

AHRLC Nairobi, Kenya Edition

AFRICA HR LEADERS CONFERENCE

THEME:

Driving organizational innovation through strategic HR management: The Kenyan experience



Dates: 16th-20th October 2023

Location: Nairobi, Kenya Edition

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OVERVIEW

The HR function adds value to an organization through human capital investment. The function has undergone multiple transformations over the years. It has transformed from being a support function to a strategic function in organizational operations. It is now focused on both people strategy and business strategy. This means HR professionals have to adopt a CEO approach in their thinking by incorporating their strategy in the overall organizational well being and continuity.

As the HR functions evolve, it is no longer about employee engagement and satisfaction, talent recruitment and retention, workforce diversity, and succession planning. It is also composed of aspects such as multi generational workforce and digital revolutions which have been instrumental in enhancing employee engagement and culture building by HR practitioners.

WHO SHOULD ATTEND

- HR managers
- Recruitment managers
- HR strategy development managers
- Training & development managers
- Performance management managers
- Talent management managers
- Change and organizational development managers
- HR consultants
- Recruitment consultants

BENEFITS TO DELEGATES

- Apply HR analytics and metrics to improve performance
- Adopt latest digital strategies to drive HR functions in organizations
- Understand how to increase HR efficiency in organizations
- Increase the Return On Investment (ROI) of HR programs
- Build international HR networks
- Interact and share knowledge with top notch international speakers

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The HR function has also undergone major changes and now encompasses:



How digital transformations can drive strategic talent management in HR! :

HR is a key driver of digital transformations in the workplace through identification of talent with essential skills and competencies needed to function in the digital world. The HR department engages in building a talent pool that can embrace both the present and future workplace through training and development programs on how to incorporate technology in work processes.



Is working in the metaverse part of worklife?:

Technological advances have created a virtual reality workplace. Employees enjoy digital workstations that give them autonomy over their work. Google, Meta, Microsoft and Apple have been at the forefore in embracing metaverse in the workplace according to a report by CNBC. A past survey by ExpressVPN, a software company that targeted employees and companies in the US also points out that a metaverse workplace resonates well with most employees as it offers more work flexibility, collaboration with co-workers and the fun of “traveling” virtually.



How conversant are you in HR analytics (People analytics)?.

A report by Deloitte estimates that over 70% of organizations are using HR analytics to improve performance. Chief Human Resources Officers (CHROs) are using HR analytics to get insights on the impact of people drivers on organizational performance. This data based approach adds value to various aspects of HR such as: talent acquisition, management and retention, diversity, equity and inclusion, employee experience, and workforce planning. It helps to identify what works or doesn't and re-strategize if need be.



Establishing a hybrid work model for collaboration.

HR professionals have become cognizant of the need for work flexibility especially post pandemic. Today's organizations now include an in-office and remote work set up in a bid to improve employee productivity. This flexible work model aims to offer more growth and personal freedom to employees and in the long run achieve healthy work life balance. For instance, corporate giants such as Ford, Amazon and Microsoft have taken the lead in establishing hybrid workplaces. Further, research by Zippia The Career Expert suggests that 74% of US companies have already implemented or in the process of implementing the hybrid work model. This is a clear indication that a hybrid work model will be a key trend in the future of work.

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Employee wellness redefined:

Employee wellbeing and mental health has gained more attention post pandemic. HR professionals have become deliberate in ensuring wellbeing and mental health is addressed in organizations. Findings from a study in the recent past by McKinsey Health Institute shows that one in every four employees globally suffers from work burnout. The study also suggests a strong correlation between a toxic workplace and burnout. This shows the need for redefining employee wellness by creating a healthy organization. One that advocates for physical health, mental wellbeing, financial fitness, social health, safe workplace, and a healthy and positive organizational culture.



Increased Diversity, Equity & Inclusion (DEI) initiatives:

DEI initiatives are meant to build a fair and equitable workplace that accommodates all employees. In light of the developments of hybrid work contexts, HR departments have become proactive in nurturing an organizational culture that encourages positive workplace behavior. An article published by Forbes recommends use of recruitment, onboarding, compensation, professional advancement, mentoring and retention metrics to increase DEI in the workplace.

The HR function is thus a key pillar in an organization's success and overall strategic direction. Just as financial capital is accorded importance in the running of an organization so should human capital. This calls for articulation of HR function through bridging any gaps that hinder CHROs from becoming strategic business partners.



Africa HR Leaders Topics

- 1.The great reorganization: how the HR Model needs to evolve for the future world of work.
- 2.Leveraging strategic workforce planning to build future proof organizations
- 3.Talent management in a multi generational workforce.
- 4.Aligning HR functions with corporate strategy.
- 5.A Chief Human Resources Officer as a proactive agent in the change management process.
- 6.Effective training and re-skilling strategies for HR
- 7.Hybrid work environment as the new normal.
- 8.Building healthy organizations: A holistic approach to employee well being in the workplace.
- 9.Building winning workplace cultures in a transformed world.
- 10.The power of HR metrics and analytics in organizational performance.
- 11.HR as a driver of digital transformation and innovation.
- 12.Unlocking organizational effectiveness through employee resilience building.

AHRLC - AFRICA HR LEADERS CONFERENCE NAIROBI - KENYA EDITION 2023 CONTRACT REGISTRATION FORM

Terms & Condition apply.

Thank you for your interest in the conference;
To register, please provide the following information and Send this form to

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ALL PRICES EXCLUDING VAT WHERE APPLICABLE

1. IHRM Kenyan delegates: Ksh 89,900 per delegate

3. International delegates: \$ 1,590 for 5 days session

2. Block Booking for International delegates: \$1,390 for Block Booking of 3 Delegates and Above

AUTHORIZATION

Signatory must be authorized to sign on behalf of contracting organization, any cancellation should be done in writing 30 days before the training dates there after 100% course fee will be charged, a substitute will be accepted

This booking is invalid without a signature.

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Job Title:

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Organization:

VAT No.:

Telephone:

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Physical Address:

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SIGNATURE:

REGISTRATION DATE:

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3. This booking is invalid without a signature.

4. This contract booking is final, there will be no refunds for any cancellations, partial or in full, made by the client after 30 days, no show is considered a cancellation and no refund will be made .

5. If the client decides to cancel, the full invoice remains payable after 30 days to the event.

6. Written cancellation before 30 days to the event, entitles the client to a credit voucher to attend a future event with ABMC International less service charge.

7. ABMC International reserves the right to modify the content, timing, speakers or venue of the conference should circumstances dictate. The event may be postponed or cancelled due to

acts of terrorism, war, extreme weather conditions, industrial action, force majeure or any event beyond the control of ABMC International.

8. Clients who wish to make payment closer to the event dates or at the event are required to fill in ABMC International payment guarantee otherwise full payment is required within 5 working days.

9. Any dispute related to attendance and payments of this sales will be resolved under the Kenya Law in a court of Law in Kenya as per terms and condition of this service level agreement contract and all the legal fees involved shall be billed to the client.

10. A Purchase Order is acceptable as form of payment, however payable within 15 days after the event.

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