



HR CHAMPIONS

EMBRACING THE FUTURE OF WORK

Annual Summit



FEATURING:
DAVE ULRICH
"HR thought leader of the decade"




18 - 19
MAY
2023



Southern Sun Cape Sun,
Cape Town

REGISTRATION

087 802 0829 

register@utc-sa.co.za 

Why Attend

Uniting the HR community in building the future-ready workforce by utilizing technologies while providing best-in-class human experience.

A paradigm shift in the way we work, coupled with economic instability has impressed upon business leaders a need to build a more empathetic and resilient future – in a workplace that is more agile and aware.

HR leaders must prioritize a greater connection between work and mission, chart a clear career path and highlight opportunities for upward mobility, while simultaneously empowering their workforce with the skills needed to navigate obstacles to play a key role in developing and reinforcing the culture of an organization.

Organizations are leaving traditional working ways behind, and industry experts are swiftly re-modelling their human capital strategies as they forge ahead.

Ultimate Training Consultants' is delighted to invite you to be a part of the second HR Champions Summit in Cape Town, South Africa.

The two-day conference will analyze the top HR trends set to impact you in 2023, with a focus on immersive and learning technologies. It will feature interactive keynotes, panels, interviews, roundtable discussions and case studies on critical themes spanning employee wellbeing, engagement, culture, total rewards, talent, skills and so much more.

Join us, as we deliberate challenges, explore opportunities, and examine the existing landscape while navigating future disruptions in a constantly evolving world.



This conference brings together crucial HR topics in one event. The research, speakers and professionals make this event powerful and a resource that you can continually rely upon and look forward to as a human resource professional.

[#HRCHAMPIONSCAPETOWN](#)

LEARNING

You will walk away with information, knowledge and ideas that will be critical for your work in HR. This conference is, after all, a remarkable learning experience.

THOUGHT LEADERSHIP

We are bringing the most talented, world-class HR leaders to share their ideas, insights, stories, data, experiences with you. We have more than 16 speakers over two days!

NETWORKING

We built in the agenda of the conference numerous opportunities for you to connect with HR leaders and professionals from diverse backgrounds to grow and expand your network!

COLLABORATION

This event will provide you opportunities to collaborate with like-minded professionals. There are sessions specifically designed to promote collaboration and cooperation.

WANT TO BRING YOUR TEAM?

Great! We'd love to have you, and we offer significant savings for group registrations. Visit our group registration page or contact us at register@utc-sa.co.za for more information or to reserve your spots.



CONFERENCE SPEAKERS

SPECIAL FEATURE



Dave Ulrich

INTERNATIONAL KEYNOTE SPEAKER | “FATHER OF MODERN HR” AND “HR THOUGHT LEADER OF THE DECADE”

Dave Ulrich is one of the world's leading authorities on Human Resource Management. He is a Professor at the Ross School of Business, University of Michigan and a partner at the RBL Group a consulting firm focused on helping organisations and leaders deliver value. He studies how organisations build capabilities of leadership, speed, learning, accountability, and talent through leveraging human resources. He has helped generate award winning databases that assess alignment between strategies, organisation capabilities, HR practices, HR competencies, and customer and investor results.

With over 25 management books and over 200 articles and book chapters, Dave has a wealth of knowledge to share and this is a great opportunity for you to learn from the very best.



Dr. Madelaine Gomes MsC.D

International Keynote Speaker



Londiwe Mncube

Chief Human Resources Officer



Sthembiso Phakathi

Director Organizational Transformation



Lana Hindmarch

Wellbeing Specialist



Cameron Coutts

Organisational Psychologist



Dr Dieter Veldsman

Award-winning Psychologist and HR Executive | CHRO of the year 2021



Brigitte Da Gama

HR Executive | Winner of the Talent 2020 CHRO and Transformation & Empowerment 2020 CHRO



Kyle Gareth Chetty

HR Executive | Leadership Coach | HR Speaker | 2020 Young CHRO of the Year



Khumbulani Vezi

Head of Human Capital

8:00 REGISTRATION

8:30 - 9:30 The Key to a Thriving Workplace Culture

Employees who believe in a company's values and mission and have a high level of job satisfaction showcase high levels of engagement. Conversely, disengaged employees have low levels of motivation and commitment to their job. An engaged workforce will positively impact your organisation's bottom line by increasing customer satisfaction, increasing retention, enhancing your existing culture as well as display increased innovation and critical thinking.

Join us, as we examine how:

- You can build an inclusive, engaged and happy culture
- How employee engagement impacts employee, team and your business
- How to measure employee engagement and create an action plan
- Your arsenal: Curating a toolkit to combine all your HR needs

9:30 - 10:30 PANEL DISCUSSION: One Vision, Many Voices: Analyzing a Multigenerational and Multicultural Workforce!

The global pandemic pushed the pace of change into overdrive – pushing employers to take a proactive role in ensuring their workforce is equipped with the skills of the future. But today's workforce has some distance to go before it is truly future-ready. Through this discussion, hear from experts on how to facilitate real and self-directed learning in your organisation in order to be better equipped for the challenges and opportunities of the future.

- Enabling your employees to be future-ready: How can HR and L&D leaders create a culture of self-directed and continuous learning?
- The shift to experiences: Moving from dated talent practices to new ways of holistic employee experiences for the new normal

10:30 - 10:45 NETWORKING MORNING BREAK

10:45 - 11:30 Future HR Capabilities Accelerating Human Capital Development

In this session, you will hear about the emerging technologies supporting agile talent development, and how critical HR capabilities can positively impact the workplace through a more integrated approach to work design, organizational design, and business outcomes. We will discuss how the employee experience is intrinsically connected to the customer experience and how companies are creating value by focusing on human centered design in the development of their capabilities. The focus on people and culture is leading HR teams and senior leaders to adopt new ways of thinking, leading, and building effective teams whose members can activate inclusive collaboration and cultivate an environment based on trust and empowerment for better decision-making.

During this session participants will learn to:

- Explore new HR practices that will ignite organizational agility and teamwork
- Identify Critical HR Capabilities for the flawless execution of their talent strategies
- Develop an Integrated Talent Strategy for a workforce that's distributed, digital, dynamic, and diverse.

11:30 - 12:30 Stay ahead of the curve: Are You Ready for HR in the Metaverse?

Technology has transformed the way we live, work, and interact with each other. One of the latest trends in this technology-driven world is the rise of the metaverse - a virtual reality where people can interact with each other and engage in various activities.

This fun, fast paced discussion will provide valuable information for HR professionals, business leaders and technology experts seeking to understand the impact of the Metaverse on the world of work.

Key discussion points include:

- Three ways that the Metaverse is set to transform HR and the future of work in the region
- The challenges and opportunities presented by the metaverse for HR professionals
- Practical insights on how HR professionals can prepare for and embrace the metaverse

12:30 -
13:30 **LUNCH BREAK**

13:30 -
14:00 **PANEL DISCUSSION: People Experience: What Is It and Why Is It Becoming so Important?**

People experience in the workplace is now arguably one of the biggest factors in driving productivity, retaining great talent and differentiating your organisation.

People are fundamentally thinking differently about their way of living, craving independence, personalization, and self-control.

Organizations have a sense of urgency to refresh their employee value proposition taking an imaginative look into personalized experiences, fresh look at reward packages offered and new ideas for connecting all their workforce and cementing a sense of belonging.

14:00-
15:30 **KEYNOTE: Human Capability for Today's Changing Business World: Implications for HR professions - Dave Ulrich**

Now is the time for human capability:

- Recognize that "human capability" is the key challenge in today's change business context
- Identify external context that puts people and organization at the center of business success
- Define assumptions for the future of work

HR is not about HR but creating value in the marketplace:

Define stakeholder value from human capability (outside in). Talk about human capability conversations with

- Investors
- Customers
- Communities
- Boards
- Senior executives
- Employees

Evolution of HR to human capability:

Showing evolution of personnel to human resources to human capital to human capability



DAVE ULRICH
KEYNOTE

Upgrading your talent):

- Identify latest innovations in talent in
- Bringing the right people into the organization (acquisition)
- Moving people through the organization (training, rewards, communication, diversity)
- Retaining and removing the right people Employee engagement: creating an employee value proposition

Creating the right organization:

- Define organization as a set of capabilities and the right culture
- Diagnose how to create the right culture given your marketplace

Establishing a leadership brand:

- Define the right leadership as the brand in the marketplace
- Identify the five core domains of leadership competence (leadership code) in today's world and 10 leadership skills

Upgrading human resources:

- Review the evolution of HR value added from administrative to best practice to strategy to outside in
- Identify 10 elements of an effective HR department

8:00 REGISTRATION

8:30 - 9:30 Reassessing Your Total Rewards and Compensation Strategy

The past two years have significantly shifted workforce expectations and impacted the employee-employer relationship. The talent market requires innovative rewards approaches to attract, engage, and retain critical talent.

HR executives are feeling the pressure to optimize their rewards plan and communications to meet the needs of a diverse and dispersed workforce.

This session will explore how organizations can effectively align their total rewards and compensation programs with their overall business objectives and stay competitive in the marketplace.

It will also highlight key updates and changes in the market and provide valuable insights for HR professionals looking to stay ahead of the curve.

Join us as we examine the fundamentals of a compensation strategy, design, and communication that will positively impact employee experience and the organization's bottom line.

In this session, we will cover:

- Current and future trends as well as industry best practices
- Strategies for aligning total rewards and compensation programs with business objectives and the future of work
- Considerations for implementing changes to your total rewards and compensation strategy
- The impact of technology on total rewards
- Practical advice for HR professionals looking to enhance their total rewards and compensation programs

9:30 - 10:30 PANEL DISCUSSION: The Evolution of the CHRO: Driving Business Strategies

A distinctive feature of the coronavirus pandemic has been to promote the position of the CHRO, who is now visibly helping CEOs and Boards lead companies into the future.

CHROs now work with senior shareholders while enabling productive teams in an increasingly fragmented world. This session is designed to give you key insights on how to rethink collaboration, leadership, and engagement to drive performance across your businesses.

Hear from experts who commercially define, lead, and drive strategy for HR departments to support the growth of the organizations.

- What are the current trends and challenges in the future of work?
- Mindset shift: Developing key competencies to drive effective change, nurture culture and create a more inclusive, equitable and future-ready workplace.
- Driving employee engagement and productivity through leadership, technology, and proactive change management
- What does your organization see when they look at your HR function? Do they like it? Why do they have this impression? How can you understand their outlook and make it better
- Focus on designing an agile organization
- The importance of diversity, equity, and inclusion in the region

Key insights: Best practices for navigating and adapting to change in the world of work.

10:30 - 10:45 NETWORKING MORNING BREAK

10:45 -
11:30

Reimagining Human Capital Management

This session will delve into the importance of talent management in achieving an organisation's business objectives while examining key strategies and best practices for developing top talent in the region. It will also provide valuable insights and practical advice for HR professionals looking to optimise their HCM strategies and enhance their overall talent management efforts.

Join us as we explore ideas and share insights on how you can drive a human capital analytics strategy designed to boost employee engagement, retention, and performance.

- HCM: The core formula!
- The importance of talent management in achieving an organization's business objectives
- Key strategies and best practices for attracting, retaining and developing top talent
- Examination of the role of technology in HCM and how it is transforming the way organizations manage their workforce

Valuable insights and practical advice for HR professionals looking to optimize their HCM strategies

11:30 -
12:30

ROUND-TABLE DISCUSSION: The Science of Inclusion and Belonging in the Hybrid Workplace

This round-table session give you the opportunity to learn from your peers and engage in conversations focusing on designing and implementing strategies and operations for Diversity, Equity, Inclusion, and Belonging in the hybrid workplace. During this session, you will discuss the science of Inclusion and Belonging in the Hybrid Workplace, analyze a (DEIB) Diversity, Equity, Inclusion, and Belonging Culture from Management to the frontline, and design strategies for Diversity, Equity, Inclusion, and Belonging for the hybrid workplace.

12:30 -
13:30

LUNCH BREAK

13:30 -
14:30

Navigating the Well-being Crisis

This session will address the growing crisis of emotional well-being in the workplace. The discussion will explore the role that HR professionals play in promoting emotional well-being in the workplace to create a more engaged, productive, and resilient workforce.

We will discuss steps to eliminate stigma, offer practical advice and share best practices and include strategies for creating a supportive and mentally healthy workplace, managing workplace stress, and promoting employee well-being.

Key discussion points include:

- Strategies to promote healthy behaviors at work
- How can you re-engage a disconnected employee?
- 5 ways to design an employee burnout recovery plan using data
- The growing crisis of emotional well-being in the workplace
- Factors contributing to this crisis and its impact on employees and organizations
- Practical advice and best practices
- Techniques for managing workplace stress and promoting employee well-being

14:30 -
15:30

Revolutionize Your Succession Planning: Proven Strategies for HR Experts

As businesses strive to ensure a seamless transition of leadership and retain competitive advantage, 'Succession Planning' is rapidly taking center stage.

However, while companies are recognizing the importance of investing in their future leaders and developing robust succession plans to secure their long-term success, the move highlights the need for HR to play a more active role in the process and collaborate with other stakeholders to develop a comprehensive plan that addresses challenges.

The benefits of effective succession planning are numerous, including improved business continuity, enhanced talent development and increased organizational agility.

- Importance of Succession Planning and its role in ensuring business continuity



THERE'S ADDED VALUE!

In addition to our in-person event, we will be launching a weekly podcast where we will be discussing HR issues keeping you up at night, with guest HR experts to cover topics requested by you, the HR Community.

LINKEDIN

Talk

YEAR-ROUND CONTENT FROM OUR HR COMMUNITY

The PODCAST will feature insights, interviews and articles from our global network of HR, HR Tech, Talent and Rewards experts.

Stay on top of the HR trends in the region!

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