

THE PAN-AFRICAN HR E-CONFERENCE 2020

12th-17th October 2020



THEME: TRANSFORMING HR PRACTICES FOR THE FUTURE OF AFRICA.

AGENDA

ALL EVENT TIME IN EAST AFRICA TIME 3GMT:

TIME GUIDE

10am East Africa

9am South & Central Africa

8am West Africa

7am Ghana | Morocco

11am Mauritius

Event Supported by



Event Organiser

iPerformance

AFRICA
Always learning

For Registration and more info Visit: www.panafricanhr.org

TICKET CATEGORIES

The conference has a number of ticket categories; choose what caters for your learning needs.

Conference has 4 tracks with 5 sessions daily, making a total of 20 sessions daily, that's 60 learning sessions in the 3 days of the conference with Africa HR thought leaders. And will all be available on recording after the conference.

- Platinum Ticket gives you access to the entire 6 days
One two day training in knowledge area of your choice.
1 one day training post conference in area of your choice.
- Gold Ticket gets you 3 days conference and 1 one day training in Knowledge area of your choice.
- Silver Ticket gets you 3 day Conference plus one 1 day training in area of your choice.
- Bronze ticket gets you full access to the 3 day conference.
- Learners Hub this ticket gives you 3 days of intense learning in the available learning programs (Pre & post conference)

	CO\$T	PRE-CONFERENCE	CONFERENCE	POST-CONFERENCE
		2 Days	3 Days	1 Day
PLATINUM	\$600	✓	✓	✓
GOLD	\$400	✓	✓	
SILVER	\$300		✓	✓
BRONZE	\$100		✓	
LEARNERS HUB	\$500	✓		✓

PRE CONFERENCE LEARNING 12TH -13TH OCTOBER 2020

	Program Title			
Course details	Designing Virtual eLearning –Converting your face to face to virtual learning. Workshop A	Balance score card essentials Workshop B	Performance Consulting Workshop C	Organisation Culture Workshop D
Course Description	Learning has moved online. How then do learning professionals transition to creating eLearning programs for online learning that deliver results for the organisation.	Strategy execution in organisations is usually a challenge to many managers in organisations. The lack of understanding of the methodology, principals and processes in BSC is one critical cause of failure	Learning leaders often act as performance consultants to stakeholders in their organizations By acting as a consultant, learning leaders can be strategic partners to other business leaders and ensure that training programs are aligned to business needs.	Culture is the key element in achieving strategy. Many organisations invest in strategy formulation and forget that culture is what will dictate the success or failure of the strategy execution
Learning outcome	This course provides grounding in everything you need to know to avoid that pitfall and successfully design virtual instructor-led training programs that establish learner engagement, Incorporate collaborative activities, and enable you to create effective instructional materials.	The learner will be able to relate how an organisation using BSC would be success in matters strategy formulation and execution. The learner will also be highly skilled to advocate the adoption of BSC in their organisation.	The course will enhance learning professionals to become strategic business partners to the organisation.	The course will enable the participants to manage culture change in their organisation and implement culture change initiatives.

CONFERENCE DAY 1 - 14th OCT 2020 AGENDA

Opening ceremony	Welcoming of guest	10:00 am-10:10 am	To be announced	
	Conference chief guest	10:10 am-10:30 am		
Interlude				
Plenary session 1	Guest speaker 3 Panelists	10:35 am-11:45 am	Adopting regulation and laws to one africa employment market	Elizabeth Koki Rose Nhamo Mooka Silumbu Dr Jerry Gule Andrew Chisala
Plenary session 2	Guest speaker 3 Panelists	12:00 pm-1:30 pm	Harnessing africa's demographic divide to uplift people and economy through innovation	Luis Adrián Salazar Solís Memory Nguwi Yousouf Jookhun Zakaria Rbii

Time	2:00 pm-3:45 pm			
	Track 1	Track 2	Track 3	Track 4
Session Title	Organisation culture transformation and alignment of hr practises the interplay between HR and OD.	Developing ethical leaders that inspire africa example from the diaspora.	Aligning talent development with business strategy	Establishing metrics for valuing human capital.
Session description	Culture is the key ingredient for organisation success through people. The one thing that can ruin the best laid company strategy is culture. How does HR and OD collaborate to ensure the right Culture required in company is not only built but also sustained.	The continent needs a new breed of leaders, leaders that will drive the development of the continent and inspire the young to reach their full potential and have the continent at heart. A leadership that's people centric and growth conscious. A leadership that will comprehend the skill sets needed to attain the vision of the continent and committe to build those competencies.	Not having the right skills sets for businesses leads to mediocre performance of organisations, as HR /TD and I&D professionals how do we ensure there is an alignment of talent being developed and the emerging needs of business.	For hr to be treated as a business partner, there is need to demonstrate the value of an organization's human capital. The session looks at ability to a to assess the value and impact of people data , the people metrics that matter and do make the difference. This is more than being data driven, it is about being driven by the right measurements in HR data.
Panelists	Ann Kabianga Eddie Botes, Dotun Jegede	Dr A. K. Masha Roselyne Laureen Raelly Paul Nyausaru	Dr. Cornel Malan Charles Odoch Gopolang Mositwane, Dr Phillimon Chitagu	Lilian Ngala Cleopas Chiketa Senyo M. Adjabeng,

Track 1

Track 2

Track 3

Track 4

Session Title	Impact of covid -19 on Africa economy and the now future of the workforce.	Developing the Talent Africa needs now.	Reimagining the talent supply chain to accelerate business impact and unleash africa's talent for social upliftment.	The role of technological change in culture.
Session description	The scouts motto is always be prepared, HR motto currently needs to be , do what we can for the better now future . HR had previously for a number of years being talking about the future of work, well the future came unannounced and unexpected, having been caught completely off foot, who does HR make the best of this crisis to prove is value to business as both innovative and valued business advisor.	It is said that most of our knowledge is just knowlwdge, We have many knowlwdgable africans in the continent. However there is a great need to shft from knowledge based talent to skills based talent. Skills are what get things don, How do we align Tatent development with the need for skilled workforce as opposed to a knowlwgable workforce.	It is no secret that Africa is the development site for Talent , which all leaves to work abroad. The highly skilled are trained in Africa and go work elsewhere. Mostly due to their demand being low in the continent or their reward not matching those available abroad. The other factor in the demand side is us training for few jobs in the continent How do we manage this situation now and for future generations.	For many businesses, the current highly rapid technological change exposed the inadequacies of their current change management structure, and highlighted the need to be adaptable and resilient. Proper lack of identification of organization opportunities and risks during uncertain times, and lack of shift in thinking needed to build a resilient workplaces have lead to some technology being ignored and to the detriment of the organisation.
Panelists	Andisa Liba, Natalia Polishchouk Justin Kangwa	Dr Phiri Mushibwe, Dr Violet Makuku, Dr.Kabare Karanja	Emmanuel Chinuda, Ken Kaunda, Magriet Mouton	Keith Heywood, Agnes Ruoro

6:30 pm-7:30 pm

Networking Sessions

Networking Hub 1

Networking Hub 2

Networking Hub 3

CONFERENCE DAY 2 - 15th OCT 2020 AGENDA

Time	10:00 am-11:45 am			
	Track 1	Track 2	Track 3	Track 4
Session Title	Managing performance for remote workers-what strategies are organisations adopting.	Hr as astrategic partner	People development on Purpose	Digitization and automation of the hr function.
Session description	The New norm has moved and changed workplaces, work place is no longer the office space one sits in. Employees have over the last number of months had to work from Hotel rooms, Home and restaurants. Many consultants were already working remotely, however righ now there are organisations that have not less than 70% of their workforce working remotely. This is a performance Management nighmare. What strategies can HR develop, adopt to ensure productivity levels are maintained. Factor in that employees are now working much more than they were pre covid, we should be having more productivity but is that the case?	Employees are the biggest investment, highest risk factor and the utmost potential for innovation and success. It is therefore paramount to have strong talent acquisition, growth and retention . In this session, you will be able to understand hr as a partner in strategic planning and driving the organization to success.	A passion is critical in what People development professionals do on a day to day basis. People development is a pure calling and how do we develop a passion in this? How do we perform our roles efficiently and still be human with the people we are there to serve?	Digitalisation of HR is not anything new, the challenge currently is, what generation of HR Digitalisation is your organisation in? What are the tell signs of which generation your organisation is operating at. Which generation of HR Digitalisation should organisations be at to fully benefit for new HR Technology.
Panelists	yemi Faseun Darlington Hukuimwe Deborah Hartung	Dayo-Abatan Namucana C. Msiwa, Flo Mwaisaka	Phylisiah Mnene-Mcheni , D r Kelvin Moyo Sokuni	Monica Kihia Naeem Seedat
Time	12:00 pm-1:45 pm			
<i>Corruption drawbacks to africa's development-the role of Human Resource</i>				
We live in times where everyone seems to be for themselves and God for us all. It is said it is not what you know but technical know who will land you a job in this continent. What can HR do to change this conception? How can HR contribute to the eradication of corruption in the continent It is common knowlodge many Africa counties feature in the top 10 of most corrupt counries list, The institutions in those countries are not Devoid of HR, so as organisation are being listed as Corrupt, is then HR corrupt by association and how can HR contribute to cleaning up its accusation by association?				
Panelists	Adeyemi Ajayi Lisle Goliath Stimela Usingi			

Time	2:00 pm-3:45 pm			
	Track 1	Track 2	Track 3	Track 4
Session Title	How to attract and retain talent-what works for africa.	Youth skills for the fourth industrial revolution.	Building agile and personalised learning culture.	Redefing hrd through data analytics.
Session Description	<p>Various talent attraction and retention strategies exist, however what really works for Africa. Are our needs in anyway unique from the theories advanced in modern Global HR thinking?</p> <p>We as a continent unfortunately bench mark and adopt theories developed and tested elsewhere, is blanket adoption working for us or their some ingredients missing from these theories and principals to make them work better for us.</p>	<p>New times call for new skills, identifying the new skills required and imparting them to our youths will be the one thing that propels the continent forward. With the larger population of the continent being the youth, the 4IR offers the continent an opportunity to take its seat at the table and lead by doing and not by being spoon feed.</p>	<p>It is said if you want to hide money from an African, hide it in a book. This is a clear indicator that Africans are not very keen in learning.How do we change this? Just because learning has moved from physical books to using devises, the activity reamins the same, reading. We are also as a continent not upto dat with learning science and creating learning that causes change in skills and behaviour.</p> <p>There is need to create an understanding of why learning plays a critical role and how we can have learning to match the various personal needs of the learners.</p>	<p>Data has forever changed how HR is practised, what are the data skills competencies that are required as a minimum for HR professionals.</p>
Panelists	Tsitsi Chundu , Dr. Justine Chinoperekweyi, Syria Rama	Melody Xaba Dr. (PhD) Arnold Moyo, Michael Ndaferankhand	Susan Kiamba, Ademola Johnson, Magriet Moutont	Dr. Islam El-Maddah, Dieudonne Nkuzi
4:00pm-6:15 pm				
<i>Role of diaspora in knowledge transfer startup projects and entrepreneurshp</i>				
<p>In the start up funding world, it is common knowledge that where you grew up, scholled and networked with plays a critical role in funding of your start up. African businesses are now opening up to investor funding, the two live worlds apart- the Investor and the start up founders. How can Diaspora African bridge this gap and help more african start ups access funding for grwoth and expanxion in start up term description scale up.</p>				
Panelists	Yusuf Mahomedy Yolanda Asumu Bamidele Idris Chibamba Kanyama			
6:30 pm-7:30 pm				

Networking Seasons

Networking Hub 1

Networking Hub 2

Networking Hub 3

CONFERENCE DAY 3 - 16th OCT 2020 AGENDA

Time	10:00 am-11:45 am			
Embedding diversity and inclusion connecting with Africa diaspora				
Session Description	The terms Diversity ,inclusion have for a while been misconceived as acceptance of western culture to the workplace.			
Panelists	Leslie Yuill Dieudonne Nkunzi Sharon Maziya			
Track 1	Track 2	Track 3	Track 4	
Session Title	From traditional and transnational hr to transformational hr.	Developing african business leaders	Creating better places to work	Performance consulting
Session Description	HR has evolved over the years, the rate of evolution of HR in the last 7 years is far rapid than all the previous years combined. As a HR professional you need to keep up with the changes and adopt to the new requirements and new practises. There is need for alignment of how HR is both governed and practised across the continent. How do we achieve same standards of HR across the continent?	Great business leaders are visionary , change the world and the people that follow them. How do we build the right business leaders who can provide solutions for the workplace challenges and create value for future generations of the continent.	Employees spend about 40 hours a week at the workplace, this neccitates for organisations to create enviroments conducive to employees for where they spend most of the week at. If your employees cant wait for Friday to be away from your company, Wake up every morning wondering where they are going and only do come to your office because of a pay cheque, you soon will be out of business. How do we create places employees love to work at and be in.	Training is not always the solution. Then what what other tools and interventions do HR /TD and L&D have to improve the performance levels of employees in the organisations.
Panelists	Charles Cotter, PhD,Olusanya Oludahunsi Dele,	Teena ,Trish Jasi, Rachel Nyaradzo Adams, Tavonga Gwatidzo	Funbi Matthew Dr Pius Kasolo, Blessing Duri, Dr Choolwe M Choolwe	Kate Wekesa, Udochi Anokwu, Cathreen Bukachi
Time	2:00 pm-3:45 pm			

Emerging issues in hr -new technology threats and opportunity

Everything hr has been technologised . The rate of technology change is also rapidly accelerating, machine learning, Artificial intelligence, virtual reality, augmented reality have all found their way to the workplace. With technology comes opportunity and threats, coupled with change management and culture change challenges. This session looks at what people development professionals need to do to gain the most from the advances made in the hr technology space.

