



GLOBAL BUSINESS SOLUTIONS

FUTURE THINKING, NOW

ANNUAL EMPLOYMENT CONFERENCE

**Future-
Proofing
the
Workforce**
14 March 2024

Future-Proofing the Workforce: Navigating Transformation in a poly-crisis workplace

This theme encompasses several key trends that are shaping the HR landscape:

- 1. Digital Transformation:** With rapid advancements in technology, organizations are increasingly adopting automation, artificial intelligence, and data analytics to streamline HR processes. This theme will explore how HR professionals can leverage these technologies to enhance talent acquisition, performance management, employee engagement, and learning and development.
- 2. Remote and Hybrid Work:** The COVID-19 pandemic has accelerated the shift towards remote and hybrid work models. This theme will focus on managing remote teams, fostering virtual collaboration, ensuring work-life balance, and maintaining employee well-being in a distributed workforce.
- 3. Diversity, Equity, and Inclusion (DEI):** DEI has become a critical focus area for organizations, as they strive to build inclusive cultures and address systemic biases. The conference will delve into strategies for creating diverse and inclusive workplaces, fostering belongingness, and promoting equitable practices.
- 4. Skills Development and Upskilling:** The rapid pace of technological advancements is reshaping job roles and skill requirements. The theme will explore strategies for reskilling and upskilling employees, building a learning culture, and addressing the skills gap to ensure the workforce remains adaptable and competitive.
- 5. Employee Well-being and Mental Health:** Organizations are increasingly prioritizing employee well-being and mental health, recognizing their impact on productivity and engagement. The conference will address strategies for promoting work-life balance, managing stress, and providing mental health support in the workplace.
- 6. Agile HR and Change Management:** In a fast-paced and uncertain business environment, HR needs to be agile and adaptable. This theme will cover topics such as change management, agile HR practices, and HR's role in facilitating organizational resilience and agility.
- 7. Ethical Leadership and Sustainability:** Stakeholders are demanding ethical business practices and sustainable approaches to talent management. The conference will explore topics like ethical leadership, corporate social responsibility, and strategies for embedding sustainability into HR practices.



Programme

09h00 - 09h15	Thembi Chagonda: Welcome and Introduction of Programme Director
09h15 - 09h45	Lauren Davis: Mental Health at Work
09h45 - 10h15	Cindy Squair: The impact of AI on workplace behaviour
10h15 - 10h30	Tea/Coffee Break
10h30 - 11h00	Prof Haroon Borhat: Will explore the latest trends in the labour market and stakeholder responses thereto
11h00 - 11h15	Saul Symanowitz: The Digital Revolution - Using Data-Driven Tools & Analytics For Efficient & Substantive Compliance
11h15 - 11h45	Julia Modise & Johnny Goldberg: Keynote address – Workplace and leadership shifts and the contribution of the Chief People Officer
11h45 - 12h25	Sean Naidoo, Julia Modise & Thembi Chagonda: The Transformation Landscape, a focus on BBBEE and EE, and a case study
12h25 - 12h55	Dr Simon du Plooy: The economy remains a major determinant of the ability of SA to achieve workplace sustainability, various scenarios and outcomes that should be planned for
12h55 - 13h00	Sponsor Introduction
13h00 - 14h00	Lunch
14h00 - 14h05	Sponsor Introduction
14h05 - 14h35	Dr Mark Bussin: Remuneration trends for the Future
14h35 - 15h05	Craig Kirchmann: Labour law in motion, the latest big cases
15h05 - 15h35	John Botha & Darren Graham: Top 5 leadership trends in business
15h35 - 15h45	Johnny Goldberg: Closing

Details

#AEC2024

Virtual

Date: 14 March 2024

Platform: MS Teams

Cost: R2 950 excl. VAT per delegate



Live in Johannesburg

Date: 14 March 2024

Venue: Maslow Hotel

Cost: R3 950 excl. VAT per delegate



We are proud to announce that the SA Board for People Practices (SABPP) has accredited this seminar 6 CPD HR points. This additional certificate is now available at a cost of R55 (excl. VAT) per delegate. SABPP is the professional body for HR practitioners in South Africa, as well as quality assurance body for HR learning provision. SABPP also accredits the HR academic programs of universities. Over 30 years, the SABPP has registered over 8000 HR professionals at the various registration levels. For more information visit www.sabpp.co.za

Our Speakers

In order of appearance

Thembi Chagonda

Joint CEO, Global Business Solutions

Key advisor to several national and multi-national organizations on their employment equity strategies, policy development and compliance, as well as a Commissioner representing business in the Employment Equity Commission



Lauren Davis

Clinical Psychologist

An experienced coach and consultant with a focus on mental health, personal mastery, and leadership development. She is passionate about building authentic relationships and encouraging individuals to live life wholeheartedly.



