

HR BUSINESS PARTNER CONFERENCE 2019

11 JUNE 2019 | Pre-Conference Workshop
12-13 JUNE 2019 | Two-Day Conference
SOUTHERN SUN CULLINAN HOTEL
1 Cullinan Street, Cape Town

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INTRODUCTION

Over the years, there has been a great shift in the role(s) of the HR Business Partner (HRBP).

Previously, most HRBP-related responsibilities dealt with administrative or transactional activities, however today, most of this administrative work shifts to the HR service delivery function, leaving the HRBP to focus on strategic initiatives. The modern HR Business Partner must not only serve as a mediator between employees and management, but also ensure strategic and transformational target are met.

So how can the modern HRBP rise to the challenge? And what crucial skills are required?

The **2019 HR Business Partner Conference** will bring together CHROs, line managers, business leaders and senior HRBPs to share key insights on the future of the HR Business Partner role.

WHY YOU SHOULD ATTEND THIS CONFERENCE

- Discover how the role of HRBP will change in the new world of work
- Hear case studies from companies with the best HRBP models
- Get insights and examples of improved business results through effective implementation of the HRBP role
- Learn how to create a meaningful workplace through driving purposeful organisations
- Discover how to translate your organisation's strategy into an effective and actionable HR strategy
- Build a strong and credible relationship with line management after hearing how to be an internal consultant
- Learn the critical success factors for establishing and keeping employee engagement high within your organisation

WHO SHOULD ATTENDS THIS CONFERENCE

- HR Business Partners
- Human Resources Managers
- HR Executives managing and developing
- HR Practitioners
- HR Directors
- Talent Managers
- HR Consultants
- Line Managers (who would like to collaborate better with HR)



BUSIE MHLANGA-MJIMBA

Conference Manager | KR

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t +27 (79) 591 2688

HR BUSINESS PARTNER CONFERENCE 2019

11-13 JUNE 2019 | SOUTHERN SUN CULLINAN HOTEL · 1 CULLINAN STREET, CAPE TOWN

CONFERENCE PROGRAMME | DAY ONE • 12 JUNE 2019

07:30–08:30	REGISTRATION · Meet and greet conference attendees, speakers and KR staff
08:30–08:45	Welcome and introduction
08:45–09:30	The new role of HRBP in the new world of work <p>The HRBP role has evolved significantly during the past few decades. Previously, most HRBP-related responsibilities dealt with administrative or transactional activities, however today most of this administrative work shifts to the HR service delivery function, leaving the HRBP to focus on strategic initiatives.</p> <ul style="list-style-type: none">• HR Business Partnering in an Agile working environment• Shifting the focus to “people” – listening and responding to employees• The modern HR Business Partner model <p><i>Speaker</i> LISA ANDREWS, <i>Head: Talent - Southern Africa Area, British American Tobacco</i></p>
09:30–10:15	HR strategy that delivers <ul style="list-style-type: none">• Aligning business and HR needs – organisational diagnosis• Reengineering organisation processes: ‘shared services’• Establish right HR capabilities• Improve HR operational excellence continuously <p><i>Speaker</i> AMANDA JODAARN, <i>Director and Principal Consultant, Grayfeather Consulting</i></p>
10:15–10:45	MORNING BREAK · Enjoy refreshments and network with conference attendees and speakers
10:45–11:30	Is Performance management really worth all the hassle? <ul style="list-style-type: none">• Why performance management?• Turn business leaders into performance managers• Monitoring and evaluation aligned to the business function <p><i>Speaker</i> RONNIE TOERIEN, <i>HCM Sales Development and Strategy Lead, Oracle</i></p>
11:30–12:30	HR as a change catalyst <ul style="list-style-type: none">• Building a strategic change architecture• How HRBPs can help fellow employees to see change as ongoing, evolutionary, and emergent, and look at it objectively.• HR leaders can further support transformational change in the enterprise by leveraging whole-system engagement methodologies that generate interest in the change challenge, and allow ideas for change to emerge from the community. <p><i>Speaker</i> SAMKELO BLOM, <i>Founder, Nomatu Consulting</i></p>
12:30–13:30	LUNCH · Learning conversations and connect over lunch with conference attendees and speakers

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13:30–14:15	ORGANIC Agility: a complexity-oriented approach to organisational design and change aimed at increasing resilience <i>Speaker</i> PETER HUNDERMARK , <i>Agile Coach, agile 42</i> MIKE FREISLICH , <i>Business Agility Coach & Trainer, agile42</i>
14:15–15:00	HRBP as an internal consultant The role of the HR Business Partner as an internal consultant is providing an enabling business support role. <ul style="list-style-type: none">• Being the custodian of client relationship – between HR and the business• Responsible for leading the professional area; bringing evidence-based practice into the organisation and addressing the people challenges for their area of expertise• Ensuring consistently high standards of HR service delivery• Lead the HR vision, including role modelling, great personal and team leadership and taking an active role in ensuring the HR Operating Model is embedded successfully <i>Speaker</i> MANDLA DLOVA , <i>HR Director, Curo Fund Services</i>
15:00	WRAP UP OF DAY ONE · Networking and departure

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CONFERENCE PROGRAMME | DAY TWO • 13 JUNE 2019

07:30–08:30	MORNING REFRESHMENTS · Reconnect with conference attendees, speakers and KR staff
08:30–08:45	Welcome and introduction
08:45–09:30	Motivating for Change Leadership to enable your innovation pathway <p>Companies today tend to have tactical strength, but are constantly asking for leaders that are more adaptive in their behaviour, including demonstrating high levels of engagement, a growth mindset, collaboration, innovation and creativity. Learn how you can move your company into this space by measuring and improving the motivation levels of your teams and unlocking the pathway to a high performing and results driven culture.</p> <ul style="list-style-type: none">• Drive results directly into your business• Learning, coaching and real life practical application• Sustainably supported by an interactive toolset, action plan management and improvement insights• Build communication, respect and understanding between teams <p><i>Speaker</i> CHRISTY HUNTER CHAPMAN, <i>CEO, Empanda Consulting</i></p>
09:30–10:15	Empanda Consulting presentation
10:15–10:45	MORNING BREAK · Enjoy refreshments and network with conference attendees and speakers
10:45–11:45	The corporate athlete: How to energise people to create a healthy workplace and support mental health? <p>By a better understanding of the human energy and our physical, mental, emotional and spiritual energy, you will be able to assist your people to enhance their personal energy and recharge their batteries better.</p> <p>Luc Van der Hofstadt, Director at Mentally Fit will use powerful sports metaphors adapted to the role of the HRBPs and highlight a new perspective on how to manage our personal energy. He will also present a set of practical and relevant coaching tools linked to the world of sports and business.</p> <p><i>Speaker</i> LUC VAN DER HOFSTADT, <i>Director, Mentally Fit South Africa</i></p>
11:45–12:30	Hiring talent based on capability vs. competency <ul style="list-style-type: none">• Differentiating capability and competency to identify the differences and connections• Being open-minded to assess potential candidates instead of simply matching experience with the job description• Tackling the challenges of competency-based hiring <p><i>Speaker</i> LERATO SEMENYA, <i>Managing Executive, talent CRU, an Adcorp Company</i></p>
12:30–13:30	LUNCH · Learning conversations and connect over lunch with conference attendees and speakers

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CONFERENCE PROGRAMME | DAY TWO • 13 JUNE 2019

13:30–14:15

How to build a world-class onboarding programme to improve employee experience and reduce turnover

- How to build a strong onboarding experience that sets your company apart from others
- Aligning new hires' personal goals to your company's purpose from day one, so those employees feel connected, engaged, and pumped about performing at a high level
- Creating meaningful opportunities for new hires to connect with co-workers and managers from day one
- Design and build a world-class onboarding experience

Speaker **KIM KAY**, *Head of Talent Management, 2U, Inc.*

14:15–15:00

Optimising your organisations rewards structure to drive performance

Reward optimisation is the process of better understanding your employees collective value drivers and the tailoring of your reward structures to meet those drivers in the most cost effective manner possible.

Deloitte Consulting will share their optimisation study which is supported by a powerful survey, analysis, and modeling tool that provides a deeper look into employee preferences and the cost of each component of rewards.

This allows for more effective decision making in the design of your rewards program.

Speaker **RENZO TOGNOCCHI**, *Senior Manager: Reward, Deloitte Consulting*

15:00

CLOSE OF CONFERENCE · Networking tea and departure

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HR TRANSFORMATION: WHAT WOULD YOUR HR DEPARTMENT LOOK LIKE IF IT WAS RUN LIKE A CUSTOMER-CENTRIC BUSINESS?

Facilitated by

JANKO KOTZÉ

Managing Director and Industrial Psychologist, Human Interest

In the knowledge and gigabyte economy – companies with the best talent win. Despite this well-known fact, and the volatility, uncertainty, complexity and ambiguity facing companies in a highly competitive economic environment, many HR functions are structured and operate as bureaus with a monopoly on internal services rendered. How can HR transform itself away from being a comfortable “internal service provider” and a “grudge purchase” towards offering leading edge, innovative products and services for their unique customers?

- What can HR learn from the very businesses they serve on how to unlock value for their “customers”?
- Which well-established business concepts are HR overlooking? Agile? Lean? Continuous improvement?
- How can HR better understand the needs of their customers (and do they even know who their customers really are)?
- What does the HR/Talent Value Chain and Operating Models look like for the modern HR organisation?
- How can HR functions begin transforming themselves towards innovation and customer excellence?
- What are the individual competencies required to run HR as a business and not a bureau?

WORKSHOP TIMES

07:30	Registration
08:30	Workshop begins
10:00	Morning break
12:30	Lunch
15:30	Wrap up



JANKO KOTZÉ

Janko is an Industrial Psychologist and holds a Master’s Degree in Industrial and Organisational Psychology at Unisa (Cum Laude). He has extensive consulting experience and has designed and delivered organisational development solutions across the globe. Following senior positions at two international consulting firms, Janko founded Human Interest, a specialist Organisation Design and Development firm with the purpose of moving the performance dial through the power of people. Janko and his team thrives in developing interconnected, targeted actions aimed at transforming individuals, teams and organisations. He is passionate about people’s potential and have worked with global leaders, Olympic athletes and league winning sports teams to achieve their goals.

CONFERENCE SPEAKERS



SAMKELO BLOM
Founder, Nomatu Consulting

Samkelo Blom started his career as a Trainer/Facilitator. He has had an extensive experience in leading and managing L&D in government and also various JSE listed companies. He later transitioned into HR where his previous role was Head of HR for a large multi-national brand. A seasoned HR thought leader with a passion and understanding for Talent Management, Leadership Development, Employee Engagement and also Diversity and Inclusion. Samkelo is a great public speaker with good story telling and thus brings a lot of HR wisdom and business realities on how HR can partner with business. In 2018 Samkelo started his own boutique HR consulting company specialising in Diversity and Inclusion and helping companies source and coach talent.



KIM KAY
Head of Talent Management, 2U, Inc.

Kim Kay is the Head of Talent Management, based in 2U's Cape Town office. In her role, Kim is responsible for managing the Talent Management team whose primary focus is strategic business partnering on

all things people related. Learning & development, organisation development, compensation & benefits, HR legal and compliance all fall within their wheelhouse. Kim's leadership philosophy is built on collaboration, respect and trust, and it's with this energy that she and her team saw GetSmarter through their successful acquisition by 2U, Inc. in 2017. Kim holds a Bachelor's Degree from the University of Cape Town in Social Sciences, and a Masters Degree in Political Communication from the University of the Pacific (California, USA).



RONNIE TOERIEN
HCM Sales Development & Strategy Lead, Oracle

Ronnie Toerien is currently the HCM Development & Strategy Leader for Africa at Oracle where he has worked for the past 14 years. He studied Law through correspondence at UNISA and also has a Diploma in Business Management. His first job was at the State Attorney in Johannesburg many moons ago. He is also part of the Oracle Global Luminaries programme as the HCM thought leadership representative for ECEMEA (Eastern and Central Europe, Middle East and Africa). In his role, Ronnie travels extensively and is regularly invited to present at external Talent Management events around South Africa (including the first HR Tech Fest in 2016 and again in 2017) as well as in Botswana, Kenya, Mauritius,

Mozambique, Namibia, Tanzania and Zimbabwe. He has been an HCM keynote speaker at Oracle events in those countries as well as in Angola, the Gambia, Malawi, Senegal, Rwanda and Uganda. He occasionally guest-lectures to MBA students at Wits Business School and to HR Master's students at the University of Johannesburg as well as at the University of Pretoria where he is also on the Examination Panel for the Industrial Psychology Masters Students.