Panelists	Emmanuel Micheal Dr. Matthews Mtumbuka
-----------	---

Time	4:00pm-5:15 pm
------	----------------

Track 1	Track 2	Track 3	Track 4
---------	---------	---------	---------

Session Title	Rapid workforce upskilling and reskilling.	Revolutionising organisational learning.	Pivoting for Adoption Developing learning agility.	Leading with happiness - enjoying the role of hr.
---------------	--	--	---	---

Session Description	It had been predicted that atleast 14% of the global workforce will have to switch occupations or aquire new skills by 2030 - (Mckinsy &Company 2017).	There is a clear and present need to change how learning in organisation is done. We can no longer do brick and motor and with online are we loosing or are ther gains. Is all learning equal, do we need to rethink the learning function? Learning is in many countries assumed to be a HR function, if you are HR you can manage learning, is this beneficial or are we loosing out on full benefits of learning as a Knowledge area? Learning is so wide as to be constrained in HR, How do we as a continent cause development of the learning function if learning be the key to survival and growth of business. Learning is too serious to be left to HR.	Darwins theory of survival for the fittist is playing out now move vividly than every morning in the savanna where the deer wakes up knowing it has to run faster than the fastest lion ans the lion knows it needs to run faster than the slowest Deer. if there is anything to learn in 2020 is that only those who can change as fast and keep up with the change will survive.. We have seen many organisation struggle to adjust their business models and offerings in the recent past. What role do Talent development and Learning professionals have to ensure current and future existence of the organisations?	It is oftenly said that its lonely at the top. The loneliness is at times due to all the emotions leadership evokes to followers and out of work, leaders are alone. Emotions know no boundaries between work place and out of work place they have a way of intertwining. How does one lead with Happines? How does one stay focused on the end game and not let emotions affect decisions leaders make.
---------------------	---	--	--	---

Panelists	May Nyaga Peter Mapigano, Faith Gichanga Osiro	Request Machimbira, Dr Mary Mugo, Dr. Preethi Keerthi Dsouza, PhD	Lebo (Maisha) Mofolo, Rachel Gathagu, Mary Kinyua,	Mavis Mazhura-Ureke, Prya Baummy-Rughoo Tunde Success , Teena Ogbugor
-----------	--	---	--	--

Time	6:30 pm-7:30 pm
------	-----------------

Closing key note Adress - The way forward for Africa

POST CONFERENCE LEARNING 17TH OCTOBER 2020

Program Title

Course details	Strategy Formulation	Developing Leadership development
Course Description	<p>Strategy formulation has been around for many years, formulating a good strategy is critical for a business, however, how do you ensure that the strategy formulation ensures organisation renewal? Assessment of many strategy documents have brought out gaps in the strategy formulation process.</p>	<p>Many organisations who do run leadership programs claim they don't work, the problem isn't the programs but the designing of these programs. Who do we design Leadership development programs that are measurable and give desired results? Organisations to keep on thriving have to develop leaders and thus the need of developing leadership development programs that work</p>
Learning outcome	<p>This course aims to help participants design strategy documents that encompass the entire organisation in terms of resources and key in mind how do we continue to thrive and grow as an organisation, how we continue to transform as an organisation to meet the change at the speed of thought currently happening. Strategy formulation needs to be a well-thought process, insightful to the organisation and not a periodic checkbox.</p>	<p>The program will help participants recognize elements of good leadership development programs and adjust their current programs to meet standards that deliver results.</p>

THE PAN-AFRICAN HR E-CONFERENCE 2020

12th-17th October 2020



THEME: TRANSFORMING HR PRACTICES FOR THE FUTURE OF AFRICA.

AGENDA

ALL EVENT TIME IN EAST AFRICA TIME 3GMT:

TIME GUIDE

10am East Africa

9am South & Central Africa

8am West Africa

7am Ghana | Morocco

11am Mauritius

Event Supported by



Event Organiser

iPerformance

AFRICA

Always learning

For Registration and more info Visit: www.panafricanhr.org