



DIVERSITY AND INCLUSION SEMINAR 2019

13 NOVEMBER 2019 | One-Day Seminar
RADISSON BLU GAUTRAIN HOTEL
Sandton | Johannesburg

Participating Organisations



Presented by



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INTRODUCTION

There is no doubt that in this multidimensional and complex society, focusing on maximising the value of a diverse workforce has almost become a business imperative.

There are enormous benefits diversity can bring to organisations and research has pointed out that organisations with a diverse leadership perform better financially, are more creative and are better at fostering strong business relationships.

However, while South African organisations extensively focused on hiring for diversity, there's one part of the equation that we do not often put emphasis on – which is fostering an inclusive culture.

This year's Diversity and Inclusion conference will thus provide a unique sharing platform to address how to make a real difference at work to create a truly diverse and inclusive culture in the workplace. Join fellow practitioners championing Diversity and Inclusion to make connections, explore best practice and take action in your own organisation.

7 TOP REASONS WHY YOU SHOULD ATTEND

- Find out how your D&I strategy can align to support both business and culture
- Identify strategies for moving your organisation along the Diversity & Inclusion maturity framework
- Identify areas where leadership needs to change in order to become more inclusive
- Examine new ways to apply analytics to increase D&I effectiveness
- Learn how to create a culture of respect that mitigates against harassment and bullying
- Discover ways to recognise unconscious bias within yourself, others, and the organisation
- Learn how Age diversity, Gender Diversity, Diversity of Abilities, Ethnic diversity and Social Diversity will benefit your business

WHO SHOULD ATTEND

- HR Directors and Managers
- Transformation Directors, Managers and Consultants
- EE Managers
- Head of Change Management and Managers
- OD Directors and Managers



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SEMINAR PROGRAMME

07:30–08:15

REGISTRATION · Meet and greet seminar attendees, speakers and KR staff

08:15–08:30

Welcome and introduction by the chairperson

08:30–09:15

Creating a truly inclusive culture: how to enable inclusive leadership, culture change and internal buy-in

Inclusion goes beyond policy and processes – it is about ensuring that everyone is valued and supported as an individual. This closing session will focus on how we can develop a more inclusive culture where every individual can flourish and the strategies we can use to develop engaged, inclusive and high performing teams including:

- Inclusive leadership – empowering leaders and managers to foster inclusion within their teams
- Facilitating culture change for diversity and inclusion to gain momentum with the organisation
- Getting internal buy-in by articulating the values and benefits of a diverse workforce

Speaker **DOMINIC GAOBEPE**, *Director and Diversity & Inclusion Specialist, Cohesion Collective*

09:15–10:00

Let's talk about race: Investec Case Study

Can organisation development help to transform a country? Investec decided to start talking about race. Hear Dr Henk Struwig share the story of how Investec is using its open and honest culture to tackle racial issues in South Africa.

Speaker **DR HENK STRUWIG**, *Head: OD, Investec*

10:00–10:30

MORNING BREAK · Enjoy refreshments and network with seminar attendees and speakers

10:30–11:15

Case Study: How to be deliberate about Diversity

The transformation Agenda at Santam Group is paying off! Currently the organisation is a BBBEE level 1 business with 57.7% women employees and 71.4% black employees. The business also has multiple generations (predominantly millennials) working side-by-side. In 2018 alone, 120 learners and graduates have been trained through learnership and internships, with an 82% placement rate in Santam and the organisation's wider network and industry. Hear Santam's Head of Learning and Development, Mashumi Tutu share how the organisation is driving its transformation agenda through the following multi-pronged approach:

- Targeted external talent acquisition using various recruitment strategies with clear focus on diversity with respect to race, gender and generations
- Deploying internal talent through promotions, assignments and secondments within Santam and the larger Sanlam Group
- Internal capacity-building through development programmes that grow the talent pipeline in the short, medium and long term
- An external talent pipeline drive via the Strategic Resourcing Plan (SRP) and the Skills Development Academy

Speaker **MASHUMI TUTU**, *Head: Learning and Development, Santam*

11:15–12:00

How Neuroscience can inform and improve your D&I practice to drive smarter teams

Unconscious bias remains one of the biggest and most intractable obstacles to effective D&I. It is pervasive, persistent and left unchallenged it becomes malicious. For too long efforts have been focussed on "overcoming" bias or hoping that somehow becoming aware of its existence was enough. Because the simple truth is that where there's a brain there's a bias.

In this session Ingra will outline an approach to bias utilising a game-changing framework that mitigates bias by removing it from the process, not people. He will build on this to illustrate how neuroscience provides insights into growth mindset and workplace culture and how the approach can enrich your practice of D&I to drive smarter team performance.

Speaker **INGRA DU BUISSON-NARSAI**, *Founder and Organisational Psychologist, NeuroCapital*

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SEMINAR PROGRAMME

12:00–13:00

LUNCH · Learning conversations and connect over lunch with seminar attendees and speakers

13:00–13:45

Creating an inclusive culture in relation to gender identity and intersex

In 2018, the first South African Workplace Equality Index (SAWEI) which measures all levels of LGBT+ (lesbian, gay, bisexual, transgender, intersex, queer) equality and diversity in the workplace, was launched. The launch of the Index shows the importance of creating an inclusive culture in relation to gender identity and intersex – in essence people perform better when they can be themselves.

Join Jabu Pereira and find out how you can make LGBT+ equality and inclusion about business success.

Speaker **JABU PEREIRA**, Executive Director, Iranti-org

13:45–14:45

Ready or not: here come the Centennials

Born when democracy in South Africa was in its infancy, Centennials (or Generation Z) did not experience the struggle against apartheid. They know South Africa as a noisy, unequal, complex country that is healing, growing and changing with them. This new generation also belonging to what we call the Me-Too era, and having shown their voice through actions like the Fees Must Fall movement, will make an impact to the way we work. What can leaders expect and how can they embrace and ensure the inclusion of these new entrants into the work space? Find out from Jessi Tomkinson GM for Talent at Student Village.

Speaker **JESSI TOMKINSON**, GM: Talent Division, Student Village

14:45–15:00

AFTERNOON BREAK · Enjoy refreshments and network with seminar attendees and speakers

15:00–16:00

Delivering on Transformation, Diversity and Inclusion in corporate South Africa

- Overcoming the challenges of implementing Equity in Corporate South Africa
- Corporate diversity programmes in 2019 – what's working and what's not? How can we improve?
- Developing inclusive practices for all (includes Age diversity, Gender Diversity, Diversity of Abilities, Ethnic diversity and Social Diversity)
- The workplace gender gap and how we can close it

Speaker **NENE MOLEFI**, CEO, Mandate Molefi

Participate in the second part of the session for an engaging conversation with the panel. You will have the chance to share your most pressing questions and biggest challenges when it comes to making culture change happen within your own organisation.

ALL SPEAKERS OF THE DAY

16:15

CLOSE OF SEMINAR · Afternoon networking and departure



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SEMINAR SPEAKERS



DOMINIC GAOBEPE
Director and Diversity & Inclusion Specialist, Cohesion Collective

Dominic Gaobepe is a dynamic speaker, trainer & entrepreneur. As a co-founder of Cohesion Collective he works with local and multinational companies to contribute towards social cohesion and nation building by enabling them to build the skillset & mindset of equality, diversity & inclusive leadership. He holds a Bachelors degree in Economics from Rhodes University. After graduating he worked within the Human Resources field for Unilever SA & South African Breweries, adding value and building expertise in the areas of leadership development, high performing teams & organisational transformation.



DR HENK W. STRUWIG
Head Organisational Development, Investec

Dr Struwig helps organisations develop the capabilities they need to respond to challenges in the market place, solve complex problems and organise themselves to stay competitive over

time. He is an expert in human relations and organisational culture, with 15 years of consulting experience in the financial services industry, locally and internationally. He consulted to major financial institutions including Absa and Barclays and is presently employed by Investec Ltd as the head of the organisation development team. Henk holds a doctorate in organisational consulting psychology and is registered with the professional board of psychology.



JESSI TOMKINSON
GM: Graduate Talent Division, Student Village

A youth specialist, public speaker and general lover of life. Jessi Tomkinson, the Director of Student Village's young talent division, has over 10 years of experience in talent acquisition, development and youth empowerment for South Africa's best loved brands. The culmination of long-standing partnerships with SA's leading employers, and many years spent listening to their needs and suggestions has made Jessi a specialist in design, implementation and management of talent processes and principles. Her expertise has placed her at the forefront of workshops and speaking opportunities with these same brands, sharing

valuable insights to attracting the younger talent that businesses need to succeed. Student Village is South Africa's niche graduate talent hub where Jessi continues to work as a bridge between brands and graduates, helping them gain a better understanding of their Afrillennial workforce.



INGRA DU BUISSON-NARSAI

Director, NeuroCapital
Ingra is a Registered Organisational Psychologist in private practice. She is the co-founder and Director of NeuroCapital Consulting, which consults to some of South Africa's leading and most admired companies. Ingra has 16 years of executive level experience in corporate South Africa, including as Group HR Director for Famous Brands Limited, Human Resources Executive (Aegis Insurance/RMBH Group), and HR Director (Usko/Bytes Technology). Academically, she holds a MComm (Organisational Psychology) degree, a BComm Hons (Strategic Management) degree, and a MSc degree in Neuroscience-based Leadership. She is currently pursuing a Ph.D., focusing on the behavioral markers of neuroscience-based leadership. Ingra is a founding member of the International Neuro Practitioners Guild, and a frequent best practice

"Sharer" at conferences, business schools and in the media. Her unique contribution is being a catalyst for change, using integrative organisational neuroscience.



NENE MOLEFI
Managing Director, Mandate Molefi

Over the past two decades, Nene has gained a reputation both locally and internationally as a thought-leader in diversity and inclusion, values-driven leadership and transformation. She has authored numerous publications, including contributing to the book Leadership Perspectives from the Front Line and authored A Journey of Diversity and Inclusion in SA. She is a member of the Diversity Collegium, a think tank of globally-recognised diversity experts. She is an associate lecturer at GIBS on Global Diversity and Unconscious Bias, as well as an associate lecturer on Transformation Strategy for the Stellenbosch Business School. She is a sought-after speaker for conferences around the world.

Do you have a solution or product you want to exhibit and show to decision makers?

With over two decades of experience and a reputation for providing service of uncompromising quality with exceptional passion, our conferences attract large numbers of delegates from various fields, including Human Resources, Leadership, Marketing, Coaching and Mentoring, Remuneration, and more.

In addition, we present an annual line-up of C-Suite Conferences that are largely attended by executive level directors and business leaders from many of the top 500 companies across the country.

Sponsors and exhibitors have the opportunity to network with many executive leaders and decision makers in business today. Use your presence and expose your brand at KR high level conferences to:

- Increase brand awareness with exposure during pre-events and conferences
- Increase visibility in focused markets – as an exhibitor at an event, your stand will be strategically placed within the registration/refreshment area guaranteeing high volume delegate traffic
- Communicate your message to highly experienced authorities and executive leaders in business
- Enjoy unmatched opportunities to network with colleagues, customers and new prospects
- Generate sales leads and educate your target market
- Elevate your company profile
- Introduce or demonstrate your services and products to a captive audience and key target market

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RADISSON BLU GAUTRAIN HOTEL

This Johannesburg hotel in Sandton is perfectly located

The Radisson Blu Gautrain Hotel, Sandton Johannesburg is located within walking distance of exclusive shopping, public transportation and the city's premier business district. The famous Nelson Mandela Square and the popular Sandton City shopping mall are only 500 meters from our hotel in the upscale suburb of Sandton. Situated across the street from our hotel near Johannesburg's city center, the Sandton Gautrain Station connects guests to the lively Pretoria and Soweto neighborhoods as well as the O.R. Tambo International Airport.

CONTACT INFORMATION

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REGISTRATION INFORMATION

REGISTRATION FEE	2019 EXCL. VAT
13 November 2019 DIVERSITY AND INCLUSION SEMINAR 2019	R 4 100.00
Registration fee excludes VAT . INCLUDES speaker slides, parking, refreshments, snacks, lunch, workshop and conference materials.	

HOW TO REGISTER

ONLINE	EMAIL	PHONE
WWW.KR.CO.ZA	Email completed form magdeline@knowres.co.za	MAGDELINE MATLATSE +27 (11) 706 6009

SPECIAL OFFERS

- Register 3 delegates and the 4th delegate attends free of charge!
- HR Think Tank Members qualify for 20% discount – contact Zia Attlee for membership +27 (11) 706 6009 | zia@knowres.co.za
- Special discount for registered NPOs, small businesses (30 / 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. KR 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 +27 (11) 706 6009 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 the Customer Care Department 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 KR 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 • PAYMENT MUST BE RECEIVED BEFORE THE EVENT TAKES PLACE

- Payments should be made to KNOWRES (PTY) LTD T/A KR.
- Electronic Transfer or Direct Deposit into our bank account, validated by email copy of transaction slip: Nedbank Central Gauteng | Account Type: Nedbank Current | Account No.: 1098473477 | Branch Code: 12840500 | Email: magdeline@knowres.co.za

SETA GRANTS AND ACCREDITATION REQUIREMENTS

Many of our delegates enquire about the accreditation of our events. There is a misconception that organisations qualify for SETA grants only for accredited programmes. This is not correct. The payment of SETA grants is regulated by the Government Gazette, no. 9867, Vol. 570, 3 December 2012, no. 35940. These Regulations clearly state that the SETAs "must allocate a mandatory grant to a levy paying employer" that has submitted a WSP and ATR by the regulated date, has provided all the information required in the regulated template, and is up to date with skills levy payments. Furthermore, the template in the Regulations (Section C: Skills Development) allows employers to include ALL planned training in the report; not only accredited programmes.

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REGISTRATION FORM

Once payment has been made please email through proof of payment with the event's name in the subject line. PLEASE NOTE Delegates will not be allowed entry to the event if payment has not been received.

BOOKING MADE BY (NAME & SURNAME):

Company:

Company VAT number:

Email:

Postal address:

Postal code:

Date:

Department:

Phone:

Physical address:

Postal code:

Signature:

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

DELEGATE 1

Name:

Title: Mr / Mrs / Miss / Dr / Prof

Designation:

Email:

Phone:

Cellular:

Dietary requirements:

DELEGATE 2

Name:

Title: Mr / Mrs / Miss / Dr / Prof

Designation:

Email:

Phone:

Cellular:

Dietary requirements:

DELEGATE 3

Name:

Title: Mr / Mrs / Miss / Dr / Prof

Designation:

Email:

Phone:

Cellular:

Dietary requirements:

DELEGATE 4

Name:

Title: Mr / Mrs / Miss / Dr / Prof

Designation:

Email:

Phone:

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Dietary requirements:

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Cardholder:

Card number:

Date:

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CCV number:

Amount (Total incl. VAT):

Signature: