3rd Annual Forum
Talent Management, Retention and Succession Planning

Developing practical strategies for recruiting, retaining and developing your best people

Influential speakers at this event:
- Prof. Nicolene Barkhuizen, Associate Professor, North-West University
- Thandeka Hadebe, Specialist: Workforce Planning, Vodacom
- Xolisa Boqwana, Group Talent Development Manager, Aspen Pharma
- Elanie Kruger, Regional HR Director, G4S Africa
- Salomé Visagie, Human Resources Manager, e-Logics
- Ntwani Shilubani, Talent Manager, Unilever
- Marion Stone, Director, Cornerstone Connections
- Marius Meyer, Chief Executive Officer, South African Board for People Practices (SABPP)
- Vanessa Lawrence, Human Resources Manager, Motorola Solutions
- Millicent Sibeko, HR Director, SAS Institute
- Renee Lewis, HR Business Partner and Talent Manager, PepsiCo International - Simba
- Andre Willemse, Group Head: Human Capital and Learning, BancABC
- Zogan Opperman, Group Specialist: Performance and Talent Management, Airports Company South Africa (ACSA)
- Niel Steinmann, Managing Partner, People’s Dynamic Development
- Dr Mark Bussin, Co-owner, 21st Century Pay Solutions
- Raymond Myburgh, Business Manager, IndigoCube HR Solutions
- Yoni Titi, Chief Executive Officer, Yoni Titi Human Capital Evolution
- Vanessa Raath, General Manager, It’s About People
- Sivis Pillay, Managing Director, Xabisa Human Capital Solutions

Key themes to be explored at this event:
- Examining the use of computerised workforce planning analytics for talent acquisition and performance management
- Analysing employee training needs for career development
- Developing an effective HRD strategy to mitigate human capital risks
- Evaluating the meaning of an employee value proposition for talent retention
- The importance of linking talent to HR systems

Pre-conference workshop: 4 March 2013
Maximising recruitment strategies in order to reach the best talent in the job market
Facilitated by:
- Vanessa Raath, General Manager, It’s About People

Post-conference workshop: 7 March 2013
Designing and executing an efficient succession plan to ensure leadership continuity
Facilitated by:
- Sivis Pillay, Managing Director, Xabisa Human Capital Solutions

Reviews from previous delegates
“IT was a practical approach and the info could be implemented in the workplace.” Lali Naick, HR Manager, SSI

“Increased my confidence levels in implementing a successful talent management strategy.” Lungile Xulu, HRBP: Talent Management, Element Six

“Quality of presentations was very good.” Thulani Mkhize, Recruitment Manager, SAPREF

Attending the Talent Management, Retention and Succession Planning Forum will enable you to:
- Learn how an effective talent management strategy can increase your company’s overall performance
- Enhance your knowledge of HR and talent management systems
- Gain a deeper understanding of the performance evaluation process
- Discover how to successfully implement an employee value proposition strategy
- Hear what industry leaders are doing to meet talent retention challenges
- Network with talent management and human resources professionals

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SABPP
HR Management TODAY
Dear Human Resources Professional

Implementing a talent management strategy is key to both attracting and retaining the best employees. Organisations are tasked with having to provide certain incentives to retain their best people in a highly competitive talent acquisition environment, thus requiring the human resources professional to develop innovative and effective strategies to both attract and retain high performing employees. Today’s HR professional also has to have a firm grasp on the HR systems available that can be linked to talent management. This will enable companies to streamline their performance management tools to ensure that productivity remains high and employee morale is not compromised, whilst keeping human capital management overhead expenses low.

The Institute for International Research (IIR) has therefore revised and updated its 3rd Annual Talent Management, Retention and Succession Planning Forum to provide you with an exciting programme for 2013 which focuses on current talent management issues. This year’s event will look at the hottest topics in talent acquisition, retention and succession planning and we have put together an impressive line-up of industry leaders and field experts who will be sharing their knowledge on a range of subjects, including talent and HR leaders from Vodacom, Unilever, Aspen Pharma, Airports Company South Africa, Motorola and more.

Whether you are a HR professional or company executive, this conference offers you the platform to exchange ideas with your peers while networking with some of the most influential people in the HR and talent management field.

I look forward to welcoming you at the conference in March.

Kind regards,

Sphelele Vilakazi
Project Manager: Conferences
Institute for International Research

PS. Don’t miss out on our pre-conference workshop on maximising recruitment strategies as well as the post-conference workshop on succession planning!

DAY ONE: 4 MARCH 2013

PRE-CONFERENCE WORKSHOP

Maximising recruitment strategies in order to reach the best talent

Facilitated by: Vanessa Raath, General Manager, It’s About People

What will be covered?

