

2021

TALENT MANAGEMENT

Reimagining Talent, Remote Work, and Hybrid Workplaces

Two-day Conference | 28–29 JULY 2021
Pre-conference Workshop | 27 JULY 2021



**ONLINE
CONFERENCE**



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INTRODUCTION

The year 2020 gave a pure description of the word disruption! The year not only changed the workplace but also brought Talent professionals a new battle to overcome: to keep people engaged, connected, safe, and skilled for what lay ahead during a time of unprecedented challenges. Fast forward to 2021, and the big question currently in the talent professionals mind is, "How do you unleash extraordinary talent, during a time of truly extraordinary change?"

This is the premise of the 2021 online conference on Talent Management taking place on 28 and 29 July. Join thought leaders and unpack how you can create an amazing workplace that steers positivity, passion, performance and prosperity in the new environment we find ourselves in.

BENEFITS OF ATTENDING

- Receive insights on how you can prepare your talent for an unprecedented future that we didn't imagine just over a year ago.
- Learn how recruitment is being reinvented – find out about the digital transformations in recruiting the talent critical to success
- Learn how to build and lead an engaging remote/hybrid organisation
- Explore how you can manage employee experience in turbulent times
- Gain insights into how leaders are envisioning the new future of work and learn which talent initiatives have the greatest impact

WHO SHOULD ATTEND?

This conference is recommended for directors, VPs, managers, advisors, specialists, academics and consultants who are concerned with the following areas:

- Talent Management
- Talent Acquisition
- Workforce Planning
- Learning & Training
- Leadership Development
- Succession Planning
- Performance Management
- Human Resources

The content is relevant across all private and public industry sectors.

CONFERENCE SPEAKERS

International Presentations



PARTICIPATING ORGANISATIONS



Conference Programme • Day One

09:00–09:05	<p><i>Welcome and opening remarks by chairperson</i> IAN CHAUVET, <i>Head:HR, Constantia Group</i></p>
09:05–09:45	<p>Conversation/Interview- Managing your talent in extraordinary times: How the last 18 months have shaped our organisations and our talent mission: lessons from 3 organisations</p> <ul style="list-style-type: none"> • Looking back - How the last 18 months reshaped organisations and talent • How has your mission as talent leaders changed? • What changes should talent leaders prepare for moving forward? <p>Speakers MANTATI MAKUMBILA, <i>Divisional Executive HC: Organisational Effectiveness, Liberty</i> AYESHA MATHUTHU, <i>Group Talent and Organisational Effectiveness Manager, Aspen</i> LIZA GOVENDER, <i>Head: Talent Management, Nedbank</i></p>
09:45–10:05	<p>Employer branding in a remote/hybrid landscape: steps to build a successful strategy</p> <p>Speaker ANITA CAROLLISEN, <i>Chief Executive: People Support, PEP</i></p> <p>10 MINUTE Q&A</p>
10:15–10:35	<p>Recruitment reinvented – Guide to effective remote hiring</p> <ul style="list-style-type: none"> • How technology is changing Talent Acquisition • Building the perfect talent acquisition technology stack • Balancing automation and human judgement in Talent Acquisition • Unpacking how one-way interviewing can be used in best practice selection decisions when hiring new talent <p>Speaker FRANCOIS DE WET, <i>Managing Director, Wamly</i></p> <p>10 MINUTE Q&A</p>
10:45–11:15	<p><i>Morning break</i></p>
11:15–11:35	<p>Case study: How Momentum Metropolitan reinvented its recruitment process</p> <p>Speakers MARNA VAN DER MERWE, <i>Talent Practice Lead: Organisational Effectiveness, Momentum Metropolitan</i> SUHAIL RAMKILAWAN, <i>People Measurement Practice Lead: Organisational Effectiveness, Momentum Metropolitan</i></p> <p>10 MINUTE Q&A</p>
11:45–12:05	<p>Unpacking the power and peril of assessments in a remote/hybrid workplace landscape</p> <p>Speaker SANDRA SCHLEBUSCH, <i>Managing Director, LEMASA</i></p> <p>10 MINUTE Q&A</p>
12:15–12:35	<p>Creating a virtual employee onboarding programme</p> <p>Speaker SELMA DE MORNEY, <i>Managing Director, Humanfire</i></p>

Conference Programme • Day One

12:45–13:05	<p>Reimagining Succession Management – how to handle disruption within your succession plan</p> <ul style="list-style-type: none"> • Succession planning in an unprecedented environment <p>Speaker SELO GOVENDER, <i>Group Head: Talent and Performance, Discovery</i></p> <p>10 MINUTE Q&A</p>
13:15–14:15	<p><i>Lunch break</i></p>
14:15–14:35	<p>Case Study: Employee engagement: Sharing experiences of keeping employees safe, supported and connected during tough times</p> <p>Speaker SANASH SEWPARSAD, <i>Group Head: Talent, EVP and Wellness, PPS</i></p> <p>10 MINUTE Q&A</p>
14:45–15:05	<p>Creating the optimal employee experience in the hybrid workplace</p> <p>Speaker DVORAH STEIN, <i>Founder and People Strategist, Hive Culture</i></p> <p>10 MINUTE Q&A</p>
15:15–15:30	<p><i>Afternoon break (15 minutes)</i></p>
15:30–15:50	<p>Aligning strategy, talent and workforce analytics</p> <p>Speaker JANNIE MALAN, <i>Pre-Sales Country Lead, Workday</i></p> <p>10 MINUTE Q&A</p>
16:00–16:30	<p>INTERNATIONAL CASE STUDY</p> <p>Building and scaling a culture of high performance within a remote/hybrid workforce</p> <p>How was a culture built and employees attracted, retained and developed in a distributed workforce, when People G2 was routinely ranked one of the best places to work well before Covid-19 hit? What can organisations leading remote workforces by necessity learn from one that successfully does so by design?</p> <p>Speaker CHRIS DYER, <i>Founder & CEO, People G2 (California, USA)</i></p> <p>Chris Dyer is the Founder & CEO of People G2 and Best-Selling Author including the newly published Book: <i>Remote Work: Redesign Processes, Practices and Strategies to Engage a Remote Workforce</i></p> <p>10 MINUTE Q&A</p>
16:40	<p><i>Wrap up and close of day one</i></p>

Conference Programme • Day Two

09:00–09:05	<i>Welcome back by chairperson</i>
09:05–09:25	<p>Talent in the future of work: how to future proof your workforce by reskilling your talent for tomorrows demands</p> <ul style="list-style-type: none"> • Creating a future-ready workforce by developing the skills needed in an evolving workplace <p>Speaker LINDA VAN DER LOO, <i>Founder, Blue Pebble Consulting</i></p> <p>10 MINUTE Q&A</p>
09:35–10:05	<p>Next generation Talent leadership: recruiting, managing and retaining the 5 unique generations</p> <p>Speaker SHAUN TOORAY, <i>Global Head: Talent Attraction, Puma Energy</i></p> <p>10 MINUTE Q&A</p>
10:15–10:45	<i>Morning break</i>
10:45–11:05	<p>The role of EVP with the evolving organisational needs in the age of remote/hybrid work</p> <p>Speaker FAATIEMAH LODEWYK, <i>Managing Director, TalentCore Consulting</i></p> <p>10 MINUTE Q&A</p>
11:15–11:35	<p>The role of coaching in employee retention</p> <p>Speaker BONGA MNENGISA, <i>Senior Manager: Global Leadership and Career, MTN</i></p> <p>10 MINUTE Q&A</p>
11:45–12:05	<p>How to deliver a diverse and inclusive talent pipeline in the world of remote/hybrid working</p> <p>Speaker MABORE SITHOLE, <i>Director, Full Potential</i></p> <p>10 MINUTE Q&A</p>
12:15–13:15	<i>Lunch break</i>
13:15–13:35	<p>Retention strategies: Insights on structuring salary and benefits in times of crisis</p> <p>Speaker MARK BUSSIN, <i>Chairman, 21st Century</i></p> <p>10 MINUTE Q&A</p>
13:45–14:30	<p>Conversation: The future of Talent</p> <p>In this session renowned talent leaders will give recommendations on what Talent professionals should focus on for the remaining half of the year and beyond. They will unpack which talent initiatives will give the greatest impact in confronting the talent landscape transformed by the challenges of 2020 as well as explore trends going forward.</p> <p>Speaker ZANELE DINTWA, <i>People Lead, Aon</i> TERRENCE TAYLOR, <i>Talent and Organisational Development Consultant</i> JEFF PHIRI, <i>Talent Director, DHL</i></p>
14:30–15:00	<p>AI in Talent Development: Capitalise on the AI revolution to transform the way you work, learn and live</p> <p>Speaker BRAD SHORKEND, <i>Co-Chief Executive Officer, Still Human</i></p> <p>10 MINUTE Q&A</p>
16:00–16:30	<p>INTERNATIONAL CLOSING KEYNOTE 21 More HR jobs of the future</p> <p>Speaker ROBERT BROWN, <i>Vice president: Centre for the future of work, Cognizant (California, USA)</i></p>
16:40	<i>Wrap up and close of conference</i>

