Prof. Ulrich will define how real VALUE can be created by reviewing the PERSPECTIVE, required OUTCOMES and METHODS required for HR TRANSFORMATION

Strategy | Value Creation | Leadership
Talent | Organisation | Brand | Culture
Competency | Data | Insights
Relationships | Collaboration | Change

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HOSTED BY
BRG Business Results Group
Gordon Institute of Business Science
University of Pretoria

MEDIA PARTNER
IPM Institute of People Management
HR Future
OVERVIEW

Aside from Dave’s profound ability to engage and captivate his audiences, he brings with him the very latest insights and proven methodology to transform the way HR integrates with business stakeholders, including employees, line managers, customers, investors, communities and the board. His thinking is aligned to rigorous research focussed on business and organisational performance.

Dave says, “Every few years there are public critiques about the field of HR. Why We Hate HR; It’s Time to Split HR; and It’s Time to Blow up HR.” He prefers to offer an alternative approach by discussing: HR’s POT.

Participants will leave this session with a roadmap to define how they will create and deliver real value by reviewing the PERSPECTIVE, required OUTCOMES and methods to accomplish HR TRANSFORMATION.

BIOGRAPHY

ABOUT PROFESSOR DAVE ULRICH – RENSIS LIKERT PROFESSOR OF BUSINESS – UNIVERSITY OF MICHIGAN

INTERNATIONALLY ACCLAIMED BEST SELLING AUTHOR, SPEAKER, RESEARCHER AND CONSULTANT TO BUSINESS LEADERS AND THE HR PROFESSION

RIGOROUS RESEARCH

Professor Dave Ulrich has helped generate award winning databases that assess alignment between strategies, organisational capabilities, HR practices, HR competencies and customer and investor results. He has consulted and done research with over half the Fortune 200. In particular, he has collated data from over 90,000 HR Professionals and Line Managers on the competencies required to improve business performance.

PROF. ULRICH HONOURS EXUDE A CONSISTENT TRACK RECORD OF INFLUENCE AND AUTHORITY IN LEADERSHIP, HUMAN RESOURCES AND MANAGEMENT

2015  Named the most “influential HR thinker of the decade”.
2014  Ranked #1 speaker in management and business by speaking.com
2013  Ranked #30 in the Global Thinkers50 as a management thought leader.
2010/2011 Ranked #1 most influential thought leader in HR by HR Magazine.
2010  Nobel Colloquia Prize for Leadership on Business & Economic Thinking.
2009  Co-authored (with Wendy Ulrich) the #1 Best Seller for Wall Street Journal and USA Today.
2007  Lifetime Achievement Award from American Society of Training & Development.

2005  Ranked #2 Management Guru by Executive Excellence.
2000  Ranked by Fast Company as one of the 10 most innovative and creative thinkers of 2005.
1998  Ranked #1 management educator and guru by Business Week.
1998  Listed by Forbes as one of the world’s top 5 business coaches.
1997  Lifetime achievement award from the International Association of Corporate & Professional Recruitment and Employment Management.
1997  Lifetime achievement award from the International Personnel Management Association.

PROLIFIC AUTHOR

Dave has published over 200 articles and book chapters and over 30 books which he has co-authored with various thought leaders including, Ed Lawler, Jack Zenger, Mark Huselid, Norm Smallwood, Wayne Brockbank, Wendy Ulrich and others. Including:

<table>
<thead>
<tr>
<th>Time</th>
<th>Event Details</th>
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<tbody>
<tr>
<td>07h30</td>
<td>Registration and Early Morning Refreshments</td>
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<tr>
<td>08h30</td>
<td>WELCOME</td>
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<tr>
<td>Nicola Tyler – CEO Business Results Group</td>
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<tr>
<td>08h45</td>
<td>Why HR – Why Now? A New Perspective and the Evolution of HR to Outside in for Value Delivery</td>
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<tr>
<td>● New business realities in terms of context [STEPED], process [VUCA] and affect [emotional malaise]</td>
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<td>● Implications for organisation capabilities and individual malaise</td>
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<td>● Redefining HR from Outside In</td>
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<tr>
<td>○ Serving customers</td>
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<td>▪ Turning customer promises and brand into leadership and employee brand</td>
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<td>○ Building value for investors</td>
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<tr>
<td>▪ Establishing a Leadership Capital Index to show how leadership shapes market value</td>
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<tr>
<td>10h15</td>
<td>MORNING REFRESHMENTS</td>
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<tr>
<td>10h45</td>
<td>How HR Contributes to the Strategy Discussion as the Architects and Anthropologists for Talent, Leadership and Capability</td>
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<tr>
<td>● Talent – driving productivity mindset by enhancing competence, commitment and contribution of people for a workforce of the future</td>
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<td>○ Competence: new tools for bringing people into, through, and out of the organization</td>
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<td>○ Commitment: the emerging employee value proposition</td>
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<td>○ Contribution: new ways of building a growth mindset among employees</td>
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<td>● Leadership Brand Value – Ensuring leaders at all levels make the right choices for future success</td>
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<td>○ Why leadership matters: the business case for leadership</td>
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<td>○ What good leadership looks like: the leadership brand</td>
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<td>○ How to build good Leadership: six steps to creating leadership brand</td>
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<td>○ How to sustain personal leadership: tools for sustaining personal change</td>
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<td>12h30</td>
<td>LUNCH</td>
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<tr>
<td>13h30</td>
<td>Facilitated Panel Discussion with Dave Ulrich &amp; Nicola Tyler</td>
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<td>An interactive panel discussion will be facilitated by Business Results Group’s CEO, Nicola Tyler, Dave Ulrich and representatives from industry and commerce.</td>
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<td>Participate NOW</td>
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<td>Registered delegates are invited to participate by submitting questions prior to each event.</td>
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<td>Submit your questions via twitter: @BRProgress #DaveUlrich2016</td>
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<td>14h15</td>
<td>How HR Contributes to the Strategy Discussion as the Architects and Anthropologists for Talent, Leadership and Capability (continued)</td>
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<tr>
<td>● Organisation – 4 Key capabilities for effective delivery, with theory and tools for each</td>
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<td>1 Information</td>
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<td>2 Change and agility</td>
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<td>3 Culture and company capability – Creating the right identity so customers want to buy more from you</td>
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<td>4 Collaboration essentials for effective and respected HR partners</td>
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<td>15h30</td>
<td>AFTERNOON REFRESHMENTS</td>
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<td>15h45</td>
<td>4 Key Imperatives to Accomplish an HR Transformation Upgrade Aligned to the Latest Global Thinking and Best Practices</td>
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<tr>
<td>● Reviewing the 2015 HR Competency Study Research Results and Introducing the 2016 Competency Model</td>
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<tr>
<td>1 How HR is organised - Evaluating your HR department structure to assess your focus on relationships vs. roles</td>
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<td>2 What HR does - HR practices – simplifying and integrating people, performance, information and work</td>
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<td>3 What skills HR require - 9 Competencies for HR Professionals</td>
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<td>▪ Strategic Enablers</td>
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<td>▪ Foundation Enablers</td>
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<td>▪ Core Drivers</td>
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<td>4 How to measure HR effectiveness - HR analytics – from scorecard to insights</td>
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<td>● Turning data into information that enables line management to get strategic insights about people and performance</td>
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<td>● Developing a compelling narrative</td>
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<td>17h00</td>
<td>END</td>
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TESTIMONIALS

OVER 5000 DELEGATES HAVE PARTICIPATED IN PROFESSOR ULRICH’S EVENTS IN SA AND THEIR FEEDBACK IS UNANIMOUS.

“Best conference ever attended. Loved Prof Ulrich’s engaging style.”
Pat Plaatjies, Senior HR Manager. FOSCHINI

“Unshakeable wisdom, very structured thought process, 100% on the ground and excellent facilitator.”
Samuel Mapotso, Country Manager, COCA COLA SABCO

“HR practitioners need to hear this and ensure their CEO’s also hear this.”
Frans Pienaar, CEO, INYATSI CONSTRUCTION

“Beyond expectations! Thought provoking. A real guru – imparted so much wisdom in such a short time frame.”
Cathi Eastment, HR Manager, Freddy Hirsh Group

“Dave is the most clear speaker I have listened to. He has substance and his style of teaching is second to none.”
Monde Sonyoga, HR Consultant, COEGA

“His use of examples to get the point across is brilliant.”
Shameemah Fayker, Senior Manager Group HR, Sanlam

“He is AMAZING!”
Nathan Pillay, Senior HR Bus Partner, METROPOLITAN HEALTH

“Well presented, excellent facilitator. An inspiring and exciting session.”
Carmen Samuels, HR Bus Partner, CPUT

“Fantastic abundance of theory, humour and a lot of realism.”
Janine Scullard, Senior HR Manager, FOSCHINI

“Wonderful knowledge and real examples.”
Bev Jacobs, Head of HR Africa, FOSCHINI

“Honoured to have attended – definitely tools to take home”
Zuko Mlonyeni, HR Business Partner, RCL FOODS

“Totally inspiring and done with such excellence, enthusiasm and authenticity. Thank you Dave. I truly appreciate your sharing of yourself.”
Zoraydah Shedrick, HR Business Partner, FNB

“Easy to engage with the content as he puts it simply but very effectively.”
Ramona Francis, HR Manager, SANLAM INVESTMENTS

“He NEVER disappoints.”
Elsie Pule, Chief HR Officer, SARB

“He makes the complex concept of strategic HR so simple.”
Elizabeth Maepa, Group HR Executive, FNB

“What an inspiring day. We were reminded why we exist. We connected to the meaning of our existence and value we can add.”
Fhulufhelo Badugela, HR Director, ELECTRONIC MEDIA NET.

“Very knowledgeable.”
Lungile Langa, HR Executive, TELKOM

“Well prepared & refreshing angle to elevate the HR contribution higher with more gravitas and deeper, broad impact.”
Mawethu Cawe, Group HR Executive, AVUSA

“Great overview and perception – not only on HR, but on business.”
Sushil Deva, Group Operations Executive, TRANSMAN

“Dave has an incredible ability to make a connection between business & HR practices in a practical and simple way.”
Thami Mkhusangwe, HR Director, CONSOL GLASS

“Dave was highly inspiring. He has a significant wealth of knowledge that can have huge value in optimising the role & impact of HR in the business.”
Tina Georgoulakis, Remuneration & Recognition Manager, ACSA

“I did not attend with any questions, but left the conference with many answers.”
Aubrey Willems, HR Manager, POWER FOODS

“Made me view HR differently, it is an important component of the organisation and it plays an important role in the success of the company.”
Tiny Ralefala, Head: Finance, CEDA Botswana
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- Individual Delegates [1 – 4 People] at R 8 995 per person excl. VAT
- Team Bookings [5 – 9 People] at R 8 495 per person excl. VAT
- Corporate Bookings [10 or more People] SAVE R 10 000 - ONLY R 7 995 per person excl. VAT

REGISTRATION & ENQUIRIES

- Angela Powell
- 083 327 1593
- 0861 247 328 (B GREAT)
- www.brg.co.za
- rsvp@brg.co.za

WHO SHOULD ATTEND

Executives and Managers from the Private and Public Sectors responsible for:

- Human Capital
- Human Resources
- HR Business Partnering
- Talent Management
- Employee Communications
- Organisational Design
- Remuneration
- Leadership
- Culture
- Employee Engagement & Wellbeing
- Skills, Learning & Development
- Transformation & Change

And in particular, C Suite Executives and line managers who regard people as the key to their business success, because today Talent and Capability is EVERYONE’s business.

TERMS & CONDITIONS

PAYMENT | The organisers reserve the right to refuse admission unless proof of payment is received prior to the event.

TEAM & CORPORATE SPECIAL OFFERS | Discounts for teams and corporates only apply where the delegates have registered simultaneously.

CANCELLATIONS | For cancellations received in writing more than 8 weeks prior to the event a 50% refund will be given. Thereafter the full fee is payable.

SUBSTITUTIONS | Registered delegates may be substituted at any time prior to the event at no charge. Please notify our offices in writing.

CONFIRMATION | All registrations will be deemed confirmed and subject to these terms and conditions.