➤ Looking at how Twitter, Facebook, LinkedIn and Google have expanded the way companies interact with job seekers
➤ Analysing the more traditional recruitment strategies and their effectiveness in the world today
➤ Understanding the importance of embracing technology for talent acquisition
➤ Examining the risks associated with social media for recruitment and how to circumvent them
➤ Is headhunting the only way to identify potential high performing employees?

Key learning outcomes:

➤ Discover how to best position your company’s recruitment strategies in order to successfully identify talented people
➤ Learn more about the secrets of social media for recruiting
➤ Gain a deeper understanding of which recruitment strategies will enable you to reach ideal employees

Registration starts at 08h00. The workshop will run from 09h00 to 16h00 with breaks for refreshments and lunch.

DAY TWO: 5 MARCH 2013

Talent management - Meeting tomorrow’s challenges today

08h00 Registration and early morning refreshments

08h30 Chairperson’s welcome and opening remarks
    Yoni Titi, Chief Executive Officer, Yoni Titi Human Capital Evolution

08h45 Looking at talent availability across different industries
    ➤ Examining the factors that determine talent availability across the main South African industries
      • Manufacturing
      • Mining and Engineering
      • Commerce
    ➤ Evaluating the major reasons why top employees leave their jobs
    Case study: looking at how e-Logics attracts Generation Y talent
    Salomé Visagie, Human Resources Manager, e-Logics

09h30 HR talent management: is it a case of the shoemaker’s children lacking shoes?
    ➤ Examining strategic HR talent management tools
    ➤ Looking at the role of talent competency measurement
    ➤ Analysing guidelines for maximising HR’s contribution to talent management
    Marius Meyer, Chief Executive Officer, South African Board of People Practices (SABPP)

10h15 Mid-morning refreshments and speed networking

10h45 Linking the balanced scorecard to employee development and business strategy
    ➤ Examining the Learning & Growth component of the Balanced Scorecard
    ➤ What is line management and Human Capital’s role
    ➤ Looking at how employee development is key to formulating a successful business strategy
    Andre Willemse, Group Head: Human Capital and Learning, BancABC

11h30 Correlating talent development with organisational transformation
    ➤ Understanding the factors that influence transformation within an organisation
    ➤ Evaluating the importance of linking organisational transformation to talent development
    ➤ How do transformation strategies affect employee morale?
    Salomé Visagie, Human Resources Manager, e-Logics
    Marius Meyer, Chief Executive Officer, South African Board of People Practices (SABPP)
    Andre Willemse, Group Head: Human Capital and Learning, BancABC

12h15 Examining the use of computerised workforce planning analytics in talent acquisition and performance management
    ➤ Understanding the need for quantifying skills shortages within an organisation
    ➤ Looking at computer software that links internal talent to organisational needs
    ➤ Examining how a quantitative approach can keep recruitment overhead expenses low
    ➤ Using analytics to predict employee behaviour
    Thandeka Hadebe, Specialist: Workforce Planning, Vodacom

13h00 Lunch and networking

14h00 Analysing employee training needs for talent development and succession planning
    ➤ Looking at strategies for identifying training needs within an organisation
    ➤ Examining how career development opportunities attract the best employees
    ➤ Changing mindsets so that employee development is regarded as an investment rather than an expense
    ➤ Understanding why it is vital to provide employees with training opportunities to ensure the viability of the leadership succession pipeline
    Vanessa Lawrence, Human Resources Manager, Motorola Solutions – South Africa, sub-Saharan Africa

14h45 Looking at how ACSA met talent shortages in the run up to the 2010 FIFA World Cup
    The Airways Company of South Africa owns and operates 9 of South Africa’s largest airports. The high number of overseas travellers during the FIFA World Cup of 2010 meant that the company had to reposition its talent to ensure the efficiency of travel across the country. In this session, you will hear how challenges ACSA met during this period and the lessons learned which will be applied going forward to AFCON 2013.
    Zogan Opperman, Group Specialist: Performance and Talent Management, Airways Company of South Africa (ACSA)

15h30 Mid-afternoon refreshments and networking

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Panel discussion:

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08h00 Registration and early morning refreshments

Talent retention – keeping your best people

Day three: 6 March 2013

10h00 Evaluating the meaning of an employee value proposition (EVP) for talent retention

Masterclass

Ntwani Shilubani, Chairperson’s welcome and opening remarks

10h30 Developing an effective Human Resource Development (HRD) strategy to mitigate human capital risks

11h00 Developing employee-orientated reward and remuneration strategies

- Understanding engagement drivers and their impact on the business
- Analysing the link between engagement and performance management
- Building engagement within the performance management process
- Using performance management to engage the millennials
- Exploring a real case study

