

EMPLOYEE ENGAGEMENT

ONE-DAY Seminar
25 JUNE 2015

CRESTA LODGE
GABORONE

Engaging your employees for high performance and business profitability!



KNOWLEDGE
RESOURCES

... connect with us



INTRODUCTION

According to a recent survey by Global HRD, business leaders face unprecedented challenges brought on by simultaneous macro level economic, technological, demographic and social changes. This trends have created numerous business challenges; industry consolidation and disruption, changing customer and consumer demand, availability of talent, changing requirements of the workforce from companies, and changing expectations of companies from the workforce, to name a few.

Many business leaders need to revisit and set new strategies, but they cannot effectively do what is required for future growth without people. Not just people, but engaged employees. Engaged employees invest their effort in the right behaviours to achieve future business results. Making engagement happen will be the business challenge of the next decade and focal point of the emerging talent imperative.

Attend this one day conference taking place at **Cresta Lodge Gaborone** on **June 25th 2015**. The conference will tackle how you can create an environment that fosters inspiration, motivation, high performance and most importantly install trust in the face of impending change.

PARTICIPATING ORGANISATIONS

Deloitte.

BotswanaPost
We deliver, whatever wherever



The venue

CRESTA LODGE GABORONE

Reservations
T: (+267) 397 5375
F: (+267) 390 0635
E: reslodge@cresta.co.bw

REASONS WHY YOU SHOULD ATTEND

- Understand what other organisations are doing differently to build and enhance engagement
- Discover new approaches to measuring and assessing Employee Engagement
- Learn how to achieve high levels of performance and lasting change
- Participate in debates and interactions with other delegates
- Network in an informal and relaxed environment

WHO SHOULD ATTEND

- Chief Executive Officers & Managing Directors
- Permanent Secretaries
- HR Directors
- Talent Management Specialists
- Managers responsible for staff management and retention strategies
- Employee Relations Managers/ Employee Benefits Managers
- Management Consultants
- HR Practitioners
- Training Coordinators / Consultants

ABOUT KNOWLEDGE RESOURCES

We provide high-quality business conferences, seminars and skills-building workshops that add value in terms of knowledge and skill. The aim is to provide extremely good value for the time and money you invest. Event topics are carefully selected to cater for South African needs, without discarding international standards. Our event titles are thoroughly researched, practical and case study-related, ensuring clients are empowered with the latest information as well as providing superb networking opportunities with leading business colleagues and executives.

This seminar will **CONNECT** you to top leaders across the industry

REGISTER ONLINE WWW.KR.CO.ZA

REGISTRATION | Meet and greet conference attendees, presenters and Knowledge Resources Registration staff 07:30–08:20

08:20 – 08:30 **Welcome and registration**

08:30 – 09:30 **Deloitte's Best Company to work for Survey 2014**

BRUCE PODMORE, Senior Manager Human Capital, Deloitte

09:30 – 10:30 **Creating a culture of Engagement – The role of Leadership**

WERNER DE BEER, Managing Director, PPC Botswana

- Creating an environment that fosters inspiration, motivation, high performance and most importantly install trust.
- Getting your leaders to inspire commitment and loyalty by living the values of the organisations.
- Understanding what leaders can do differently to build and enhance engagement

MORNING BREAK | Enjoy coffee/tea and snacks and connect with leaders from across the industry 10:30–11:00

11:00 – 12:00 **Happiness, Engagement and Flourishing!**

PROF IAN ROTHMANN, Director Optentia Research Focus Area, North West University

- Research perspectives and realities for organisations

12:00 – 13:00 **Work Q: Moving beyond EQ to align the hearts and minds of employees to what matters to the organisation**

GERALDINE LEIBBRANDT, Director, Senior Consultant, Facilitator, & Programme Development Manager, Free To Grow

- Defining the factors that make brands mobile-ready and discussing cases that are winning!

LUNCH | Engage in meaningful, learning conversations while enjoying a delicious meal 13:00–14:00

14:00 – 14:45 **Employee Engagement in Action**

KAMOGILO CHIUSIWA, Head of Human Capital, Botswana Post

- What worked
- What didn't work
- What did they learn
- Informal/formal engagement project programme
- How do they measure it

AFTERNOON BREAK | Enjoy coffee/tea and snacks and connect with leaders from across the industry 14:45–15:00

15:00 – 15:45 **HR's role in Building a culture of Innovation**

TSHEPO TSHEKO, Program Manager First Steps Venture Centre (FSVC), Botswana Innovation Hub

WRAP UP AND CLOSE OF SEMINAR 15:45–16:00

REGISTER ONLINE WWW.KR.CO.ZA

SEMINAR PRESENTERS



TSHEPO TSHEKO

Program Manager - First Steps Venture Centre (FSVC) Botswana Innovation Hub

Tshepo Tsheko is Program Manager at Botswana Innovation Hub (BIH) responsible for the flagship technology entrepreneurship development programme called First Steps Venture Centre (FSVC). The program is a hybrid incubator/accelerator established to support technology entrepreneurs to develop global businesses around their innovative solutions. Before joining BIH in January 2013, Tshepo was responsible for Group ICT division at Turnstar Holdings Limited, a Variable Rate Loan Stock Company that invests in real estate property in Botswana and Tanzania. He also served as Technology Consultant at Hewlett-Packard in the UK supporting the EMEA markets. Tshepo also worked for Bristol-Myers Squibb in the US and UK where he held several positions including Business Analyst and Senior Operations Officer. Tshepo holds a Bachelor of Science Degree from the Pennsylvania State University and a minor in Business Administration, 2005. He is currently a candidate for Masters of Business Leadership (MBL) at UNISA School of Business Leadership, RSA.



BRUCE PODMORE

Human Capital Manager Deloitte Consulting

Bruce Podmore is a Senior Manager for Deloitte Consulting based in Gaborone, Botswana responsible for business development and project delivery in the Human Capital Consulting division, including

the Organisational Diagnostics unit. He has 18 years' experience in consulting and HR line and project management in southern Africa including Botswana, Malawi, South Africa, and Zimbabwe. His experience includes managing delivery of organisation design, performance management, remuneration and change management projects in private, public sector and non-governmental organisations operating in the aviation, mining, financial services, telecommunication, manufacturing, tertiary education, tourism and parastatal sectors. He has a BSocSci (Honours) degree in Organisational Psychology & Economics from the University of Cape Town.



WERNER DE BEER

General Manager PPC Botswana

As Country Manager for PPC Botswana, Werner is tasked with ensuring overall profitability of the business in Botswana, through an effective business strategy focused on all operational and organizational aspects. He has extensive experience in all aspects of business and human capital practice, gained from heading up various departments across a multitude of disciplines within PPC, including Organizational Performance. Werner holds a B. Comm (Ed) degree from the University of Johannesburg, a LDP (Gordon Institute of Business Science) and DPLR (UNISA Business School).



KAMOGELO CHIUSIWA

Head of Human Capital BotswanaPost.

"To provide communities with Financial, Logistics, Postal,

Communications and Agency Services, throughout our network and partnerships with Government and business" is the mission of Botswana Post. Kamogelo joined BotswanaPost in 2011, and through her leadership drove a robust People Strategy which saw BotswanaPost achieving 2nd place and being bestowed with the Standard of Excellence Achievers Award in the Deloitte's Best Company to work for survey in 2014. Prior to this she was with Standard Chartered where she held various positions within HR before being appointed as Head of Human Resources. She is a seasoned HR professional with strong background in all areas of HR, specializes in Reward and has particular passion for Employee Engagement as well as Leadership Development. Kamogelo is an Accredited Investment in Excellence facilitator, an internationally recognised development programme based on extensive research in the field of cognitive psychology and human learning theory aimed at releasing individual and group potential by changing old attitudes, beliefs and habits. She is also a Certified Leadership Circle Practitioner and holds a Bachelor of Social Sciences Degree majoring in Public Administration and is currently pursuing Masters in Leadership and Sustainability.



SEBASTIAAN (IAN) ROTHMANN

Director Optentia Research Focus Area, North West University

Sebastiaan (Ian) Rothmann is a professor in Industrial Psychology and Director of the Optentia Research Focus Area at the North-West University (Vaal Triangle Campus). He obtained a B.Com degree (1980, cum laude), majoring in Industrial Psychology, a Higher Diploma in Education (1981; cum laude), and Honours (1982; cum laude) and Master's (1986; cum laude) and PhD (1996)

degrees in Industrial Psychology. Ian's research interest is the assessment and development of human potential and flourishing in institutions. He is author/co-author of 173 peer-reviewed journal articles and chapters in handbooks. Ian is an honorary member of the Society of Industrial and Organizational Psychology in South Africa (SIOPSA) and an international affiliate of the American Psychological Association, a member of the Society of Industrial/Organizational Psychology (SIOP - USA), the Academy of Management (USA), the International Working Group on Compassionate Organizations and the International Society for Quality-of-Life Studies (ISQOLS).



GERALDINE LEIBBRANDT

Director, Senior Consultant, Facilitator, Programme Development Manager Free To Grow.

Free To Grow aims to ignite purpose, passion and potential for growth. The company's programmes have been presented to over 80 000 people in 28 countries in organisations such as SABMiller, PwC and Woolworths. They have also been very successfully presented in Botswana amongst others, MultiChoice Africa, Debswana and Cadburys. Geraldine specialises in employee engagement, change management and leadership development. She has extensive experience in training in different contexts and countries in Africa and elsewhere. She has presented Free To Grow programmes at management level in Kenya, Uganda, South Africa and Jordan.

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REGISTRATION INFORMATION

Seminar Fee

BWP 2 500.00

Fees include VAT, refreshments, lunch, parking and conference material

How to Register

ONLINE

www.kr.co.za

EMAIL

Email completed form
info@knowledgekr.net

PHONE

Boago Johnson
Phone (+267) 317 0620

FAX

Fax completed registration form
(+267) 317 0471

Special Offers

- ➔ Register 3 delegates and the 4th delegate attends **free of charge!**
- ➔ Special discount for registered **NPO's**, 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. KnowledgeResources Botswana 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 (+267) 317 0620 or (+267) 72114175 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 Dineo Modimakwane 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 Knowledge Resources Botswana 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

- Cheques should be made payable to Knowledge Resources Botswana. Please do not mail any cheques.
- Electronic Transfer or Direct Deposit into our bank account, validated by faxed copy of transaction slip

Bank Name: First National Bank

Account Name: WC Resources T/A Knowledge Resources Botswana

Account No: 62461887568

Branch: Industrial

Branch Code: 281667

Fax: (+267) 317 0471

PLEASE NOTE

Payment must be received by no later than **15:00** the day before the first morning of the event.

Register online www.kr.co.za

Crous Knowledge Resources Pty Ltd T/A Knowledge Resources
Ballywoods Office Park, Yellowwood House, Ground Floor,
33 Ballyclare Drive, Bryanston
Company Reg. No. 1991/000853/07

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Once payment has been made please fax through proof of payment with the event's name written in the top right-hand corner.
PLEASE NOTE Delegates will not be allowed entry to the event if payment has not been received.

Booking made by:

Phone:

Email:

Date:

Signature:

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

DELEGATE 1

DELEGATE 2

Name:

Name:

Title: Mr / Mrs / Miss / Dr / Prof

Title: Mr / Mrs / Miss / Dr / Prof

Designation:

Designation:

Email:

Email:

Phone:

Fax:

Phone:

Fax:

Cellular:

Cellular:

Company:

Company:

Company VAT number:

Company VAT number:

Postal address:

Postal address:

Postal code:

Postal code:

Dietary requirements:

Dietary requirements:

DELEGATE 3

DELEGATE 4

Name:

Name:

Title: Mr / Mrs / Miss / Dr / Prof

Title: Mr / Mrs / Miss / Dr / Prof

Designation:

Designation:

Email:

Email:

Phone:

Fax:

Phone:

Fax:

Cellular:

Cellular:

Company:

Company:

Company VAT number:

Company VAT number:

Postal address:

Postal address:

Postal code:

Postal code:

Dietary requirements:

Dietary requirements:

CREDIT CARD PAYMENT (Mark appropriate box)

VISA

MASTERCARD

AMEX

DINERS

Cardholder:

Expiry date:

CCV number:

Card number:

Amount (All prices are VAT inclusive):

Date:

Signature:

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