



ORGANISATIONAL DEVELOPMENT 2024 ANNUAL CONFERENCE



**NETWORKING
OPPORTUNITIES**




**LEARNING
FROM INDUSTRY
LEADERS**



**ACCESS TO
CUTTING-EDGE
RESEARCH**

**Ensuring the sustainability of an organisation
to meet the dynamic demands of work**

Two-day in-person & virtual

 **28-29** | FEBRUARY
2024



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The Wanderers Club, Corner Corlette Drive and Rudd Road, Illovo, **Johannesburg**

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OVERVIEW

KR proudly presents the **2024 Annual Organisational Development Conference**, embodying this year's theme: "Ensuring the sustainability of an organisation to meet the dynamic demands of work." The conference boasts a not-to-be-missed line-up of speakers who are pioneers in the field of Organisational Development, and ready to impart valuable insights on prevailing trends and best practices.

Our engaging, interactive sessions will cover pivotal topics such as change management, employee engagement, leadership development, and many more. Each session is carefully crafted to foster a robust learning environment, allowing you to gather actionable strategies and insights.

Networking is a cornerstone of this conference!

Seize the opportunity to connect with a community of like-minded professionals, cultivating relationships that bolster your career trajectory. Walk away equipped with invaluable insights and practical strategies, essential for enhancing organisational effectiveness and success.

This conference is designed for both seasoned OD practitioners and those embarking on their career journey, providing a vibrant platform to stay abreast of industry innovations while forging meaningful professional connections.

Don't let this opportunity pass you by! Register today to secure your place at the one-of-a-kind **2024 Annual Organisational Development Conference**.

BENEFITS OF ATTENDING

- **Networking Opportunities:** Engage with a network of professionals, sharing insights and forging valuable connections within the field.
- **Access to Cutting-Edge Research:** Stay abreast of pioneering research and emergent industry trends that are shaping the future of organisational development.
- **Learning from Industry Leaders:** Benefit from the knowledge and expertise of industry leaders through comprehensive, insightful, and informative sessions.
- **Exposure to Innovative Tools and Methodologies:** Discover new strategies, tools, and methodologies to enhance organisational development practices effectively.
- **Knowledge and Skill Enhancement:** Seize the opportunity to augment your professional knowledge and skills, applying enhanced strategies and insights to your organisational role.
- **Motivation and Inspiration:** Leave the summit feeling invigorated, motivated, and inspired to pursue excellence in your professional endeavours.
- **Investment in Professional Development:** Attendance represents a significant investment in your professional journey, promising a multitude of benefits for both your career and organisation.

WHO SHOULD ATTEND

- Heads and Managers of Organisational Development, Organisational Design, Organisational Effectiveness, Transformation and Change Management, Organisation Development Advisors and Consultants
- HR Directors, Heads of HR, HR Managers and Business Partners, Heads and Managers of Learning and Development, Learning and Development Advisors, Consultants, Leadership Development Managers and Business Partners
- Heads and Managers of Talent Management, Talent Development Specialists and Consultants

ENSURING THE SUSTAINABILITY OF AN ORGANISATION TO MEET THE DYNAMIC DEMANDS OF WORK

FEATURED SPEAKERS



Join us at the leading OD Conference and benefit from the knowledge and expertise shared by Industry Leaders!

ANTON SHUFUTINSKY, Vice Chair of the Board of Trustees, OD Network, **USA**

RHIANNON (CROWHURST) HAMMAN, Organisational Development Consultant & Industrial Organisational Psychologist, IQbusiness SA

ROB CROSS, Senior Vice President of Research at I4CP, Edward A. Madden Professor of Global Leadership at Babson College, Co-founder and Research Director of the Connected Commons, and Author, **USA**

JENNY LORENZO, Professional Associate, GIBS

CARMINE NIEMAN, Lecturer, Organisational Development and Employee Well-Being Specialist, University of Free State

LINDA HOLBECHÉ, Co-Director, The Holbeche Partnership, **ENGLAND**

THANDO MAHLO, Culture and Transformation PMO Lead - Africa, The Coca-Cola Company

JACKIE (PALMER) KENNEDY, Founder, LeadMe Academy

NOHA EL-BANNA, HR Organization Development Certified Consultant, Institute of Organisational Development, **CANADA**