Marion Stone, Director, Cornerstone Connections

10h45 Chairperson’s closing remarks

17h00 Close of day two

DAY THREE: 6 MARCH 2013

Talent retention – keeping your best people

08h00 Registration and early morning refreshments

08h30 Chairperson’s welcome and opening remarks

Yoni Titi, Chief Executive Officer, Yoni Titi Human Capital Evolution

08h45 Developing an effective Human Resource Development (HRD) strategy to mitigate human capital risks

- Understanding the importance of identifying an organisation’s human capital risks
- Looking at examples of HRD strategies that can be employed to mitigate risks to human capital:
  - Communications strategy
  - Accountability and ownership strategy
  - Quality strategy
  - Systematic training strategy
  - Learning strategy
- How can organisations begin to incorporate talent retention with HRD strategies to meet both employee and company needs?

Prof. Nicolene Barkhuizen, Associate Professor, North-West University

10h00 Evaluating the meaning of an employee value proposition (EVP) for talent retention

- Looking at the importance of developing an EVP for attracting and retaining talent
- Understanding how an EVP can foster trust and reinvigorate an otherwise disenchanted workforce
- An overview of the components that make up a good EVP
- Creating an attractive EVP to meet the organisation’s talent needs

Xolisa Boqwana, Group Talent Development Manager, Aspen Pharma
Ntwani Shilubani, Talent Manager, Unilever

10h45 Mid-morning refreshments and speed networking

11h15 Promoting an EVP programme within organisational structures

- Identifying stakeholders and strategies to promote a meaningful EVP
- Examining how career development opportunities as part of your EVP attract the best employees
- Understanding why it is vital to ensure that your stakeholders understand your EVP and become ambassadors of your brand
- Overcoming talent management challenges in Africa

Elanie Kruger, Group HR Director, G4S Africa

12h00 Implementing an effective leadership development programme

- Looking at how to identify employees with the highest leadership potential
- Understanding the need for leadership development programmes within an organisation
- Should leadership training be provided to all employees?

Renee Lewis, HR Business Partner and Talent Manager, PepsiCo International - Simba

12h45 Lunch and networking

13h45 The link between remuneration and talent – how should you pay your top talent?

- What should the remuneration differentials be between average and top talent?
- Determining whether there should be a remuneration premium
- What are the trends regarding the awarding of shares?
- Do companies differentiate the bonus scheme?
- Paying the rain maker

Dr Mark Bussin, Owner, 21st Century Pay Solutions

14h00 Developing employee-orientated reward and remuneration strategies

- Understanding the need to have reward strategies in place for high-performing employees
- Looking at how remuneration is linked to employee morale
- Is remuneration the key to retaining your best talent?

Dr Mark Bussin, Owner, 21st Century Pay Solutions
Xolisa Boqwana, Group Talent Development Manager, Aspen Pharma

14h45 Mid-afternoon refreshments and networking

16h00 Leveraging successful mentoring relationships for improved talent retention

- Looking at how mentoring aids in knowledge transfer within organisations
- Prioritising the need to build the capacity of managers and leaders to fulfill mentoring roles with confidence for Generation Y
- How do we encourage mentors to donate their wisdom from their generation to the next?
- Exploring some of the long-term benefits of in-house mentorship programmes

Niel Steimann, Managing Partner, Peoples Dynamic Development

16h45 Getting line managers to own talent management as part of their job

- Understanding that retaining high performing employees is not the responsibility of top management alone
- Looking at how the human resources professional can motivate line managers to play a more active role in talent retention
- Evaluating the role of line managers in employee wellbeing

Millicent Sibeko, HR Director, SAS Institute

17h15 Chairperson’s closing remarks

17h30 End of day three

DAY FOUR: 7 MARCH 2013

Post-conference workshop
Designing and executing an efficient succession plan to ensure leadership continuity

Facilitated by: Sivis Pillay, Managing Director, Xabisa Human Capital Solutions

What will be covered?
- Understanding why a leadership pipeline is vital
- Looking at how to identify employees with the most potential to become future leaders
- Implementing a successful leadership development programme to prepare future managers
- Examining the need to ensure that a leadership succession plan is in place together with an exit strategy for top executives

Key learning outcomes
- Discover how to initiate and develop an efficient leadership pipeline for succession purposes
- Enhance your understanding of succession planning for both small and large organisations
- Learn about strategies for identifying high performing employees with the potential to lead
- Analyse trends in leadership development strategies and preparing employees for management changes
- Understand the key principles of succession planning to ensure leadership continuity within an organisation

Registration starts at 08h00. The workshop will run from 09h00 to 16h00 with breaks for refreshments and lunch.

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4, 5, 6 and 7 March 2013
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