes, international study bursaries and “cushy” job titles and perks are often used in an attempt to bolster an organizations intellectual capital – but with limited, or no formalized and monitored knowledge transfer processes in place”*  
**Philip Marsh**  
*Managing Director*

17h40 Chairman's closing remarks

17h50 End of Stream 1

**STREAM 2:  
INFUSING A NEW LEVEL OF ANALYTICAL RIGOR TO THE PRACTICE OF TALENT  
MANAGEMENT**

08h00 Early-morning refreshments

08h45 Chairman's opening remarks  
**Edwin Murwira**  
*Group HR Director*  
CFI Holdings, Zimbabwe

09h00 Addressing critical business needs of building a talent management strategy through a comprehensive approach to talent acquisition  
**David Conradie**  
*Principal and Director: Best Company to Work for Project*  
Deloitte Consulting

09h35 Exploring the recruiting and the candidate experience in a global talent market place  
*Candidates expect a more informative and interactive process. Corporations expect talent processes that get result. How do you meet your talent expectations and simultaneously achieve your intended business results?*  
**Dr. Lola Banjo**  
*Managing Director*  
Africarecruit/Findajobinafrica.com

10h10 Hess Corporation Case Study: Enhancing the ability to leverage diverse thinking as the single most important strength that will differentiate your company from your competitors: Becoming a real employer of choice  
*Hess is the Employer of Choice in Equatorial Guinea. How was this achieved? Sharing experiences on lessons learnt and how to attract and retain the best, how to motivate and develop the a multi-national workforce and how to get the best out of a diverse workforce*  
**John McNeill**  
*HR Director*  
Hess Corporation, Equatorial Guinea

10h45 Mid-morning refreshments

11h15 CFI Holdings Case Study: Exploring fundamental problems in the management of employment and talent - Is skills retention a fallacy?  
*Skills sets have become a commodity, which can be brokered and marketed: Examine how these developments are complicating talent retention strategies*  
**Edwin Murwira**  
*Group HR Director*  
CFI Holdings, Zimbabwe

11h50 Sasol Case Study: How can HR make talent count within the business?  
**Johann van Jaarsveld**  
*Industrial Psychologist*  
Sasol

12h25 Lunch

13h25 The importance of incorporating an individual's values and internal drivers in your talent management programmes: knowledge and skill transfer interventions  
**Ilze Swanepoel**  
CEO

## **Human Research Institute**

### **14h00 Using technology for comprehensive talent and performance management**

*Technology-enabled performance and talent management can foster business growth and add value throughout the organisation. Existing and emerging technology will enable organisations to better manage their workforce and overcome existing challenges. And, based on some very real macro trends that are affecting organisations of all sizes, and across all industries, employers are waking up to the realisation that it's the talent pool that they are able to develop and retain that will make the difference between success and failure. In order to remain competitive and satisfy client demands, organisations must turn to employees to increase performance*

**Ronnie Toerien**

*HCM Team Lead*

**Oracle SA**

### **14h45 Identifying institutional processes that ensure your people do not just come to work but also demonstrate excellence**

**Myles Hopkins**

*CEO*

**20:20 Vision Creators**

### **15h10 Mid-afternoon refreshments**

### **15h40 Developing an effective framework to manage your incentives, remuneration, compensation and reward to enhance your human capital performance**

**Martin Westcott**

*CEO*

**PE Corporate Services**

### **16h15 Netcare Case Study: Executive remuneration - Corporate governance and remuneration committees**

**Joel Wolpert**

*Cosec*

**Netcare**

### **16h50 Panel Discussion: How to attract the right talent in a business environment with an escalating war for talent**

**David Bernstein**

*Head HR*

**Alliance Group**

**Tanya Roberts**

*HR Manager*

**Blue Financial Services**

**Denise Sonny**

*Executive Recruiter*

**Target Search and Selection**

**John McNeill**

*HR Director*

**Hess Corporation, Equatorial Guinea**

**Johann van Jaarsveld**

*Industrial Psychologist*

**Sasol**

**Yusuf Mahomed**

*Founder*

**WorkSucks**

**Ashley Marchment**

*Marketing & Sales Director*

**Human Research Institute**

### **17h40 Chairman's closing remarks**

## STREAM 3: STRATEGIC HR LEADERSHIP COMPETENCIES

08h00 Early-morning refreshments

08h45 Chairman's opening remarks

**Peter Metcalf**

*CEO*

**Foundation for the Development of Africa (FDA)**

09h00 **The new consciousness: How to transform oneself for collective transformation in your business**

*Personal transformation is becoming the source of collective transformation, without the impulse or need to manipulate or control.*

**Dr. Marion Denton**

*Director*

**Strong Message**

09h35 Speaker and topic to be confirmed

10h10 **Exploring behaviours of HR leadership needed to undertake the enormous task of ensuring that HR transformation is implemented successfully**

**Andre de Villiers**

*Director*

**Laetoli**

10h45 Mid-morning refreshments

11h15 **Namibia Roads Authority Case Study: Tomorrow's leaders - How do you identify them today?**

**Ipupa Ndadi**

*Chief Training & OD Officer*

**Namibia Roads Authority**

11h50 **Building and nurturing leaders: Accelerating leadership transitions through truly transformational talent strategies**

*Across the globe, there is a widening gap between the demand for leadership and supply of leaders who are ready to take on the challenges that must be conquered for their businesses to gain a competitive advantage.*

**Pam Bain**

*Director*

**Bearing 21**

12h25 Lunches

13h25 **Practical leadership and communication skills development in the workplace leading to competitive fitness**

*An organisation that takes the initiative and responds fast to challenges has the competitive fitness to remain relevant in their specific industry. A lack of leadership and communication skills is the prime source of resistance to change in organisations*

**Jurgens Pieterse**

*Director*

**SystemicLogic**

14h00 **Understanding the bigger picture: Shifting the culture of your organisation towards sustainable transformation - An African perspective**

**Steve Banhegyi**

*Director and Consultant*

**Steve Banhegyi and Associates: Trans4mation**

14h35 **SABC Case Study: Improving employee engagement through Corporate Social Responsibility (CSR)**

**Nhlakanipho Nkontwana**

*Group General Manager: Employee relations*

**SABC**

- 15h10 Mid-afternoon refreshments**
- 15h40 Steinhoff International Case Study: Satisfying various stakeholders from employees to shareholders to environmental pressure groups, at a time of dramatic change**  
**Penwell Lunga**  
*Employee Relations Executive*  
**Steinhoff International**
- 16h15 Walking you through the employment relations strategy development and implementation process**  
**Dr. Andre Parker**  
 CEO  
**Grace Human Capital**
- 16h50 Leadership: The Key to HR Transformation**  
**Paul de Beer**  
*Director*  
**Village of Leaders**
- Dr. Leona Craffert**  
*OD Executive*  
**Gijima Ast**
- 17h40 Chairman's closing remarks**
- 17h50 End of Stream 3**

**Day 4: 27 November 2008**

**POST CONFERENCE FULL DAY WORKSHOP:  
 MEASURING THE SUCCESS OF YOUR TALENT MANAGEMENT AND DEVELOPMENT  
 SCHEMES**

**Led by: Dr. Theo Veldsman, *Executive: Tough Leadership, Bytes People Solutions***  
**&**  
**Marius Meyer, *Senior Lecturer: HRD, UNISA***

- 08h00 Registration and early-morning refreshments**
- 08h30 Rethinking and establishing the talent focus – talent definitions, values, principles, business context and talent market trends**
- 09h30 Positioning talent management – strategic or tactical, decisions, actions and how talent processes are designed and delivered**
- 10h30 Mid-morning refreshments**
- 11h00 Leading the talent focus – the quality of leadership focus, direction and defined talent roles**
- 12h00 Examining culture and talent mindset – common language, consistent messages and cultural attributes and negative influences**
- 13h00 Lunch**
- 14h00 Assessing the validity and reliability of your talent assessment tools and development interventions**
- 15h00 Mid-afternoon refreshments**
- 15h15 Tracking and measuring your investment on talent**
- 16h15 End of Day 4**