TEBOGO MDHLULI, Seasoned Business Transformation Specialist

DAYALAN GOVENDER, Partner/Director, People and Organisation: Africa Lead, PwC

ANGELIQUE HERBST, Senior Manager: People and Organisation, PwC

VANESSA KODISANG, Executive Head of People: Hollard Centre, Hollard Insurance

VELA HLATSHWAYO, Senior Manager: Change Management, South African Reserve Bank

BYRON HEYLEN, Senior Manager: Organisational Development, BDO SA

NEVILLE LINDSEY, Head of People, Talent, Organisational Development, Discovery

SAZI LEKOLA, Head: Leadership Development, FNB & Wesbank South Africa

NOMFUNDO VILAKAZI, Group OD & TA Manager, Dis-Chem Pharmacies

SALLY PIKE, Change Manager

OPILA MOODLEY, HR Director, Estee Lauder Companies

CLAYTON LENDRUM, Managing Director, Knowledge X-Change

BAHLE GOBA-MATSHO, People Change Manager, ABSA

PORTIA MOGALE, Managing Executive: Human Capital, Sanlam Corporate

DR SHARON MUNYAKA, UN SDG Leadership Lab Facilitator, Presencing Institute; Facilitator and Executive Coach, Henley Business School – Africa

REITUMETSE MACHABA, Head of Learning, Talent & OE, Guardrisk

DR RUWAYNE KOCK, President, SIOPSA: Founder and CEO Authentic Organisations

SPONSORSHIP AND EXHIBITION OPPORTUNITIES

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

Partner with us for networking, sharing and learning in 2024! If you want to connect with thought-leaders and senior decision makers, this event provides excellent opportunities to help you achieve your business goals.

Find out how you can get involved today and boost your brand with enhanced business relationships, lead generations and a full pipeline.

Our conferences are specifically designed for networking, sharing and learning.

NOTE: There are limited sponsorship and exhibition opportunities available.

Don't miss out on presenting your brand at this event, by partnering with us for the **2024 ANNUAL ORGANISATIONAL DEVELOPMENT CONFERENCE**.

Contact **Charmaine Shangase** – charmaine@knowres.co.za to find out more and to reserve your place early!

charmaine@knowledgekr.co.za

REGISTER TODAY!

07:30–08:50

Registration and Morning Refreshments

08:50–09:00

A Warm Welcome and Introduction by Chairperson



DR RUWAYNE KOCK, *President, SIOPSA: Founder and CEO Authentic Organisations*

Dr Ruwayne Kock is a registered Industrial and Organisational Psychologist with a remarkable 25-year track record as a practitioner and academic. He has delivered innovative human capital solutions across national and global multinational companies. His expertise spans diversity, equity, and inclusion, leadership development, executive coaching, talent management, and change management. Ruwayne's global experience includes leading culturally diverse teams across Europe, the Middle East, and Africa. He serves on the Management and Executive Committee of the Society of Industrial and Organisational Psychology as Transformation Portfolio and Black Industrial and Organisational Psychology (BIOP) Caucus Chairs. Additionally, he is a board member of Dream it Believe it Live it (DBL), an educational foundation.

PANEL DISCUSSION

09:00–09:45

Trends Influencing the Growth and Progress of Organisational Development and Strategies for Future Challenges

Explore pivotal trends and challenges in organisational development (OD), and uncover strategies essential for navigating the evolving landscape of the industry effectively. Points for discussion include:

- Examining the transformative impact of technology advancements, such as artificial intelligence and automation, on organisational practices and structures.
- Investigating the emergence of remote work and distributed teams, with a focus on their influence on organisational structure and culture.
- Highlighting the significance of diversity, equity, and inclusion initiatives in promoting equitable opportunities and cultivating a supportive organisational environment.
- Embracing agility in management and decision-making processes to adapt to rapid market changes and ensure organisational resilience.
- Prioritising environmental sustainability as a core component in organisational strategies to align with contemporary corporate responsibilities.
- Developing strategies to enhance employee engagement and foster a supportive environment for the successful implementation of organisational changes.
- Navigating the complexities of executing OD initiatives effectively within financial constraints, ensuring strategic alignment and resource optimisation.
- Establishing robust support frameworks that facilitate continuous leadership endorsement and support throughout the implementation of OD initiatives.



RHIANNON (CROWHURST) HAMMAN, *Organisational Development Consultant & Industrial Organisational Psychologist, IQbusiness South Africa*

Rhiannon Hamman is an Organisational Development Consultant and Industrial Organisational Psychologist, specialising in Business Agility. Her role involves working across a range of sectors including insurance, financial services, automotive, and mining. She has extensive experience in talent management, change management, and organisational development, with a focus on leadership coaching, team effectiveness, and conflict management. Additionally, she addresses the impact of labour law decisions within organisations. Registered since 2017, Hamman also provides IOP internship supervision.



NEVILLE LINDSEY, *Head of People, Talent, Organisational Development, Discovery*

Neville Lindsey is renowned for his work in talent management, leadership development, and organisational design working with notable companies such as Standard Bank, Gold Fields, Zurich Insurance, and Discovery. At Discovery, he has progressed from Senior OD and Talent Manager to Head of People, underpinning strategic HR initiatives. Neville has completed studies in Psychology, Industrial Psychology, Labour Relations, and Strategic Management. He is currently pursuing his Masters in Business Leadership.



VELA HLATSHWAYO, *Senior Manager: Change Management, South African Reserve Bank*

Vela Hlatshwayo has over 25 years of experience, and leads Change Management at the South African Reserve Bank. His career spans government, automotive, and financial sectors, including pivotal roles at Nedbank and Standard Bank. Vela holds an Executive MBA from Henley Business School, a Management Advancement Programme certificate from Wits Business School, a BA from UNISA, and a Prosci Change Management certification. His extensive background reflects a dedicated focus on guiding transformation across diverse industries.



JENNY LORENZO, *Professional Associate, GIBS*

Jenny Lorenzo is a seasoned organisational development practitioner, coach, and facilitator. She champions the development of robust leadership teams, integral to organisational change and effectiveness. With a focus on empowerment, Jenny's expertise lies in facilitating growth through learning, authenticity, and collaboration. Since 2012, she's contributed to GIBS as a part-time facilitator and coach, also running her own practice. Certified by the Leadership Circle, she utilises innovative tools to foster creative competencies within teams. Her facilitation style underscores creativity and open dialogue, with a special interest in Personal Mastery and Team Effectiveness. Jenny's influence extends across diverse sectors and countries within Africa, committed to nurturing effective learning and leadership.

09:45–10:30

Planning for Organisational Resilience with a Focus on Adaptability and Leadership Enhancement

This session will uncover transformative strategies essential for fostering organisational resilience, prioritising adaptability, and cultivating dynamic leadership skills to navigate the evolving business landscape. Learn how to:

- Implement robust techniques to identify and mitigate potential risks and vulnerabilities that could impact organisational stability and performance.
- Leverage effective communication strategies to facilitate smooth navigation through changes, ensuring clarity, alignment, and proactive problem-solving.
- Cultivate a culture that champions continuous improvement, encouraging innovation, adaptability, and ongoing enhancement across all organisational levels.



 **SAZI LEKOLA**, *Head: Leadership Development, FNB & Wesbank South Africa*

As a skilled Leadership Development Practitioner, Sazi brings a wealth of experience in corporate learning, management consulting, and the financial sector. With a fervent commitment to driving organisational development, her passion lies in cultivating a culture that enhances individual performance and impact. Proficient in crafting, organising, and executing corporate strategies, she excels in developing and mobilising human capital to align seamlessly with the organisation's core business goals.

10:30–11:15

CASE STUDY

Optimising Organisational Adaptation to New Technologies and Work Practices

Explore insightful strategies through a detailed case study, focusing on how OD practitioners can effectively steer organisations towards seamless adaptation to evolving technologies and contemporary work methodologies. This session will cover:

- Utilising refined change management techniques to enhance the support framework for employees during technological transitions, ensuring a resilient and adaptable workforce.
- Fostering collaborative synergy with IT departments, aimed at creating and implementing user-friendly systems that bolster technology adoption across diverse organisational hierarchies.
- Implementing a structured approach to regular assessments and evaluations, facilitating a systematic tracking and improvement of technology adoption milestones and objectives.



 **SALLY PIKE**, *Change Manager*

Sally Pike is a Change Manager at Capitec, committed to advancing human and organisational prosperity. She is skilled in change management across continents, deploying SAP S4/HANA and Success Factors, collaborating with multifaceted teams from retail to HR. Additionally, she has facilitated the launch of banking solutions in line with the South African Reserve Bank's vision. Sally has directed cultural programs that promote health and wellness and is proficient in PROSCI methods, adept at simplifying complex change with a strategic, communicative approach.

11:15–11:45

Mid-Morning Refreshments

REGISTER TODAY!

11:45–12:45

PANEL DISCUSSION

Fostering Multifaceted Stakeholder Collaboration in OD and OB Interventions

Engage in a discussion aimed at exploring the instrumental role of diverse stakeholder involvement in the co-creation and fruition of effective OD and OB interventions. Panellists will be:


- Uncovering methodologies that foster an inclusive environment where stakeholders can collaboratively contribute their insights, establishing a holistic approach to the design and execution of OD and OB initiatives.
- Conducting an analytical exploration of how stakeholder participation and co-creation enhance the overall relevance, quality, and efficacy of OD and OB interventions.
- Sharing best practices aimed at cultivating a sense of trust, ownership, and commitment amongst stakeholders, thereby enriching the collaborative framework.
- Deliberating on strategic approaches that guide organisations in managing the ethical considerations and practical implications of integrating transformative technologies like AI into operational paradigms.



 **BYRON HEYLEN**, *Senior Manager: Organisational Development, BDO South Africa*


Byron Heylen is an Industrial Psychologist and Senior Manager at BDO South Africa, specialising in Organisational Development. He is integral in restructuring businesses to foster growth, advising on optimisation, and spearheading remuneration strategies. His expertise encompasses leadership training, competency mapping, and job analysis. Byron also excels in talent management, establishing interview frameworks, and formulating acquisition policies. Renowned for aligning organisational design with strategic objectives, he ensures the implementation of effective change initiatives and engagement surveys. Committed to bespoke solutions, Byron enhances performance, engagement, and talent nurturing within organisations.



 **PORTIA MOGALE**, *Managing Executive: Human Capital, Sanlam Corporate*

Portia Mogale is a seasoned leader in HR and Business Transformation Change Management. Her expertise in facilitating transformative change has benefitted organisations across Africa and Asia in sectors such as mining, consulting, and technology. At Sanlam, she leads the People strategy, fostering cultures that champion high performance, inclusivity, and diversity. Portia holds a BA (Hons) in Business Management from the University of Lincoln, with certifications in Executive Leadership Coaching and Change Management. She is also recognised as a speaker and facilitator on human resilience, workplace wellness, and the evolving nature of human capital.



 **REITUMETSE MACHABA**, *Head of Learning, Talent & OE, Guardrisk*

Reitumetse is an Independent Psychometrist and Industrial Psychologist with extensive experience in the petroleum, higher education, and insurance sectors. Specialising in Industrial Psychology and Human Capital functions, she excels in organisational development (OD), learning & development, strategy facilitation, team cohesion initiatives, engagement initiatives, and culture. Currently, she leads Learning, Talent, and Organisational Effectiveness within the Guardrisk Cell Captive business at Momentum Metropolitan Holdings.

12:45–13:45

Lunch Break and Networking Session

A valuable opportunity for participants to network, share insights, and discuss the evolving landscapes of talent management over a delicious lunch.

13:45–14:30

Utilise Data Analytics as a Transformative Tool for OD Practitioners

Delve into a thought-provoking session that elucidates how OD practitioners can leverage data analytics as a powerful tool to evaluate intervention efficacy and refine organisational strategies. We will:

- Discover effective methods that utilise data analytics to gain critical insights into organisational standing concerning its predefined objectives and targets.
- Explore the application of people analytics tools, aiming to discern meaningful patterns and trends within employee performance datasets.
- Navigate through various metrics to meticulously assess the impact of interventions, enabling the identification of areas for enhancement or reevaluation in organisational development strategies.



 **THANDO MAHLO**, *Culture and Transformation PMO Lead – Africa, The Coca-Cola Company*

Thando Mahlo is a Culture and Transformation PMO Lead at The Coca-Cola Company, with 13 years of human capital expertise in both private and public sectors. Specialising in organisational transformation and design, Thando has a proven track record in managing the employee life cycle and fostering leadership development, particularly in assisting high potentials with career advancement. During his time at PwC, Thando enhanced skills in change management, employee engagement, and HR management, contributing to projects with notable entities like the National Youth Development Agency and Transnet. Thando's robust experience in organisational development is pivotal in aligning culture and driving transformation initiatives.

14:30–15:00

Mid-Afternoon Refreshments

15:00–16:00

In Conversation with the OD Gurus: Gaining International Perspectives in Organisational Development

Gain an exclusive global perspective as international leaders in OD unveil their insights, strategies, and anticipations for the future of organisational development.


INTERNATIONAL
SPEAKERS

- This session will uncover global trends, innovative strategies, and forward-thinking approaches in organisational development.
- You will benefit from the wisdom and extensive expertise of global leaders, gaining profound insights that can inform and enhance your own OD strategies and practices.

 **ANTON SHUFUTINSKY**, *Vice Chair of the Board of Trustees, OD Network, USA*

Dr Anton Shufutinsky has over 30 years of diverse leadership experience, and is a distinguished organisation development (OD) scholar and practitioner. He chairs the OD and Change department at Cabrini University, leading both the PhD and Leadership Master's programs. As Vice Chair of the OD Network, Chief Innovation and Experience Officer at I-ILEAD, Principal Consultant for Changineering Global, Vice Chair of the Board of Trustees of the OD Network and Board Member for the International Society for Organization Development and Change, he's an influential voice in OD. Dr Shufutinsky is also an Associate Editor for *Organization Development Review*, Editor of *Organizational Storytelling Review*, and Reviewer for the *Organization Development Journal*. He is an award-winning OD researcher and has more than 50 publications in peer-reviewed journals and is author in or editor of 6 OD-related books. He has over 100 presentations at international conferences. His extensive speaking engagements and research span organisation design, international and intercultural OD consultation, leadership development, comprehensive organisation development, DEIBM, talent acquisition and retention, leadership and followership, organisational safety, emergency management, and organisational research methods. He resides in the Greater Philadelphia Area, USA.



 **LINDA HOLBECHÉ**, *Co-Director, The Holbeche Partnership, England*

Dr Linda Holbeche is a recognised thought and practice leader in the fields of HR, strategy, leadership, organisation design and development. As an independent coach, developer, consultant and researcher Linda works with UK and international clients in many sectors. Regularly voted one of the UK's *HR Most Influential*, Linda was previously CIPD's Director of Research and Policy. She is now Adjunct Professor at Imperial College London, Visiting Professor at four other UK universities, Honorary Fellow of the Institute for Employment Studies and Fellow of Roffey Park. She is also a Fellow of the Institute of Leadership and Management (ILM) and Fellow of the Chartered Institute for Personnel and Development (CIPD). A prolific author, Linda's latest books are *The Agile Organization*; *Organization Development: a practitioner's guide for OD and HR*, and *Aligning HR and Business Strategy*.



16:00–16:10

Wrap Up and Close of Day One

REGISTER TODAY!

07:30–08:50

Morning Refreshments

08:50–09:00

A Warm Welcome Back and Introduction by Chairperson



CLAYTON LENDRUM, *Managing Director, Knowledge X-Change*

Clayton Lendrum is a seasoned HR professional and leadership coach. Specialising in Strategic HR, Organisational Effectiveness, and Leadership Development, he has steered senior roles at leading firms like MultiChoice Group, Discovery's School of Leadership and Planet Fitness. As Managing Director of Knowledge X-Change, Clayton equips leaders and teams for future challenges. Renowned for creating dynamic learning experiences, he enhances organisational competence and culture. Additionally, as a thought leader and executive coach, he guides individuals to succeed amidst turbulence.

PANEL DISCUSSION

09:00–10:00

South Africa and the World at Large is Faced with Uncertain Times – How Can Your Organisation Thrive in this Fluid Environment?

A pivotal panel discussion addressing how organisations can navigate and prosper amidst the tumultuous climate of the present day. South Africa, along with the rest of the world, is grappling with unparalleled uncertainty. The session will explore the following themes:

- Is your organisation equipped to confront the profound uncertainty prompted by the disruptive social, political, and economic forces in today's labour and business markets?
- Delving into the best strategies for executives to tackle the challenges associated with the acquisition and retention of skilled personnel.
- Examining the main factors that attract and retain talent, as well as the competitive edge provided by a purpose-driven organisational culture.



TEBOGO MDHLULI, *Seasoned Business Transformation Specialist*

Tebogo Mdhuli is a seasoned Business Transformation specialist formerly with Anglo American Platinum, with over two decades in HR, leadership development, and organisational effectiveness. She excels in change and transition management within diverse sectors including mining, IT, and energy. Tebogo brings robust business acumen to drive innovative and inclusive solutions, fostering transformation towards a future-focused workplace. Her expertise includes business transformation, organisational and people effectiveness, leadership development, and fostering a culture of diversity and digital advancement.



VANESSA KODISANG, *Executive Head of People: Hollard Centre, Hollard Insurance*

Vanessa Kodisang excels in Human Capital with a background in Talent Acquisition, Management, Learning and Development, and Organisational Design. At Hollard, she leads initiatives across talent domains, drawing on her extensive experience to enhance organisational capabilities and foster human capital development.



DR SHARON MUNYAKA, *UN SDG Leadership Lab Facilitator, Presencing Institute; Facilitator and Executive Coach, Henley Business School – Africa; Past President of SIOPSA*

Dr Sharon Munyaka, is a registered Industrial and Organisational Psychologist with the HPCSA, and an advocate of positive organisational scholarship. Her work spans individual, team, and organisational levels, with a key focus on leveraging strengths. A trailblazer in her field, Dr Munyaka has contributed significantly to research at Nelson Mandela University. She lives by a philosophy that embraces curiosity, compassion, and courage in professional practice, fostering an environment where possibilities unfold through collaborative creation and presence.

10:00–10:45

CASE STUDY

Designing Interventions for Leadership to Enhance Employee Wellness, Manage Stress, and Prevent Burnout for the Od Practitioner

- Employee well-being affects motivation, engagement, performance, loyalty, customer satisfaction, reputation and social responsibility: What strategies can be employed to guarantee an inspired workforce?
- Equipping individuals, leaders and organisations with the skills and initiatives to create a more supportive and balanced working environment, reducing the risk of burnout.
- Implementing various strategies in organisations to foster a supportive culture to help employees manage stress and maintain well-being.



JACKIE (PALMER) KENNEDY, *Founder, LeadMe Academy*

Jackie Kennedy is the founder and CEO of LeadMe Academy, an online leadership development and coaching platform. As a qualified Neuroleadership Coach and an Organisational Development Consultant, Jackie has spent over 1000 hours coaching leaders, managers and entrepreneurs. She holds multiple qualifications in coaching, organisational psychology, mindfulness and applied neuroscience. She is passionate about building strong and impactful leaders at all levels within organisations. She is a soft skills advocate, education and entrepreneur enthusiast with a passion for all things people. Jackie has dedicated her career and education to supporting others to unleash their potential.

10:45–11:15

Mid-Morning Refreshments

11:15–12:15

PANEL DISCUSSION

Establishing a Culture that is Both Purpose-Driven and Human-Centric within Your Organisation

A thought-provoking panel discussion that delves into the creation of an organisational culture that is not only driven by purpose but is also centred around humanity. This session will dissect the following aspects:

- Investigating the vital connection between an organisation's strategy and its culture as a cornerstone of success.
- Techniques to establish, embed, and manage the culture of your organisation with proficiency.
- Scrutinising the pivotal role of authentic leadership in fostering a positive and conducive work environment.



OPILA MOODLEY, HR Director, Estee Lauder Companies

Opila Moodley, HR Director at Estée Lauder Companies, is a seasoned human resources leader with extensive experience across varied industries, particularly in financial services. She is adept in organisational development and design, and champions diversity and inclusion, talent management, as well as culture and change management. Her skills extend to career development, HR consulting, coaching, and labour relations, marking her as a comprehensive HR professional.



BAHLE GOBA-MATSHO, People Change Manager, ABSA

Bahle Goba-Matsho is an accomplished Organisational Effectiveness professional with over 25 years of experience in developing and implementing people and organisation solutions. She has worked in various sectors, including banking, insurance, consulting, and government. Bahle's primary role is to inspire and enable organisations, teams, and individuals to achieve greatness. She focuses on strategy enablement, change adoption, cultural transformation, and organisational renewal for sustainability. Bahle holds an MBA from Hood College, USA, and a BSc. in Business Administration from Indiana University, Pennsylvania, USA. Passionate about young talent development and employee experience practices, Bahle serves as a judge for the BlackBark Rising Star Awards and is a public speaker.



NOMFUNDO VILAKAZI, Group OD & TA Manager, Dis-Chem Pharmacies

Nomfundo Vilakazi is a seasoned professional in Organisational Development, with a broad experience spanning parastatals, FMCG, aviation, retail, and pharmaceuticals. Her expertise encompasses organisational design, change management, talent management and acquisition, organisational culture, and HR systems. She currently spearheads these areas as the Group OD & TA Manager at Dis-Chem.

12:15–13:00

Organisation Agility – What Does this Mean for Business and OD Practitioners?

Learn how to adapt quickly and effectively to changes in the business environment. The discussion will concentrate on the following key points:

- Tools to aid you anticipate potential challenges and opportunities for your business
- Develop strategies that promote flexibility, efficiency, and innovation so you can respond promptly as situations arise
- Understanding not only of how companies operate but also of external factors affecting them too.



DAYALAN GOVENDER, Partner/Director, People and Organisation: Africa Lead, PwC

Dayalan Govender, a transformative leader at PwC, directs the People and Organisation Africa team with a notable record in organisational development, talent management, and leadership development. His board roles include past membership at the Institute of People Management and current Vice Chair of the South African Board of People Practices. As a Certified Director with the Institute of Directors and an accredited Master HR Professional, Dayalan shapes HR practices continent-wide. He's concluding his Doctorate in Management Leadership and is pivotal in PwC's Global Solutions Initiative, enhancing workforce transformation and youth employment.



ANGELIQUE HERBST, Senior Manager: People and Organisation, PwC

Angelique Herbst is the Organisational Design Lead for the People and Organisation capability team and also forms part of the PwC Workforce of the Future platform, where she is a co-lead for the People in Sustainability offering, driving a purpose-led empowered workforce. She has been involved in multiple large-scale transformation projects over the past 10 years in various industry sectors across South Africa and Africa. Angelique is well versed in the development and execution of OD implementation plans and the associated change support through various projects.

13:00–14:00

Lunch Break and Networking Session

A valuable opportunity for participants to network, share insights, and discuss the evolving landscapes of talent management over a delicious lunch.

14:00–14:45


CASE STUDY

Bridging Theory and Action in Change Management: A Case Study for OD Practitioners

A case study that unpacks how to transition change management from abstract concepts to concrete practices. The session will offer a deep dive into the following areas:

- Learning how OD Practitioners can effectively bridge the gap between theoretical frameworks and their practical application within the realm of change management.
- Highlighting outcomes such as the development of standard operating procedures, the creation of detailed guides, the effective utilisation of platforms, and more.
- The critical skills necessary to address resistance to change and to identify the elements that contribute to a smooth transition.



 **CARMINE NIEMAN**, Lecturer, Organisational Development and Employee Well-Being Specialist, University of Free State

Carmine Nieman is an expert in Organisational Development and Employee Well-Being, with over a decade of experience in psychological counselling and academia. A registered industrial psychologist, coach and certified change practitioner, Carmine is dedicated to unlocking individual and organisational potential.


14:45–15:30

Integrating the Seven Habits of Highly Effective People with Trust-Centric Leadership for Organisational Design

Gain an exclusive global perspective as international leaders in OD unveil their insights, strategies, and anticipations for the future of organisational development.

**INTERNATIONAL
SPEAKER**

- This session will uncover global trends, innovative strategies, and forward-thinking approaches in organisational development.
- You will benefit from the wisdom and extensive expertise of global leaders, gaining profound insights that can inform and enhance your own OD strategies and practices.

 **NOHA EL-BANNA**, HR Organization Development Certified Consultant, Institute of Organizational Development, Canada

Noha El-Banna is a strategic consultant and leverages over two decades of experience to drive organisational strategies and innovation globally. Her expertise in change management is backed by certifications in Change Management Methodology, Lean Six Sigma, and EQi 2.0 Emotional Intelligence. She has led transformative projects across Pharmaceuticals, Government, and Energy sectors.

15:30–16:15

Feedback on the I4CP Research Study: Enhancing Team Effectiveness


Recent broad research indicates that organisations are increasingly dependent on agile team networks to accomplish their objectives. However, many organisational strategies still adhere to team principles established over two decades ago. This misalignment is problematic in the current environment where individuals are members of numerous teams, the teams themselves have expanded in size, and team membership fluctuates at unprecedented rates. This presentation will unveil insights from a research study adopting a network perspective on teams, focusing on the development of strategies to bolster team effectiveness. Key areas of emphasis will include:

**INTERNATIONAL
SPEAKER**

- The internal network structure of teams;
- The quality of collaborations, encompassing trust and psychological safety;
- The cultivation of effective external connections.

The presentation will also show how guiding teams, in the bottom quartile, to adopt the collaborative practices of the highest-performing teams has resulted in a measurable improvement in their performance and engagement.



 **ROB CROSS**, Senior Vice President of Research at I4CP, Edward A. Madden Professor of Global Leadership at Babson College, Co-founder and Research Director of the Connected Commons, and Author, (USA)

Rob Cross has studied the underlying network dynamics of effective organizations and the collaborative practices of high performers for more than two decades. Through research and writing, speaking and consulting, and courses and tools, Rob's network insights are transforming the way people lead, work and live in a hyper-connected world. He is the Edward A. Madden Professor of Global Leadership, Babson College and co-founder and current research director of the Connected Commons, a consortium of over 100 leading organizations accelerating network research and practice.

16:15–16:30

Wrap Up and Close of Conference

PARTICIPATING ORGANISATIONS



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2024 ORGANISATIONAL DEVELOPMENT CONFERENCE

REGISTRATION INFORMATION

- Registration fees **exclude VAT**. INCLUDES speaker slides of the conference
- Please note member prices apply to paid-up members of the **KR Communities**

			2024 PRICE <i>excl. VAT</i>	EARLY BIRD <i>excl. VAT</i>
A	28–29 February 2024	2024 Organisational Development Conference	In-person	R10 000.00 <i>(save R1 500.00)</i>
B	28–29 February 2024	2024 Organisational Development Conference	Virtual	R8 500.00 <i>(save R1 275.00)</i>

HOW TO REGISTER	ONLINE	EMAIL	PHONE
	<p>IN-PERSON ▶</p> <p>VIRTUAL ▶</p>	<p>Email completed form to: magdeline@knowres.co.za</p>	<p>MAGDELINE MATLATSE +27 (11) 706 6009</p>

SPECIAL OFFERS
<ul style="list-style-type: none"> • EARLY BIRD OFFER – 15% DISCOUNT: Register and pay by 14 December 2023 to qualify. • SPECIAL DISCOUNT PRICES – 20% DISCOUNT: For KR Communities of Practice Members only. Contact Magdeline Matlatse for more information on our communities and membership magdeline@knowres.co.za +27 (11) 706 6009. Please note member prices apply to paid-up members of the KR Communities. Find out more ABOUT OUR COMMUNITIES ▶

<p>Payment must be received before the event takes place. KR reserves the right to refuse access where evidence of payment cannot be shown.</p> <p>Confirmation of booking</p> <p>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.</p>

<p>TERMS AND CONDITIONS OF REGISTRATION</p> <p>Something has come up and you can't attend</p> <p>If you cannot make it to the event, you have several options (the below options need to be received in writing):</p> <ul style="list-style-type: none"> • 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. <p>In the event of unforeseen circumstances KR reserves the right to change the programme content, the speakers, the venue, the date or the means of delivering the event such as live streaming and/or video recordings. 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. You consent to receiving event communication and electronic marketing communication from KR and their event partners about similar products and services. You agree that you understand and that you can withdraw this consent at any time. Please see KR's Privacy Policy at www.kr.co.za for more information.</p>

<p>PAYMENT</p> <p>Payment must be received before the event takes place</p> <ul style="list-style-type: none"> • 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

2024 ORGANISATIONAL DEVELOPMENT CONFERENCE

REGISTRATION FORM

IMPORTANT • If you are a community member, please indicate with a tick mark in the field provided below. Once payment is made, please email us your proof of payment with the event's name in the subject line. PLEASE NOTE Delegates will not be allowed access to the event if payment has not been received.

Booking made by (NAME AND SURNAME):

Company:

Company VAT number:

Email:

Postal address:

Department:

Phone:

Physical address:

Postal code:

Postal code:

Date:

Signature:

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

Delegate 1

Registration Option:

Delegate 2

Registration Option:

Name:

Title: Mr / Mrs / Miss / Dr / Prof

Designation:

Email:

Phone:

Cellular:

KR Community Member:

Name:

Title: Mr / Mrs / Miss / Dr / Prof

Designation:

Email:

Phone:

Cellular:

KR Community Member:

Delegate 3

Registration Option:

Delegate 4

Registration Option:

Name:

Title: Mr / Mrs / Miss / Dr / Prof

Designation:

Email:

Phone:

Cellular:

KR Community Member:

Name:

Title: Mr / Mrs / Miss / Dr / Prof

Designation:

Email:

Phone:

Cellular:

KR Community Member:

Credit card payment mark appropriate box

VISA

MASTERCARD

AMEX

DINERS

Cardholder:

Expiry date:

CCV number:

Card number:

Amount (Total incl. VAT):

Date:

Signature:

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