



HR4ICT Forum 2013
Wednesday 27th November
Emperor's Palace Convention Centre
Johannesburg, South Africa

0800 **Registration Opens**

Opening Session

0900 **Opening Remarks**
Halima LETAMO, Capability Development Manager, Botswana Telecommunications Corporation; Chair of the Management Committee of Programme for Development and Training; and Member of Commonwealth Telecommunications Organisation (CTO) Executive Committee

0910 **Welcome Address**
Boni GANTILE, HR Functional Management Executive, **Telkom SA**

0910 **Commonwealth Telecommunications Organisation Address**
Lasantha De ALWIS, Director and Head of the Operations Department/Corporate Secretary, **Commonwealth Telecommunications Organisation (CTO)**

Session 1: Predicting and Preparing for the Future

This session will strive to understand the trends and map out the future of HR

0920 Presentation: **The HR landscape in the New Era – redefining the role of the HR professional**
Brian GOULDEN, Director: Strategy & Capacity-Building, **Pygma Consulting**

0940 Case study: **Developing South Africa's HR profession**
David STEWART, Information Management, **African Rainbow Minerals Limited**

1000 **Group discussion** led by **Brian GOULDEN**, Director: Strategy & Capacity-Building, **Pygma Consulting**

This group discussion will allow attendees to discuss the presentations they have just seen and apply this learning to their individual settings. Groups will be asked to discuss future HR implications that may impact on their organisations in the future and feedback this list to the main plenary.

1030 **Morning Refreshments** and Group Photograph

Session 2: Organisation Transformation and Development – Understanding the Role of HR

1100 Presentation: **Understanding the role of HR in organisation transformation**
Yogen SOOBARAH, Senior Executive - Human Resources, **Mauritius Telecom**

1130 Presentation: **Assessing the relationship between social networks and organisational development**
Halima LETAMO,
Capability Development Manager, Botswana Telecommunications Corporation; Chair of the Management Committee of Programme for Development and Training; and Member of Commonwealth Telecommunications Organisation (CTO) Executive Committee

1200 **Networking Lunch**

Session 3: Sourcing Talent for the Future – Recruitment Techniques and Tools

This session will identify the ways in which talent could be procured in future.

1300 Presentation: **Social Media and Recruitment – How can social media be used to attract and recruit the right talent for your organisation?**

- Can and should social media be used as a screening tool?



- If social media is used as a screening tool, how will this impact on the division between candidates private lives and business lives?

Thamara NAICKER, HR Consultant, Talent Management, **Telkom SA**

1320 Presentation: **Staffing challenges, recruitment and Generation Y– How to successfully engage and create a future pool of talent**

- How can companies engage with Generation Y
- Juma KANDIE**, Director, Human Resources and Administration, **Communications Commission of Kenya**

1340 **Group discussion** led by **Juma KANDIE**, Director, Human Resources and Administration, **Communications Commission of Kenya**

This group discussion will allow attendees to examine the different recruitment techniques adopted by their respective organisations and discuss their effectiveness. Each group will then provide feedback on their findings to the plenary, these findings will focus on:

- What different recruitment techniques are used
- Which recruitment techniques are the most effective
- How are organisations planning to recruit in the future

Session 4: Successfully Developing Talent

This session will focus on the key strategies and techniques used to successfully develop talent to meet future demand.

1400 **Group Discussion**

This group discussion will allow attendees to discuss the different channels available for talent development, their current utilisation and what channels will prove popular in 2-3 years time.

1500 **Afternoon Refreshments**

Session 5: Staff Retention Techniques and their Implementation

1530 Presentation: **Employee value propositions – A Samsung case study**
Zain MOHOMED, HR Business Partner, **Samsung**

1550 **Group discussion Discussion** led by **Brian GOULDEN**, Director: Strategy & Capacity-Building, **Pygma Consulting**

This group discussion will allow attendees to explore the importance of staff retention and the development of retention techniques. These discussions will focus on the following:

- Creating an attractive working environment to foster long term employee 'loyalty'
- Offering the right employees the right development opportunities

Outcomes of the group discussion will be reported back to the plenary.

Close of HR4ICT

1650 Thank You Address
Lasantha De ALWIS, Director and Head of the Operations Department/Corporate Secretary, **Commonwealth Telecommunications Organisation (CTO)**

1700 **Close of HR4ICT Forum**

1900 **Gala Dinner Hosted by Pygma Consulting**
The gala dinner will be held at a nearby hotel and transport from the conference venue to the dinner will be provided