Pre-conference Workshop

Bringing Job Crafting to Life

Exploring the Science of Art of Job Crafting to Create a Personalised Employee Experience, Boost Performance, Engagement and Wellbeing

Overview

This highly practical and evidence-based **Bringing Job Crafting to Life** workshop pulls together the science and research of job crafting and provides practical tools and case studies to bring this concept to life with individuals, teams and organisations.

Job Crafting encourages us to explore how we act, interact and think about our tasks, thoughts and relationships and to redesign and personalise aspects of our work in ways that foster **engagement, job satisfaction, resilience and thriving**.

Job Crafting is a research-informed and evidence-based approach and the research into this practice is compelling. Job Crafting boosts **innovation and agility, nurtures health and wellbeing** and amplifies **meaning, purpose and productivity**.

The practice of Job Crafting is a growing field of academic study, but to date the concept and approach is largely untapped and unknown from an organisational perspective. There have been some early adopters including Google, Logitech, Burts Bees in the US, Wideroe Airlines in Norway and Connect Health and Virgin money in the UK and the University of Melbourne in Australia. Case studies from these organisations will be shared within the workshop.

Job Crafting enables and encourages people to bring their diverse, whole and best selves to work each day by redesigning their work in ways that fosters engagement, satisfaction, resilience and thriving.

Filled with practical job crafting strategies, studies and stories, based on the latest science combined with positive business psychologists Rob Baker's extensive research and experience **crafting better work** enables leaders to learn, live, lead and embed a more personalised approach to work which create and sustains an exceptional employee experience within the workplace.

The Bringing Job Crafting to Life workshop shares:

- why we need to personalise work now more than ever
- how to enable people to bring their whole and best selves to work each day to help organisations thrive
- how to create a closer fit between the work people do and their purpose, passions and strengths
- how to boost creativity, curiosity and nurture a job crafting mindset within a workplace
- how to reframe, amplify and enrich social connections and build high quality relationships
- how to use job crafting to support a more personalised and tailored employee experience
- how to build and craft wellbeing and resilience in work

Job Crafting is focused on enabling and encouraging individuals to maximise their diverse talents, strengths and experiences in their work. A personalised approach to work supports a number of organisational and people-focussed priorities including:

- Diversity and inclusion
- Talent management
- Performance
- Coaching
- Growth and career development
- Change and transformation
- Creating a first-class people experience

Pre-conference Workshop

Bringing Job Crafting to Life

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Who should attend

The **Bringing Job Crafting to Life** workshop is relevant to individuals, coaches, HR professionals and people-leaders who have an interest in taking an evidenced-based, research-led and practical approach to fostering growth, performance and wellbeing within the workplace.

What will the workshop cover?

By attending this workshop you will be provided with tools, techniques and practices to:

1. Learn why personalisation at work matters; and why it is missing from most organisations
2. Learn how to bring a personalised approach to work through job crafting
3. Apply and bring job crafting to life within organisations using a variety of tested and research informed exercises and activities
4. Explore how to embed job crafting within teams and organisations through a series of case studies and practical examples
5. Create a job crafting mindset within individuals, teams and organisations

After the workshop you will receive a Crafting better Work certified certificate and all the slides and additional resources.



About **ROB BAKER**

Founder and Chief Positive Deviant of Tailored Thinking

Rob is a specialist in bringing positive psychology to life within organisations. He is the founder and Chief Positive Deviant of Tailored Thinking, a leading and award-winning evidence-based positive psychology, wellbeing and HR consultancy who were named HR Consultancy of the Year 2020 by the CIPD. Rob is world-leading when it comes to enabling and encouraging job crafting within workplaces. He is a TEDX speaker and author of Personalization at Work by Kogan Page, a practical and evidence-informed guide to applying job crafting which was a finalist at the 2021 Business Book Awards. His work, ideas and research on how people can personalise and bring their whole and best selves to their jobs have been presented at academic and professional conferences around the globe. Rob is a Chartered Fellow of the CIPD and a Chartered Fellow of the Australian HR Institute. He has a first-class Masters in Applied Positive Psychology from the University of Melbourne and continues to research and collaborate with academics from the University's Centre of Positive Psychology.