Cindy Squair

General Manager: Circle & Square

An experienced performance coach with a degree in Industrial Psychology and an international coaching certification. She has worked across various industries and sectors, building meaningful relationships with all those she engages with.



Prof. Haroon Bohrat

Professor of Economics and Director of the Development Policy Research Unit at UCT

An economist with a PhD in Economics from Stellenbosch University has published over 150 academic journal articles, book chapters and working papers, and co-authored two books on labour market and poverty issues in SA.



Saul Symanowitz

Director: Strategic Innovation, BEE 123

An experienced attorney in the B-BBEE advisory space. He is a thought leader on the subject and has presented, lectured, and written extensively on B-BBEE and transformation. Saul assists businesses and organizations of all sizes with their B-BBEE compliancy requirements.



Our Speakers

In order of appearance

Julia Modise

Group HR Director of BMW SA

Julia has 26 years of experience in HR leadership roles, with 16 years at an executive level. Julia has worked in South Africa and the USA, supporting operations in other countries in Sub-Saharan for multinational and South African organizations.



Sean Naidoo

Executive Head of Absa Rest of Africa Insurance

A financially savvy individual passionate about community development. Holding two master's qualifications, he shapes transformative narratives at Puntans Hill Sports Club, championing youth development across color lines in South Africa.



Dr Simon du Plooy

Portfolio Manager at Corion Capital

He has over 20 years' experience in financial markets and is responsible for Corion's strategic and tactical asset allocation. In this role Simon is instrumental in allocating over R13bn of investments among different local and global equities, bonds, commodities, and fixed interest.



Dr Mark Bussin

Chairman of 21st Century

Chair of 21st Century, Professor, and C-suite executive with extensive experience across 5 universities. Authored 22 textbooks, published 68 articles, and co-founded a 21st Century consultancy serving JSE-listed companies.



Craig Kirchmann

Managing Director: Kirchmann's Inc

Craig is an experienced Attorney and Labour Law Specialist who has represented major corporations across South Africa. He was the instructing attorney in the Free-Market Foundation case and the Assign Services Constitutional Court case.



Our Speakers

In order of appearance

John Botha

Joint CEO, Global Business Solutions

An experienced strategist, facilitator, and advisor who has designed and implemented workforce solutions for businesses. He has held several key roles and assists companies in navigating the South African business landscape within the context of labor market policies and law.



Darren Graham

Director: Joint Prosperity

Darren's passion is to work with Business Leaders to find innovative ways to improve their team's or company's performance. He has spent most of his career working with Executives and their Leadership teams to improve their ability to deliver on their strategies.



Grant Wilkinson

Executive, Global Business Solutions

Grant is an admitted attorney with a wide-range of experience in both consulting and training. Grant's focus areas are: Labour Law, industrial relations, legislative development, commercial law, consumer protection, corporate governance and human resources.



Our Sponsors



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21st Century is one of the largest Remuneration, Reward, HR, Organisation Development and Change Management consultancies in Africa, specialising in sustainable business solutions and underpinned by exceptional Analytics and Research capabilities.

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Joint Prosperity (JP) is a vibrant people and business consulting company established in 2000. We believe that the effective execution of strategy is leadership and people related. Holding this premise, we partner with leaders and organisations to help improve the effectiveness and execution of their strategy by unleashing the power of their businesses through their people.



Circle & Square has been in the business of humanising organisations since 2002. We enable a space for personal mastery for all employees.

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Our standard procedure is to acknowledge receipt of registration in writing.

If you have not received same, please contact us to confirm we have received your registration before incurring any additional expenses

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East London		Johannesburg		Port Elizabeth		Cape Town		Durban	
Company Name :						Tel No:			
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Postal Address:						Disability assistance needed:			
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