LERATO SEMENYA
Managing Executive, talent CRU, an Adcorp Company

Lerato Semenya is the Managing Executive for talentCRU, an Adcorp company - enabling organisations to revolutionise the fulfilment and management of their workforce strategy using customised talent solutions. Smart, swift and compliant solutions for building permanent and contingent workforces. Communication and advocacy in the workforce strategy is her passion, developed and honed through her 16-year career which has spanned across IT, Strategy Development and Execution, in the Mining, Financial Services, Oil and Gas, IT industries. She is interested in constantly evaluating the influence of technology in the solutions available for the South African employment landscape, including the distillation

of hype in latest trends in Human Resources and Talent Management, to ensure that trend evaluation is always done in conjunction with the business imperatives and strategic drivers.



LUC VAN DER HOFSTADT
Executive Business Coach and Country Director, Mentally Fit Institute South Africa

Luc Van der Hofstadt is an Executive Business Coach at the Mentally Fit Institute since 2000. He holds a Masters in Laws from the University of Antwerp (Belgium), is a Certified Coach from the Institute of Neurocognitivism and is a Belbin Team Role Accredited Trainer. As a sports and executive coach, Luc uses powerful sports metaphors to coach individuals, teams and organizations to reach sustainable performance. He teaches at various international Business Schools such as Insead Paris and is co-author of the book "Management Assistant". He regularly directs team and individual coaching sessions for Executive Committees, Managers and Individuals for corporate and institutional clients in various countries around the world. As an international facilitator and motivational speaker, Luc coaches and inspires on team dynamics, advises individuals, leaders and managers how to manage their own energy, their team members' energy and their organisational energy in our diverse world. He also

CONFERENCE SPEAKERS

manages the Mentally Fit Institute South Africa which he founded.



RENZO TOGNOCCHI
Senior Manager, Deloitte Consulting

Renzo is a Senior Manager in the Actuarial, Reward and Advanced Analytics practice within the Deloitte Human Capital practice. He is also registered as a Chartered Reward Specialist with the South African Reward Association. Renzo has consulted extensively throughout Africa and the Middle East, and is uniquely positioned to provide cutting edge reward and recognition designs. His work experience includes Expatriate Pay modelling; Employee and Executive Compensation Design; Employee Benefit Structuring; Recognition and Motivation Schemes; Organisational Design; Job Profiling an Evaluation; Performance Management; Mergers & Acquisitions as well as Reward Governance & Compliance.



AMANDA JORDAAN
Director and Principal Consultant, Grayfeather Consulting

Amanda has more than 27 years of experience in the HR industry working on a vast range of strategic HR projects ranging from the deployment of large

enterprise systems to reinventing recruitment for the modern age. She has worked in range of companies, both as a consultant and employee and gained experience in the international market when working in corporate HR in large international concern for 10 years. She has first-hand experience of large organisational transformations and change events, and this led to a keen interest in organisational culture, team performance and dynamics and organisational formation and restructures, especially in new world of work. She is currently focusses on assisting companies establish the culture and transform to meet the demands of the digital age.



CHRISTY HUNTER CHAPMAN
CEO, Empanda Consulting

Christy is the founder and CEO of Empanda, specialising in organisational change, leadership, communication, and learning. She is also the creator of the OASIS Leadership Journey, an experience that integrates learning, coaching, leadership and action to deliver sustainable business innovation. Christy is also working closely with the United Nations Global Compact to support the 2030 Agenda for ambitious transformational change to improve our world. Christy has an MA in Philosophy, Politics and Economics from Magdalen College, Oxford, and was an officer in the

British Army before starting her career at Accenture. She has over 20 years of corporate experience in major transformational change at major corporates.



MANDLA DLOVA
HR Director, Curo Fund Services

Mandla joined Curo Fund Services in June 2014 bringing more than 14 years' experience in the field of Human Resources within the financial services industry. Among others, his experience includes Performance Management, Labour Law, Organisational development, Employee development and HR Strategy. He leads the team who ensures that Curo remains an employer of choice with a world-class Employee Value Proposition.



PETER HUNDERMARK
Agile Coach, agile 42

Peter studied engineering and commerce. He has worked in IT for a very long time and in many roles including software development, sales, marketing, product management, general management and, of course, project management. He has led numerous projects for high-profile organisations in South Africa and North America. He has

worked with iterative and incremental software development processes since 1999, focusing on Scrum and Agile practices since 2006. He started Scrum Sense in 2007. He founded the Scrum User Group of South Africa in 2008. He has introduced Scrum into scores of development teams locally and in Brazil. He leads certified Scrum training classes in South Africa and elsewhere. He is a Certified Scrum Coach and Certified Scrum Trainer.



MIKE FREISLICH
Business Agility Coach & Trainer, agile42

Mike has worked as an IT professional since 1994 and has been involved in managing teams and developing software products since 1998. Since discovering Agile in 2005, Mike is passionate about helping teams and organisations achieve their potential through the use of Lean and Agile methods. Centring the human connections within organisations around purpose while fostering a culture that supports the ideas of collaborative problem solving, and evolutionary improvement makes for sustainable business, happier people and better outcomes. Mike loves the Kanban approach to create inclusive, collaborative, focused, measurable, improvements within teams and organisations. Mike has achieved his Kanban Trainer accreditation (AKT) in 2017.

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REGISTRATION INFORMATION

REGISTRATION FEE	2019 EXCL. VAT
A 11-13 June 2019 Pre-conference Workshop & Two-day Conference	R 9 500.00
B 12-13 June 2019 Two-day Conference only	R 7 900.00
C 11 June 2019 Pre-conference Workshop only	R 3 600.00

Registration fees **exclude VAT**. INCLUDES speaker slides, parking, refreshments, snacks, lunch and conference material.

HOW TO REGISTER

ONLINE	EMAIL	PHONE
WWW.KR.CO.ZA	Email completed form magdeline@knowres.co.za	MAGDELINE MATLATSE +27 (11) 706 6009

SPECIAL OFFERS

- Register 3 delegates and the 4th delegate attends free of charge!
- HR Think Tank Members qualify for 20% discount – contact Zia Attlee for membership +27 (11) 706 6009 | zia@knowres.co.za
- Special discount for registered NPOs, small businesses (30 / less employees) & full-time lecturers at universities – contact us 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 or the date. You will be notified no less than 5 working days prior to an event. 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

SETA GRANTS AND ACCREDITATION REQUIREMENTS

Many of our delegates enquire about the accreditation of our events. There is a misconception that organisations qualify for SETA grants only for accredited programmes. This is not correct. The payment of SETA grants is regulated by the Government Gazette, no. 9867, Vol. 570, 3 December 2012, no. 35940. These Regulations clearly state that the SETAs "must allocate a mandatory grant to a levy paying employer" that has submitted a WSP and ATR by the regulated date, has provided all the information required in the regulated template, and is up to date with skills levy payments. Furthermore, the template in the Regulations (Section C: Skills Development) allows employers to include ALL planned training in the report; not only accredited programmes.

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REGISTRATION FORM

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 entry to the event if payment has not been received.

BOOKING MADE BY (NAME & SURNAME):

Company:

Company VAT number:

Email:

Postal address:

Postal code:

Date:

Department:

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Signature:

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

DELEGATE 1

Tick options A B C

Name:

Title: Mr / Mrs / Miss / Dr / Prof

Designation:

Email:

Phone:

Cellular:

Dietary requirements:

DELEGATE 2

Tick options A B C

Name:

Title: Mr / Mrs / Miss / Dr / Prof

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Email:

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Dietary requirements:

DELEGATE 3

Tick options A B C

Name:

Title: Mr / Mrs / Miss / Dr / Prof

Designation:

Email:

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Cellular:

Dietary requirements:

DELEGATE 4

Tick options A B C

Name:

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CREDIT CARD PAYMENT mark appropriate box

VISA

MASTERCARD

AMEX

DINERS

Cardholder:

Card number:

Date:

Expiry date:

Amount (Total incl. VAT):

Signature:

CCV number: