

AHRLC Kigali-Rwanda Edition

AFRICA HR LEADERS CONFERENCE

THEME:

Conference theme: Cultivating a purpose-driven workforce through HR transformations.



Dates: 18th-22nd March 2024

Location: Kigali-Rwanda

RWANDA

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Africa HR Leaders Consortium





OVERVIEW

The realm of Human Resources (HR) is experiencing a dynamic and transformative landscape driven by a confluence of technological advancements, evolving workforce dynamics, and changing societal expectations. HR professionals find themselves now more than ever at the forefront of redefining the employee experience. There is a shift towards innovative technologies like predictive analytics, artificial intelligence, data analytics, and automation to streamline HR processes to enhance talent management, and foster a more agile and inclusive workplace. The HR space is now marked by a fundamental shift towards a data-driven, employee-centric, and digitally-connected future, wherein the strategic role of HR in achieving organizational success has never been more pronounced.

WHO SHOULD ATTEND

1. HR directors/managers
2. HR business partners
3. HR shared services officers
4. Learning & development directors/managers
5. Training managers/officers
6. Talent & performance management managers
7. People & culture specialists
8. Change & organizational development Specialists
9. Compensation & benefits specialists
10. Anyone interested in gaining more insights into the world of HR

BENEFITS TO DELEGATES

1. Build professional connections and collaborations with HR professionals, industry experts and thought leaders from across Africa and beyond
2. Gain knowledge on innovative HR tools, technologies and solutions to enhance HR operations.
3. Derive practical insights and case studies on best HR practices from an African/global context.
4. Interactive sessions with our community of international speakers.
5. A one of a kind excursion/social networking experience on the last day of the conference.

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Key HR transformations in the modern workplace



Purpose driven organizations that focus on both profit and positive societal impact

As the 21st century takes place, it is evident that employees in particular millennials and Gen Z are seeking monetary compensation, meaning and fulfillment in equal measure. This is further emphasized by a recent Deloitte survey which postulates that purpose driven organizations tend to have more engaged employees, attract and retain top talent and derive better financial outcomes. Thus the transition to purpose driven organizations is both about employee engagement and gaining a competitive edge.

Sustainable employee wellbeing approach a top priority

As HR, we need to break the paradigm that a “good worker” is someone that stays late, is there first, works over weekends, and never says no to any demand from the organization. (Dr. Dieter Veldsman, Chief Scientist HR and OD, AIHR). HR specialists must understand that great employees are those able to strike balance between demands and resources in tandem with organizational expectations and how to deliver results within such a relationship in a sustainable manner. A sustainable employee wellbeing approach therefore needs to advocate for mental, social, financial, physical, career well being as well as resilience.



Human centric cultures

The heartbeat of successful organizations is its people. According to a Harvard Business Review, human centric cultures yield an empowered and satisfied workforce that drives business success as they prioritize employee engagement, well being and growth.

Why are human centric cultures a prevailing trend? Organizations have realized the need to invest in human centric cultures that emphasize human creativity, empathy and collaboration. Such cultures also foster workplaces where employees genuinely feel valued and motivated.

Feedforward performance management strategy

Feedback has been one of the conventional methods of performance assessment either through positive or constructive criticism. The challenge with this approach as a performance review method is that it focuses on the past which employees cannot rewrite. Feedforward approach strategy aims at supporting employees to develop innovative, creative and new ways of doing tasks and solving problems. It encourages employees to adopt a growth mindset and focus more on organizational goals along with individual career advancement.

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Intertwining of technology and HR practices



Generative AI (Artificial Intelligence) as part of Learning & Development programs

Currently making headlines in HR practices is Generative AI which is an advanced version of AI with the capability to offer customized learning. This is technology that HR departments can take advantage of to encourage employees to advance in their career path by offering personalized and efficient learning.



Data driven learning

HR decision making processes are now largely dependent on data and so are learning processes. By using predictive analytics, HR teams can keep track of metrics such as learning engagement, course completion rates and knowledge retention and application levels. This data driven learning approach yields optimal learning outcomes by allowing room for continuous improvement and fine tuning L&D programs based on actual performance and feedback.

Why Africa HR Leaders Conference?

The Africa HR Leaders Conference is an annual event that serves as a pivotal platform for HR professionals across the continent and beyond to converge, collaborate, and strategize, with the overarching goal of advancing HR practices, fostering talent development, and driving organizational growth in the African context.

This conference motivates HR professionals to share insights, best practices, and innovative solutions, enabling attendees to address the unique challenges and opportunities presented by the diverse African workforce.

Through engaging discussions, workshops, and networking opportunities, the conference aims to empower HR leaders to be at the forefront in driving organizational success through effective people management, shaping the future of work in Africa and ultimately contributing to economic and social development across the region.



Africa HR Leaders Topics

1. Best practices for enhancing employee value proposition(EVP) strategies.
2. Integrating Generative AI into learning & development programs.
3. Sustainability and Corporate Social Responsibility (CSR) efforts as part of HR strategies.
4. Cultural transformation: HR's impact on building purposeful workplaces.
5. Feedback vs feedword: Redefining performance management.
6. Strategies of driving Talent Analytics in the workforce planning.
7. Does HR really understand the use of Data Analytics in data driven decision making?
8. What is the Modern recruitment world like?
9. What are the benefits of creating workplace policies of A.I to drive the organization in the HR Space.
10. Strategies of developing remote workplace and policies to drive organization agenda.
11. Remote talent management: Challenges, benefits & strategies.
12. How to manage Dementia, Mental Health and Wellness at the workplace.
13. Strategic leadership for HR Unit towards organization success.

Africa HR Leaders Conference 2024 Kigali, Rwanda

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

EMAIL: INFO@ABMC-INT.COM

1. Dr. /Mr. /Mrs. /Miss:

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ALL PRICES EXCLUDING VAT WHERE APPLICABLE



Price: \$990 Per Delegate (VAT exclusive)

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.

Name:

Cell / D - Line:

Job Title:

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Organization:

VAT No.:

Telephone:

Facsimile:

Physical Address:

Postal Address:

SIGNATURE:

REGISTRATION DATE:

Terms & Condition for this Service Level Agreement

1. Signatory must be authorized to sign on behalf of contracting organization.

2. Any cancellation should be done in writing 30 days before the training dates there after 100% course fee will be charged, however a substitute will be accepted. 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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