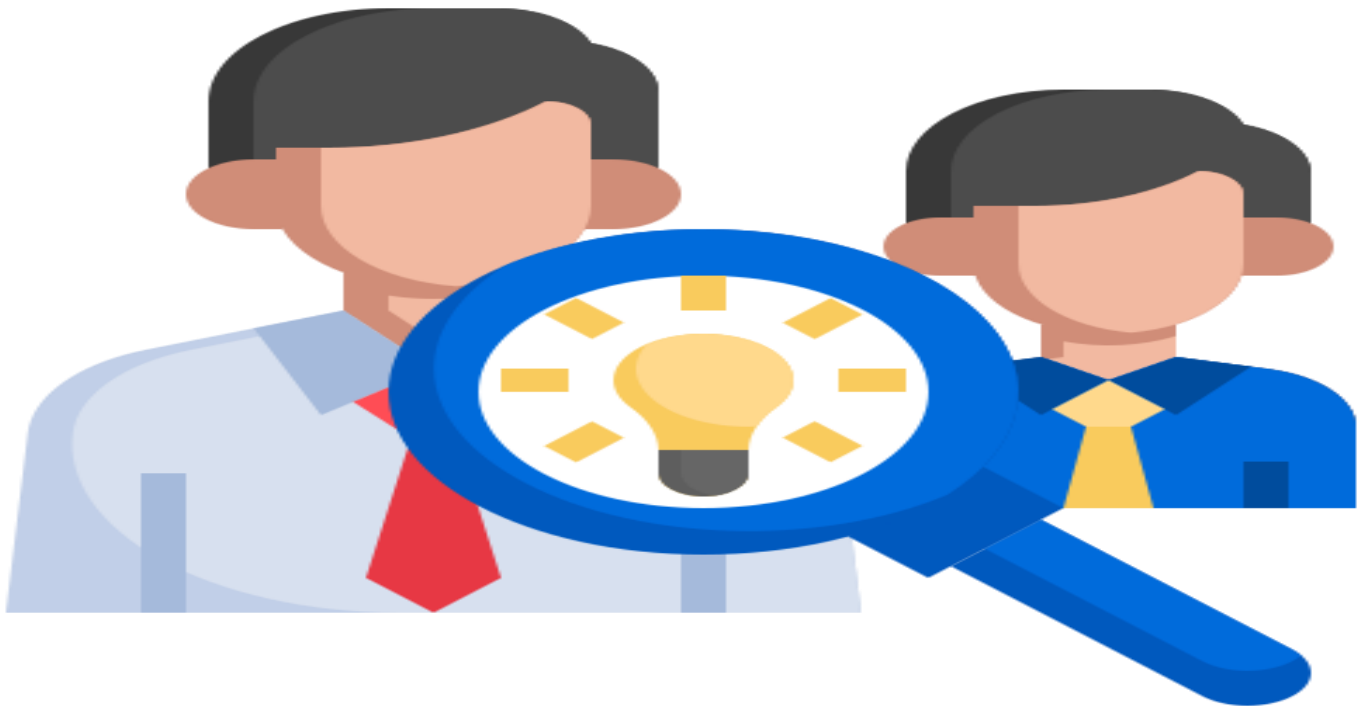


TALENT MANAGEMENT ISSUES OF TODAY CONFERENCE

"EMPOWERING TALENT, ELEVATING RETENTION"

5 – 6 DECEMBER 2024 PROTEA HOTEL O.R TAMBO INTERNATIONAL (HYBRID)



We are thrilled to bring together forward-thinking leaders, HR professionals, and industry experts to explore Talent Management Issues Of Today & The Future Of Talent Management. This conference is designed to provide you with cutting-edge insights, innovative strategies, and practical tools to attract, develop, and retain top talent in an ever-evolving business landscape. Over the duration of the conference, you'll have the opportunity to engage in thought-provoking discussions and network with peers from across the SADC region. Whether you're focused on leadership development, employee engagement, or navigating the complexities of the digital workforce, this conference will equip you with the knowledge and inspiration needed to elevate your talent management strategies.

Voice Of Insight: Delivering Expertise With Impact



Sandra Middleton
National Training Manager,
BetterHome Group LTD



Dr Charles Cotter,
Independent Global
Blended Learning
Practitioner



Fayrooz Khan
Employee Experience Architect,
FSW Human Capital Consulting



Mr J F Mahlangu
Independent HR Coach & Mentor



Nishan Pillay
Keynote Speaker; Faculty; Entrepreneur,
Simplythought



Candice Johnsen
Independent
Health & Wellness Coach



Dr. Shamla Naidoo
Senior Specialist Talent Management,
South Africa Airways

Conference Opportunities:

- ✓ **Networking Opportunities:** It brings together HR professionals, managers, and leaders to exchange ideas, insights, and best practices.
- ✓ **Learning and Development:** Attendees can stay updated on the latest trends, technologies, and strategies in talent management, such as talent acquisition, retention, and leadership development.
- ✓ **Problem-Solving:** Conferences provide a platform to address challenges like talent shortages, employee engagement, and skill gaps, offering innovative solutions.
- ✓ **Strategic Insights:** Industry experts share actionable insights on workforce planning, diversity, and the future of work, helping organizations align talent strategies with business goals.
- ✓ **Motivation and Inspiration:** Engaging sessions, keynote speakers, and success stories can inspire fresh approaches to talent management and employee retention.
- ✓ **Collaboration and Innovation:** The event fosters collaboration and sparks new ideas, driving innovation in talent management strategies.

Conference Agenda (5 December 2024) to be updated

08:00 – 08:20 Registration

08:20 – 08:30 Welcome Remarks From Chair

08:30 - 09:15 Creating Your Talent Pool Through Training

- The Value of Internal Talent Development
- Personal Development Plans (PDPs) and Identifying Talent.
- The Role of Leadership in Talent Pool Development
- Case Studies & Success Stories
- Call to Action: Start Now

(Speaker, Sandra Middleton: Learning & Development Specialist | Training Manager | Performance Coach | Life Coach)

09:15 – 10:00 Engaging Employee Experiences

- What is Employee Experience (EX) and Its Role in HR?
- The Evolving Role of Employee Experience in Talent Management
- Understanding the 'Moments That Matter'
- Designing a Human-Centred Employee Experience
- Building a Culture of Trust and Transparency
- The Intersection of Employee Well-being and Experience
- Preparing for the Future: Flexibility and Adaptability in EX

(Speaker, Fayrooz Khan: Employee Experience Architect | People Professional | FSW Human Capital Consulting)

10: 00 – 10:45 Strategic Succession Planning

- Leveraging strategic succession planning as a driver of organizational sustainability
- Diagnosing and gap analysis of strategic succession planning best practice criteria
- Recommending improvement strategies (Code of Best Practice) for these identified compliance gaps
- Applying an evidence-based and data-driven philosophy to succession planning
- Harnessing succession planning metrics/KPI's and incorporating into HRM Scorecard

(Speaker, Charles Cotter, PhD: Independent Global Blended Learning Practitioner and HRM/Learning & Development Strategist)

10:45 – 11:15 Tea Break

11:15 – 12:00 Agile Performance Management Processes

- Definition of performance management
- Key benefit of performance management for the organisation
- Purpose of performance management
- Errors in performance management
- Recommended conditions for performance management
- Performance management process
 - Performance planning
 - Performance coaching and mentoring
 - Performance measurement and evaluation
 - Performance feedback and documentation

(Speaker, MR J F MAHLANGU: HRD Manager/ Talent Management)

12 :00 – 12 :45 Digital Transformation & Data-driven Decision Making

- Fundamentals of Digital Transformation
- Key Business Domains in a digital Horizon
- Skills of the future
- Emerging technology

(Speaker, Nishan Pillay CEO: Keynote Speaker | Faculty | Enterprenuer

12:45 – 13:30 Lunch Break

13:30 – 14:15 Employee Well-being and Mental Health

- Absenteeism and presenteeism
- Stress and chronic fatigue
- What takes your health into a downward spiral
- What takes your health into an upward spiral
- Mental health and wellness
- 7 types of rest that everyone need
- Employee wellness case study

(Speaker , Candice Johnsen | Health & Wellness Coach)

14:15 – 15:00 Talent Acquisition and Talent Management Alignment

- Overview of Talent Acquisition and Talent Management / Relationship between TA and TM
- Critical importance of alignment and cost of misalignment
- Skills gap analysis
- Strategic workforce planning
- Strong employer brand
- Strengthening TA as an investment into TM
- Retention-focused Talent acquisition
- Role of data analytics and HR Technology
- Practical case study to illustrate presentation topic

(Speaker, DR Shamla Naidoo, Talent Management | Organisational Psychologist | SIOPSA secretary)

15:00 - 15:15 Comfort break

15:15: 16:00 Adaptability and Change Management

(Speaker to be confirmed)

16:00 closing

Start 08:30 hrs. , End 15:30 hrs.

Stay and Thrive: Cultivating Lasting Talent with Dr Charles Cotter (Workshop)

Talent retention offers numerous benefits that positively impact organizations. It reduces recruitment and training costs, as retaining skilled employees minimizes the need for constant hiring. With experienced staff, productivity and efficiency improve, leading to better performance and innovation. Retained employees also contribute to stronger company culture, as their loyalty fosters team stability and cohesion. Furthermore, retaining top talent enhances customer satisfaction, as long-term employees build deeper relationships with clients. Ultimately, talent retention leads to sustained growth, a competitive edge, and improved morale within the organization.

Workshop Learning Take Away

- ✓ Identifying the drivers of talent retention (managing the 4 C's)
- ✓ Diagnosing and gap analysis of talent retention best practice criteria
- ✓ Recommending improvement strategies (Code of Best Practice) for these identified compliance gaps
- ✓ Harnessing employee engagement as a primary driver of talent retention
- ✓ Diagnosing and gap analysis of employee engagement best practice criteria
- ✓ Recommending improvement strategies (Code of Best Practice) for these identified compliance gaps
- ✓ Applying the Deloitte Irresistible Organization model as a talent retention framework
- ✓ Harnessing succession planning metrics/KPI's and incorporating into HRM Scorecard

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REGISTRATION KIOSK : +27 (0) 87 700 1144 / email to info@onlinetnm.co.za
FEE R 8 499 ONLINE LIVE , R 8 999 PUBLIC

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APPROVING AUTHORITY
FEE R 8 499 ONLINE LIVE , R 8 999 PUBLIC

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Invoice Address.....
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Date
Signature.....
VAT No#.....

ACCOUNT NAME	TNM CORPORATE SOLUTIONS PTY LTD
BANK	FNB
BRANCH	NORTHGATE
BRANCH CODE	256 755
ACCOUNT NUMBER	62723038429

HOW TO REGISTER

Registration can only be done by completing this registration form and email it to info@onlinetnm.co.za

Do note: No booking will be accepted or invoice issued until the duly completed registration form is received!

Accepted applications to attend the TNM Corporate Solutions training course (“Event”) are in every case subject to these terms and conditions:

Payment Terms – Payment is due in full upon completion and return of the registration form. Due to limited conference space we advise early registration and payment to avoid disappointment..

Orders from Public institutions will be accepted.

Delegate Cancellations – must be received by TNM Corporate Solutions in writing and must be addressed to the Customer Services Manager at info@tnmcorporatesolutions.co.za

Cancellations received 10 working days before Event start-date, entitle the cancelling delegate to a full credit of amounts (credit to attend future event – not refund monies) paid to date of cancellation which may only be redeemed against the cost of any future TNM Corporate Solutions Event, within one year from date of such cancellation;

Any cancellations received less than 10 working days before the Event start-date, do not entitle the cancelling delegate to any refund or credit note and the full fee must be paid; Nonattendance without written cancellation, the Customer Services Manager, is treated as a cancellation with no entitlement to any refund or credit.

Speaker Changes – Occasionally it is necessary for reasons beyond our control to alter the content and timing of the program or the identity of the speakers.

If TNM Corporate Solutions cancels an Event, delegate payments at the date of cancellation will be credited to a TNM Corporate Solutions Event (such credit is available for up to one year from the date of cancellation). If TNM Corporate Solutions postpones an Event, delegate payments at the postponement date will be credited towards the rescheduled Event. If the delegate is unable to attend the rescheduled Event, the delegate will receive a full credit of amounts paid up to the date of postponement which may only be redeemed against the cost of any future TNM Corporate Solutions Event (and such credit will be available for one year from the date of postponement). No cash refunds whatsoever are available for cancellations or postponements.

Warranty of Authority – The signatory warrants that he/she has the authority to sign this Application and agrees to be personally liable to TNM Corporate Solutions for payments falling due pursuant thereto should such warranty be breached



Dr Charles is an independent global Blended Learning Practitioner and Learning & Development (L&D) Strategist, specializing in management training, with over 23 years' industry experience in global talent management & development. Since 2004 he has offered training programs (online & F2F) & HRM/L&D management consultation services in a specialized array of disciplines ranging from management; (strategic) HRM; (strategic) L&D; business communication to soft skills for 197 companies in multiple industries, in both the public & private sectors, in 45 different countries.

Dr Charles has also offered public training programs for 77 reputable local & international training events companies. Collectively over his 22-year career span he has trained over 37 000 learners globally. Prior to 2004, he was a Training Program Manager for a 4-year time period at the CTMM, targeting the training needs from supervisory to senior management levels. Prior to this position he was an Assistant Director: Logistics Management at the CCP.

Dr Charles was a contract lecturer at TUT for over 11 years & he has also facilitated for 7 other African higher learning institutions including the NWU School of Business Management; Enterprises University of Pretoria (UP); Southern Business School & Ibadan Business School.

Charles has a PhD degree (Business Management). Previously, he completed Master of Business Administration (MBA) (cum laude), B.A Honours degree (cum laude) in HRD & B.A (Communication) degrees.

Dr Charles was the Vice President of the Southern Africa Professional Trainers Association (SAPTA), for 5 years. He is a registered constituent assessor with the ServicesSETA. He is an external examiner for UNISA & the DaVinci Institute. He was an Accredited Trusted Trainer, issued by the global training quality assessor, Course Conductor.

Dr Charles is a published, feature article writer in international HRM publications & regarded as an influential, L&D thought leader on social media, with a global,

Fayrooz Khan, Employee Experience Architect, FSW Human Capital Consulting.

She is an experienced Employee Experience Architect with a rich background in transforming workplace environments. With extensive experience as a People Professional at South Africa's most innovative bank, she has honed her expertise in crafting HR strategies that foster employee engagement. As an HR professional, entrepreneur, and branding coach, Fayrooz is passionate about leading impactful change and creating employee experiences that align with the evolving needs of modern organizations.



Sandra Middleton, Learning & Development Specialist, Training Manager, Performance Coach, Life Coach, "As an experienced Learning and Development Manager, I have dedicated nearly two decades to designing and executing comprehensive training programs across multiple industries. My expertise spans instructional design, performance coaching, and the development of customized learning solutions tailored to organizational goals. With a focus on continuous improvement and innovation, I've successfully led national training strategies for large teams, driven by data-driven assessments and cutting-edge techniques. Skilled in both face-to-face and eLearning content creation, I thrive on cultivating environments of growth, ensuring long-term success for businesses and individuals alike"



Nishan Pillay, CEO: Keynote Speaker, Faculty, Entrepreneur, With almost 20 years of corporate experience in Financial Services and other major industries coupled with a strong academic background, Nishan is able to pair practical knowledge with academic rigour. He is a hands-on professional and astute executive that brings relevant topics into a room and makes them come alive. Studied an Honours, MBA and an International Executive Masters in Digital Transformation.

Areas of Expertise and passion:

- ✓ Digital Transformation
- ✓ Digital Marketing
- ✓ Adapting to the Digital Customer
- ✓ Skills of the future
- ✓ Mega-Tech Trends
- ✓ Agile ways of working
- ✓ Digital Ethics



Dr. Shamla Naidoo, Senior Specialist Talent

Management, “As a registered Industrial/ Organisational Psychologist with the HPCSA, and a holder of a doctorate in Industrial Psychology, my career experience spans across the People Function with specific focus on areas such as Talent Management, Succession Management, Career Management, Organisational Development, Employee Wellness, Coaching, Culture and Change”.



Mr J F Mahlangu Independent HR Coach & Mentor , “I

have 35 years working experience. 17 Engineering in the mining and industrial environment. 18 Human Resource Development. 15 as a manager in the learning and development. My primary KPA in HRD is planning training, consulting, alignment to organisations strategy and delivery as planned. Development of learning materials and systems. Management of training interventions and ensure relevance. Conduct quality assurance audits and ensure organisation compliance to ISO requirements. Ensure delivery of accredited training and obtaining accreditation for different training programmes. WSP compiling, consulting submissions to Seta. Compilation of compliance reports SLP, Mining Charter, BBBEE, Employment Equity, Social and Ethics and ensure submission before closing dates. Management and implementation of AET, scholarship, bursaries, internships, postgraduate, learnership programs. Talent development and management. Leadership development, study assistants and safety training”



Candice Johnsen Independent Health and Wellness

Coach , “I am a health coach and it is my passion and mission to improve health and wellness in the workplace. Why? Because healthy people are happier, more productive, and are physically and mentally more resilient to everything that work and life throw their way. And primarily, because nothing brings me greater joy than seeing the positive transformation in the people and teams I work with, so that they are empowered to show up more fully in their work and their lives. I have studied, and continue my studies, in nutrition and lifestyle at the International Academy of Natural Health and Wellness.

My coaching includes education about health and nutrition, and supporting individuals, private groups and teams in the workplace to achieve physical, and mental health and wellbeing using science-based, and evidence-based nutrition and lifestyle principles.

My 6-Step Transformational Health Program uses proven, effective and sustainable strategies. This coaching program supports employees to improve their energy levels, mental health and focus, stress resilience, productivity and wellbeing, without them feeling even more stressed or overwhelmed in their already busy lives. Most participants begin to experience noticeable improvement to their energy levels, health and wellbeing within 2 weeks. After completing the program, participant scores show improvements ranging from 20%-80% across all measured factors”.