

SARA CONFERENCE 2016

3 – 4 November 2016

Thursday, 3 November 2016

07:00 – 09:00 **SARA AGM & BREAKFAST** – Presented by Lindiwe Sebesho, SARA President

Guest Speaker – *Brett Archibald - Miracle from the Sea*

Brett's account of the experience that changed his life forms the perfect analogy for companies trying to tread water in turbulent times

08:00 – 09:30 **Registration**

Conference programme will be facilitated by **Mr Jeremy Maggs**

09:30 – 10:30 **KEYNOTE ADDRESS**

Future Trends and Change – a look at trends accelerating change in the world around us

Barrie Bramley (The Curious Disruptor, specialising in presenting disruptive thoughts in a business context)

10:30 – 11:15

Panel Discussion: Our world - our work - our impact - our responsibility

Economic megatrends in the Future of Work versus the social imperatives of inclusive growth, addressing unemployment and inequality

Dr Roelof Botha (Economist), Natalie Singer (Consultant, Global Business Solutions) and Dennis George (General Secretary, FEDUNSA)

Facilitated by Martin Hopkins (Partner, PwC)

11:15 – 12:00

Rewire for Change and a New World

What are some of the day-to-day practices and initiatives that should be implemented that will ensure that organisations are getting the best out of their people today, and that will simultaneously prepare them for the changes to come?

Marie-Claire Mclachlan (Director, CultureCode)

12:30 – 13:00 **Lunch Break**

13:00 – 13:15

Video

13:15 – 14:00

How can Total Reward Professionals Capitalise on Technology?

Using real world examples, we highlight the opportunities that emerging Big Data Technology creates for Total Reward Professionals

Matthew Melville (Managing Consultant, REM Solutions (Pty) Ltd)

14:00 – 14:45

Panel Discussion: Performance Management – No middle ground

The changing landscape of Performance Management

Lindiwe Sebesho (Head of Performance Management and Recognition, Barclays Africa Group Limited), Marius van Rensburg (Senior Manager: People Performance Management, MTN) and Nhlamu Dlomu (Executive Director: HR and Advisory Partner, KPMG)

Facilitated by Dr Mark Bussin (Chairperson, 21st Century)

14:45 – 15:15 **Networking Break**

15:15 – 16:00

Engagement Trends in South Africa: How does the future look?

We examine the prevalence of 'Labradors', 'Treasure Hunters', 'Vampires' and 'Bored Dinner Guests' in corporate South Africa based on insights from research.

Dr Gavin Symanowitz (Managing Director, FeedbackRocket) and Dr Mark Bussin (Chairperson, 21st Century)

16:15

Cocktail Evening

Friday, 4 November 2016

09:00 – 10:00

KEYNOTE ADDRESS: The Disruptors: Social Entrepreneurs Reinventing Business and Society

The authors of this book share their insights
Kerryn Krige (Senior Programme Manager, Gordon Institute of Business Science, UP) and Gus Silber (Journalist, author, scriptwriter, speechwriter and media trainer)

10:00 – 11:00

Panel Discussion: King IV

Implications and key insights for Total Rewards Professionals and remuneration committees following the release of King IV

Ansie Ramalho (King IV Project Lead, Institute of Directors in Southern Africa), Ray Harraway (Executive Director, Ernst & Young Advisory Services) and Dr Ronel Nienaber (Vice President Global Reward and Benefits, Sasol)

Facilitated by Jeremy Maggs

11:00 – 11:30

Networking Break

Employee Benefits and International Mobility Engaged Employerism

11:30 – 12:15

The evolved role of HR in enabling the financial wellness of employees
Avishal Seeth (Principal Consultant, Simeka)

Academic Research

11:30 – 12:15

Closing the Gap in Pay Practices

Insight into different pay practices across public and private organisations
Bryden Morton (Executive Director, 21st Century)

12:15 – 13:00

Expatriate Selection

The impact of insufficient expatriate selection and management processes on local national employee performance and wellness - lessons learnt and what to do about it
Dr Marius van Aswegen (Industrial Psychologist)

12:15 – 12:45

Inequality and Government Redress Policies

Research on South African government, trade union and management attitudes to inequality
Marina Champion (Gordon Institute of Business Science, UP)

12:45 – 13:15

Bridging the Gap

Do excessive rewards lead to decreased performance? A tale of two worldviews
Prof Robin Snelgar (HOD Industrial and Organisational Psychology, NMMU)

13:00 – 14:15

Lunch Break

14:15 – 14:50

Customer Advocacy in a mobile world

Yaron Assabi (Founder, Digital Solutions Group)

14:50 – 15:30

Creating Tomorrow's Reward Practices Today – Insights and Lessons Learnt

Martin Hopkins (Partner, PwC)

15:30 – 15:45

Closure

* This programme is subject to change, SARA cannot be held liable/responsible should speakers or topics change