

TALENT MANAGEMENT CONFERENCE 2018



Aligning people strategies with business strategy: attraction, engagement and retention

19 SEPTEMBER 2018
PRE-CONFERENCE WORKSHOP

20 SEPTEMBER 2018
ONE-DAY CONFERENCE



VENUE • MARRIOTT HOTEL CRYSTAL TOWERS
CORNER OF CENTURY BOULEVARD AND RIALTO ROAD, CENTURY CITY, CAPE TOWN

CONFERENCE AT A GLANCE

INTRODUCTION

It's indeed a fascinating time to be in Talent Management!

We live in an era of unprecedented, relentless change - a time of rapid innovation and emergence of new knowledge resulting in constant transformation, obsolescence and evolution of existing careers as well as the creation of new careers. In an era like this, every organisation is faced with a need for a talent management flexibility to meet the demands of the dynamic business landscape.

Join thought leaders, trends and innovation experts at the Knowledge Resources Talent Management conference as they share insight into the approaches organisations are taking to meet the changing economy of the 21st century through talent management strategies that focus on agility, insight and execution.

This event is your source for guidance on talent retention and development strategies for your organisation, plus it offers key insights you need to be pondering on to progress in your Talent Management career.

The conference is designed to prepare you for a new era of Talent Management, to understand its accelerated drivers, adopt emerging tools and adapt to the next generation of talent roles and deliver on a new set of expectations. Make sure you don't miss it!

ABOUT KNOWLEDGE RESOURCES

KR is an integrated business and management content provider. Our products and business offerings enable individuals and organisations to succeed, grow and thrive.

KR not only develops and hosts conferences, workshops and seminars but we are also the largest business book publisher and supplier in Africa. We also publish an online magazine entitled Human Capital Review, www.humancapitalreview.org, which is endorsed by Harvard Business School Press. We are a very reputable and established company, respected for the quality events we host.

7 REASONS WHY YOU SHOULD INVEST TIME TO ATTEND

- **Increase your knowledge of relevant trends, concepts and skills**
This conference offers topics hinged on key talent management content pillars that will promote your personal and professional development. Find out how new technologies – Mobile, Social Media, Integrated HR Systems are changing the game
- **Gain actionable insights that truly drive return on investment**
Move beyond best practices and learn about next practices that will maximise organisational performance. Learn about new practices that challenge how talent professionals use predictive data and analytics and leverage technology to provide more aligned and competitive talent solutions
- **Explore Talent Management Frameworks**
Learn and implement tools from numerous case studies and success stories. Hear how organisations are innovating talent management processes by aligning the business and engagement strategy to address new business challenges
- **Discover how talent programs can make your company more agile**
Make business impact the foundation of your talent strategy
- **Learn from the best**
Hear insights to gain buy-in for your talent strategy and demonstrate the value of investment in your organisation
- **Network with peers**
This conference gives you the opportunity to brainstorm and benchmark solutions with fellow attendees
- **Benefit from the opportunity to customise your learning**
By participating in the unique and interactive world café session at the end of the conference, you will receive insights that will enable you to practice and apply your skills and walk away with strategies and tactics that you can begin to implement in your own organisation

WHO SHOULD ATTEND THIS EVENT

We recommend this conference for VPs, Directors, Managers, Advisors, Specialists, Academics, Researchers and Consultants who are concerned with the following areas:

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

Presentations will be appropriate for all industrial, commercial and public sectors.

PARTICIPATING ORGANISATIONS



ADDED VALUE! PRE-CONFERENCE WORKSHOP

ONE-DAY PRE-CONFERENCE WORKSHOP • 19 SEPTEMBER 2018

CREATING A TALENTPRINT FOR YOUR COMPANY

Facilitated by MARTIN SUTHERLAND, Global Director, PeopleTree

This workshop will cover the following:

- Talent Management 3.0: Why talent management is struggling to have the impact it should have and what to do about it.
- People Analytics as a platform for decision making: How to transform your current talent data into engaging insights for the business
- Succession Management - Moving Beyond Ready Now, Ready Later: How to increase the robustness and predictability of your succession process

VARIOUS REGISTRATON OPTIONS!

Even if you are not attending the full conference, you can still register for a stand-alone workshop.

SPONSOR & EXHIBITION OPPORTUNITIES



Contact KEEL HEUBNER for more information
+27 (21) 556 7663 | keel@avenue.co.za

VARIOUS SPONSORSHIP PACKAGES ARE AVAILABLE

- Exhibitors have the opportunity to showcase their product/service offering directly to the attendees.
- Schedule meetings with hard-to-reach professionals.
- Exhibitors will be placed directly within reach of the attendees, offering the opportunity to interact with professionals during registration, morning break, lunch time, afternoon break and at the cocktail function.
- Position your brand among elite service providers
- Network and build relationships one-on-one with key people in the industry
- Show off your state of the art software & technology

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CONFERENCE PROGRAMME • 20 SEPTEMBER 2018

07:30–08:20

REGISTRATION • Meet and greet conference attendees, presenters and KR staff

08:20–08:30

Welcome and introduction by chairperson

Chairperson SELMA DE MORNEY, *Head : Talent, Change and Transformation, Woolworths Financial Services*

08:30–09:15

Talent 4.0 – securing and fast-tracking talent readiness for an unknown future

With the rapidly evolving world of work, we need to respond strategically with the talent required for the future. Whilst integrated talent management (practices, processes, tools) has become fairly widespread, organisations are not often solving the “SO WHAT” of talent data both now and for the future. There are a number of new questions that we need to be asking ourselves to prepare ourselves for the talent questions of the future.

- Do we know what the organisation of the future will look like? How do you plan for roles and skills that may not exist yet?
- What is the criteria for potential in a world of such high change? Which attributes or skills will enable success regardless of the environment or role?
- How do we attract, access and engage talent in the gig economy?
- What is the future Facebook for talent? How do we use AI, social media and sensing technologies to continuously collate data on and assess our talent – both external potential talent and internal existing talent?
- How do we look broader and deeper to find the talent gems that have been overlooked before through poor education or opportunity but that have the potential to shine?
- How do we accelerate talent development and readiness through integrating technology, learning experiences and the human interaction?

Speaker DEBBIE CRAIG, *Managing Director, Catalyst Consulting*

09:15–10:00

Turning hiring into a science

The process of making scientific talent decisions in the modern world-of-work is both incredibly simple and incredibly complex. Simple, because it involves robust scientific principles of behavioural prediction that have been established more than 80 years ago. But it is also an incredibly complex question because modern work has vastly different demands from those of our parents and grandparents’ generations. In this talk, I will show how the science of selecting talent has shaped and is being shaped by emerging trends and technologies in the workplace.

Key learning outcome:

- Understanding where the science of selection came from and where it’s going
- The ROI and imperatives of scientific hiring practices
- Emerging technologies and scientific selection
- The future of the science of hiring

Speaker MARCEL HARPER, *Senior Consultant, Top Talent Solutions*

10:00–10:15

MORNING BREAK • Enjoy refreshments and network with conference attendees and speakers

10:15–11:00

Case Study: Fostering diversity and inclusion in the workplace by minimising unconscious bias in talent management

Unconscious bias is something we are often unaware of but which creates barriers that prevent diversity and inclusion in the workplace, damaging relationships that could foster creative and innovative ideas. The costs to the business can be significant in terms of missing out on potential talent. In this session we will explore exactly what unconscious bias is. Samkelo will give you the opportunity to test yourself for unconscious bias and provide examples of strategies that can be deployed in the workplace to prevent unconscious bias thereby promoting diversity and inclusion.

Key outcomes:

This session will help you to address unconscious bias in your organisation and provide direction for you to achieve the following positive outcomes:

- Better decision making
- Increased diversity in the workplace
- Reduced recruitment costs
- Increased staff engagement
- More productive teams
- Reduced attrition
- Reduced mediation and labour disputes

Speaker SAMKELO BLOM, *Group Human Resources Executive, Spur Group*

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11:00–11:45

Recognising and routing ethical risks in recruitment

Ethics play a key role at every step of the recruitment process. While there are laws in place that protect candidates during the hiring process, as well as help maintain a professional, ethical standard when hiring employees, talent professionals are often faced with dilemmas that extend beyond these principles.

To help deal with these dilemmas, you will hear from Penny Milner-Smyth about the pivotal role that talent professionals can play by remaining conscious of the ethics risks that arise throughout the recruitment process, and so ensuring legal compliance, optimum organisational performance and professional integrity.