TALENT MANAGEMENT CONFERENCE

REGISTRATION FEES	2021 EXCL. VAT	KR COMMUNITIES
OPTION A: Talent Management Conference • Two-day Conference & Pre-conference Workshop 27–29 July 2021	R5 750.00	R4 600.00
OPTION B: Talent Management Conference • Two-day Conference only 28–29 July 2021	R4 500.00	R3 600.00
OPTION C: Bringing Job Crafting to Life • Pre-conference Workshop only 27 July 2021	R2 250.00	R1 800.00

Registration fees exclude VAT. INCLUDES speaker slides and full recording of the conference

REGISTER ONLINE HERE

TALENT MANAGEMENT CONFERENCE

OR/ AND

BRINGING JOB CRAFTING TO LIFE • WORKSHOP

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Email completed form to: bongani@knowres.co.za

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Bongani Mkhize: +27 (11) 706 6009

SPECIAL OFFERS

- **20% DISCOUNT** for **HR Think Tank Members** and **KR Communities of Practice Members**. Contact Tina van der Westhuizen for more information on our communities and membership tina@knowres.co.za | +27 (11) 706 6009
- **SPECIAL DISCOUNT** for registered **NPOs, small businesses** (30 / less employees) & **full-time lecturers** at universities – contact our conference department for more information!

TERMS AND CONDITIONS OF REGISTRATION

Payment must be received before the event takes place. KR reserves the right to refuse admission where evidence of payment cannot be shown.

Confirmation of booking • If you have not received confirmation, in writing, of your booking before the event, please contact us on +27 (11) 706 6009 to confirm that we have received your registration.

Something has come up and you can't attend • If you cannot make it to the event, you have several options (the below options need to be received in writing):

- You may send a substitute delegate in your place, please inform the Customer Care Department of the new name for registration purposes. No additional charges will be applicable for substitutions.
- You may transfer at no extra charge to another event, provided you do so in writing at least 10 working days before the event. Transfers within the 10 working days will be charged an administration fee of 20%
- You may cancel your registration, in writing, up to 10 working days before the event takes place. Cancellations inside of 10 days will be liable for the full fee
- Unfortunately, no refund or credit can be given to delegates who do not attend without giving prior notice
- Registrations received during the 10 working days before the event date, will not be excluded from any terms & conditions

In the event of unforeseen circumstances KR reserves the right to change the programme content, the speakers, the venue, the date or the means of delivering the event such as live streaming and/or video recordings. Should the event be postponed, you will have the option to attend the next available date of the relevant event. The registration fee will be credited on delegate accounts, should they opt not to attend the next available date of the relevant event or in the case where an event is cancelled.

PAYMENT • Payment must be received before the event takes place

- Payments should be made to KNOWRES (PTY) LTD T/A KR.
- Electronic Transfer or Direct Deposit into our bank account, validated by email copy of transaction slip: Nedbank Central Gauteng Account Type: Nedbank Current | Account No.: 1098473477 | Branch Code: 12840500 | Email: magdeline@knowres.co.za

TALENT MANAGEMENT CONFERENCE

REGISTRATION FORM

IMPORTANT

Once payment has been made please email through proof of payment with the event's name in the subject line.

PLEASE NOTE Delegates will not be allowed access to the event if payment has not been received.

BOOKING MADE BY (NAME & SURNAME):

Company:

Company VAT number:

Email:

Postal address:

Department:

Phone:

Physical address:

Postal code:

Postal code:

Date:

Signature:

By signing this registration form, the delegates agree to the enclosed terms and conditions

DELEGATE 1

OPTION

DELEGATE 2

OPTION

Name:

Title: Mr / Mrs / Miss / Dr / Prof

Designation:

Email:

Phone:

Cellular:

Name:

Title: Mr / Mrs / Miss / Dr / Prof

Designation:

Email:

Phone:

Cellular:

DELEGATE 3

OPTION

DELEGATE 4

OPTION

Name:

Title: Mr / Mrs / Miss / Dr / Prof

Designation:

Email:

Phone:

Cellular:

Name:

Title: Mr / Mrs / Miss / Dr / Prof

Designation:

Email:

Phone:

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Card number:

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