Key learning outcomes:

- Insight into the ethical and legal obligations in talent acquisition, from a South African and international perspective
- Awareness of the special ethical challenges of recruiting in environments with both high unemployment and skills shortages
- Shared appreciation of the common ethical dilemmas faced by talent professionals during the recruitment process
- Confidence to resist pressure to circumvent ethical recruitment processes and protect the organisation from risk

Speaker PENNY MILNER-SMYTH, *Director, Ethicalways*

11:45–12:30

Getting succession management right

Although the type of process and the extent of succession management may be different, organisations both large and small have some form of succession. Regardless of the size of your organisation, this session will provide you with guidelines on successfully implementing Succession Management taking cognisance of organisational culture, readiness and leadership maturity.

Drawing on a combination of accumulated experience and lessons from renowned HR leaders, hear Candice share some foundational lessons that have shaped her view on succession. She will share:

- Quick tips on the dos and don'ts of succession
- Some suggestions on enhancing your process and how to improve your succession rollout

Key learning outcomes:

- How to build a business case for succession management
- Guidelines for implementing your succession management process effectively
- Critical factors for succeeding in succession management
- Managing successor transition into vacant roles
- Success measures and metrics

Speaker CANDICE WATSON, *Head: Talent: Southern Africa, British American Tobacco*

12:30–13:30

LUNCH • Learning conversations and connect over lunch with conference attendees and presenters

13:30–14:15

Using coaching and mentoring to accelerate your talent development

Mentoring is critically becoming a strategic tool for human capital investment. But, How do you position mentoring? Where do you start?, and What are the most relevant topics that could add value to your talent pool?

The challenge is that informal mentoring as we know it, may offer an authentic relationship but often lacks measures that will assess the value of the mentoring experience.

Modern mentoring as development tool requires more than an ad hoc get together for a cup of coffee. The agenda, to accelerate talent development, is now more complex in a volatile, uncertain and complex world. The pace of learning is forever accelerating with massive risks and opportunities.

A more structured and intentional approach to mentoring operationalises this strategic imperative and provides an opportunity for your talent to gain exposure to experienced mentoring practices, skills and competencies. Crucial Mentoring Conversations (CMC) provides a framework that encourages mentors and their mentees to have authentic, insightful and reflective conversations on topics that are crucial to a mentees personal and professional development.

These 8 conversations integrate the holistic cycle of an employee's development and will grow and retain talent whilst driving business performance.

Key outcomes include:

- Discover how structured mentoring and coaching could contribute to your talent development strategy
- Experience the power of conversations as a tool for talent development
- Utilise the key role of mentor on How to guide and lead Crucial mentoring conversations
- Discover the conversations that will accelerate talent development
- Manage the transfer of scares and critical skills

Speaker NIËL STEINMANN, *CEO, People's Dynamic Development*

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14:15–15:00

Integrated talent management: Lessons from the All Blacks rugby team

Since 2004 the New Zealand “All Blacks” rugby team has developed into arguably the greatest sports team the world has ever seen. Their win record of over 70% over the course of their history is remarkable. Whilst always very successful, 2004 sparked a turnaround for the All Blacks. In that year the management team, coaching staff and key players took strategic steps to transform the team from being ‘dysfunctional’ with cultural and behavioural challenges to becoming the greatest sports team in the world. This was achieved by primarily borrowing Talent Management principles from the ‘business world’. The session will unpack these principles that fostered a high-performing culture and explore how it can be applied in today’s business environment.

Key learning outcomes:

This session presents the unique opportunity to understand and discuss the principles of integrated Talent Management and how it was applied to create the greatest sports team of all time. There will be ample opportunity to explore how these principles can be successfully applied in any business context to create workplaces where people can prosper and where business objectives are met and exceeded.

Speaker IAN CHAUVET, *Principal, Human Interest*

15:00–15:15

AFTERNOON BREAK • Quick leg stretch and grab a coffee

15:15–16:15

Interactive Work lab: The World Café – shaping the future of talent management through conversations that matter

Our conversation:

- How does the fourth industrial revolution impact talent management?
- The Talent executive – what will his/her make-up be? what competencies and skills are required to handle the challenges of the future?
- What have you learned and what will you implement?

The World Café (sometimes called Knowledge Café) is a structured conversational process intended to facilitate open and intimate discussion, and link ideas within a larger group to access the collective intelligence or collective wisdom in the room. The World Café has been used in many different types of setting, with variations and different purposes but one thing remains the same, it’s a fantastic way to organise planning sessions for change, increase communication, and bring people together to work towards a common goal. Yet, many organisations don’t know about, let alone employ this strategy.

In this highly interactive and participatory lab, the chairperson of the day will share the ideology behind The World Café and how it can help your business with talent planning sessions and the resulting impact. The conversation will centre around what you have learned over the course of the event and what you will implement when you return to your organisation.

The chairperson will detail essential parts of The World Café so you can hold your own including:

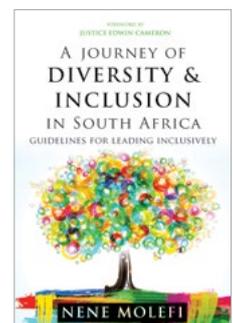
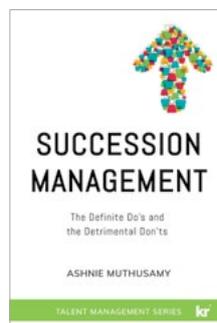
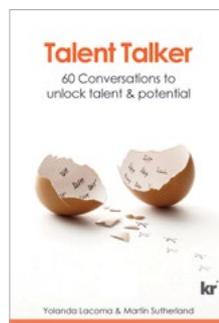
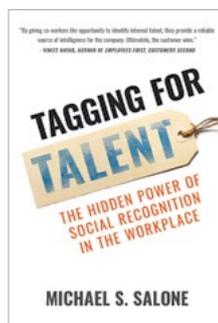
- Conversations that focus on the future
- Sharing discoveries and insights
- Identifying patterns as collective knowledge grows
- Possibilities for action

16:15

CLOSE OF CONFERENCE

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CONFERENCE SPEAKERS



DEBBIE CRAIG

Managing Director, Catalyst Consulting

Debbie is the founder of Catalyst Consulting and holds a B.Comm, an MBA and is a qualified NLP practitioner, process facilitator, game ranger, reflexologist and Reiki Master. Debbie has over 20 years' experience in the field of strategy, leadership development, change management, talent management, high performance teams and organisational development. Her passion is transformation and empowerment. She has worked and consulted at leading local and global organisations in the private and public sector throughout Southern Africa and internationally.



CANDICE WATSON

Head: Talent: Southern Africa, British American Tobacco

Candice started her career having completed a Bachelors and Honors Degree in Psychology, as the HR Graduate for the Soft Drinks Division of South African Breweries. On successful completion of the graduate program she was promoted to the SAB Head Office as the Organizational Health Coordinator and later joined Standard Bank in the role of an HR Consultant whilst completing a Post Graduate Diploma in Business Administration and an MBA

through GIBS. She was headhunted to join Barloworld Automotive & Logistics in the role of Executive: Human Resources. To broaden her multi-national working experience she joined Lenovo as HR Partner for Africa and later Pernod Ricard as HR Director Sub Saharan Africa. She joined British American Tobacco end 2016 as the Area Head for Talent & Organizational Effectives in South Africa and commenced a PhD in Business Administration in 2018 at UCT Graduate School of Business.



MARTIN SUTHERLAND

Global Director, People Tree Group

Martin is the Global Director of PeopleTree Talent Analytics International, a software and consulting firm focused on talent analytics. He is a founder member of the company, launched in 1998, and has been responsible for its global expansion. Clients are spread across 47 countries in Africa, Europe, the Middle East, the US, Central and South America and India. Martin has always had a fascination with people and technology, and has used technology and research to understand what makes people successful when they tackle new situations and business challenges. The result is a robust talent process, driven by powerful talent analytics, which helps companies to effectively direct time, money and effort to grow and develop all their talent. Prior to the formation of PeopleTree, Martin was a director of the

largest public relations and communications company in South Africa. He regularly speaks at international conferences and publishes articles on the topic of talent management. He has 23 years of professional consulting experience in the ICT, Energy and Power, Financial Services & Banking, Transport, Retail and Manufacturing sectors.



MARCEL HARPER

Senior Consultant, Top Talent Solutions

Marcel Harper is a Psychological Scientist and senior consultant at Top Talent Solutions. He has worked within the fields of cognitive science and Applied Psychology for more than 15 years and has published in popular and scientific journals on the topics of perception, decision-making, and cognitive processes. He is a member of the Association for Psychological Science and has worked in academic, consulting and marketing fields.



SAMKELO BLOM

Group Human Resources Executive, Spur Group

Samkelo is currently the Group HR Executive at the Spur Corporation. He has instituted Talent Forums where together with executives they identify, develop and review critical talent across the group He is responsible for Succession Planning, Career progression and Talent pools across the

group globally and has designed and implemented the Spur Leadership Development Programme (Assessment Centre, Executive Coaching. In 2014 as a first-time entrant he was instrumental in achieving Deloitte Best Company to Work for the Spur Corporation. As a seasoned HR professional with background in Learning he has worked in various roles where he has been responsible for Talent Management (developing leaders, black graduates, gender empowerment, and talent practice together with solutions). Samkelo is also registered with SABPP and still continues to use his skill experience and wisdom to mentor and coach HR professionals. His energy, his voice (missed his DJ Radio calling) and passion for HR will surely challenge and inspire you.



PENNY MILNER-SMYTH
Director, Ethicalways

Both an HR and ethics specialist, Penny spent 25 years as a generalist, in-house HR executive before focusing her attention on the promotion of workplace integrity. She has been running workplace ethics programmes for leaders and employees of all levels since 2000. Penny holds an MA Research Psychology (UKZN), is registered as a Master HR Practitioner with the SABPP and is a long-standing member of The Ethics Institute and Business Ethics Network Africa. She is now the director of Ethicalways, a provider of specialist advisory and training services. A regular speaker and writer with a growing international profile, Penny is also the principal author of

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CONFERENCE SPEAKERS

the Specialist Certificate in Anti-Corruption accredited by the International Compliance Association.



SELMA DE MORNEY

Head : Talent, Change and Transformation, Woolworths Financial Services

Selma de Morney is the Head of Talent, Change and Transformation at Woolworths Financial Services. Previously she was Head of Consulting for Peopletree Group and has over 20 years' experience working and consulting with leading organisations in the fields of talent, people management, capability building, strategy development and talent

analytics. She has worked at executive level in both Human Capital and Leadership to ensure ownership and capacity of leadership, technical and change roles in both large and medium scale transformation projects.



NIËL STEINMANN

Director, People's Dynamic Development

Niël Steinmann is a specialist business consultant with extensive experience in the Human Resources field. He is a registered Industrial Psychologist. He is the founding member and director of People's Dynamic

Development, a management consultancy. A keen conservationist, with special interest in lions, he utilizes African analogies to develop people and organisations to significantly increase their performance capacity. This unique combination of knowledge, skills and experience has affirmed Niël as a recognized consultant in Southern Africa with an impressive client record.



IAN CHAUVET

Principal, Human Interest

Ian holds a Master's Degree in IO Psychology at Unisa (Cum Laude). He has worked

in a number of organisations and has extensive consulting experience across multiple industries in the fields of Human Resources Management, Talent Management and Change Management. Ian is a Principal at Human Interest where he leads the design and delivery of global projects. Apart from deep technical expertise, Ian has vast general management experience – specifically providing leadership and management expertise to an emerging business in the ITC sector. Ian is currently a PhD candidate at UNISA where he is exploring the overlap between IO Psychology, Sport Psychology and the performance of the New Zealand rugby team. He is passionate about finding that elusive sweet spot in organisations between people, processes and technology – creating winning teams and businesses.

VISIT OUR WEBSITE • WWW.KR.CO.ZA

UPCOMING EVENTS

HR STRATEGY CONFERENCE

16 October 2018 • Johannesburg

HR STRATEGY CONFERENCE

23 October 2018 • Cape Town

CHANGE MANAGEMENT CONFERENCE

30 October 2018 • Johannesburg

AGILE LEADERSHIP WORKSHOP

13 November 2018 • Johannesburg

AGILE HR CERTIFICATION WORKSHOP

15 November 2018 • Cape Town

THE HR THINK TANK

DO YOU WANT TO BE PART OF SOMETHING SIGNIFICANT?

Africa and South Africa specifically, has a shortage of high-quality think tanks, especially when it comes to think tanks relating to human capital.

At the same time the world of work faces extraordinary and complex challenges. Among these are structural unemployment (mainly youth); robotics and the digitisation of work (fourth industrial revolution); income inequality; an aging workforce; lack of trust in institutions and their leaders; and outdated and inadequate leadership models.

KR, in partnership with the Institute for Futures Research (IFR), identified the need for an HR Think Tank that focuses on policy issues pertaining to complex challenges facing the HR fraternity specifically, and the world of work at large.

THE CONCEPT

The HR Think Tank focuses on current and future problems and challenges with regards to human capital.

"A think tank should generate and share policy ideas that can change the way the general public and key audiences think about important issues, bring new issues to the front, and provide alternatives for decision makers to consider"
(Andrew Steele, *What should Think Tanks Do?*)

The research focuses on big-picture questions around human capital within the context of South African and emerging market countries. Outputs of the HR Think Tank are pertinent to the private sector, government, academia and research institutions, NGOs, HR departments and the world of work at large.

MEMBER ORGANISATIONS:

The HR Think Tank currently consists of more than 60 members from various organisations such as: Auditor General SA, Comair, De Beers, Exxaro, Imperial Holdings International, Legalwise, MTN Group, Multichoice, Mutual & Federal, Pepsico, Pick 'n Pay, Rhodes University, RMB, Sanlam, Santam Insurance, Sasol, Spur Corporation, St Peter's Schools, St Stithians College, TFG, Tshikululu Social Investments, University of Cape Town, University of Johannesburg, University of Stellenbosch, University of the Western Cape to name but a few.

AS A MEMBER YOU WILL:

- Have the opportunity to influence national policy around human capital in South Africa
- Be at the forefront of human capital and labour trends, understand how these will impact organisations and be able to take preemptive action
- Steer and guide cutting-edge developments in HR
- Address the issues that keep you awake at night by tapping into the expertise of other members and HR experts
- Build capacity through
 - Knowledge sharing
 - Networking
 - Collaborating
- Be part of an initiative that will shift South Africa's trajectory by
 - reducing inequality
 - creating opportunities for people to have hope, to grow and to realise their potential
 - give every South African a stake in the economy
 - enable people to thrive in the new world of work

ADDITIONAL BENEFITS INCLUDE:

- 20% discount on additional KR reports, publications and conferences
- Priority access to the bespoke consulting and advisory services of IFR and KR's research department

HR THINK TANK
MEMBERS RECEIVE
20% DISCOUNT ON
CONFERENCE FEES

Contact **ZIA ATTLEE**
zia@knowres.co.za or +27 (11) 706 6009
for more information about the
THINK TANK



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REGISTRATION INFORMATION

REGISTRATION FEES	2018 EXCL. VAT
A 19-20 September 2018 One-day conference including pre-conference workshop	R 7 000.00 <i>(save R600)</i>
B 19 September 2018 Pre-conference workshop only	R 3 500.00
C 20 September 2018 One-day conference only	R 4 100.00

Registration fees exclude VAT. **INCLUDES** speaker slides, parking, refreshments, snacks, lunch, workshop 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 or 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

- Cheques should be made payable to KNOWRES (PTY) LTD T/A KR. Please do not mail any cheques.
- 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:

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Date:

Department:

Phone:

Physical address:

Postal code:

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

Designation:

Email:

Phone:

Cellular:

Dietary requirements:

DELEGATE 3

Tick options

A B C

Name:

Title: Mr / Mrs / Miss / Dr / Prof

Designation:

Email:

Phone:

Cellular:

Dietary requirements:

DELEGATE 4

Tick options

A B C

Name:

Title: Mr / Mrs / Miss / Dr / Prof

Designation:

Email:

Phone:

Cellular:

Dietary requirements:

CREDIT CARD PAYMENT mark appropriate box

VISA

MASTERCARD

AMEX

DINERS

Cardholder:

Card number:

Date:

Expiry date:

CCV number:

Amount (Total incl. VAT):

Signature:

CREATING A TALENTPRINT FOR YOUR COMPANY



Facilitated by
Martin Sutherland • Global Director, People Tree

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