



CONFERENCE | PRE-CONFERENCE WORKSHOPS | EXHIBITION

ORGANISATIONAL DEVELOPMENT CONFERENCE 2020

**COMPLEXITY • CHANGE • AGILITY •
ORGANISATIONAL DESIGN • COHERENCE •
ORGANISATIONAL EFFECTIVENESS**

25-28 February 2020
Radisson Blu Gautrain Hotel
Sandton • Johannesburg

WWW.KR.CO.ZA | [#OD2020KR](https://twitter.com/OD2020KR)

26-27 FEBRUARY 2020 • TWO-DAY CONFERENCE
25 AND 28 FEBRUARY 2020 • WORKSHOPS

CONFERENCE THEMES

Growth mindset | Transformation | Culture | Leadership development | Organisational Design | Innovation | Organisational capability and effectiveness | The future and the organisation and implications for the OD profession

INTRODUCTION

Organisations today exist in a complex, intricately networked world full of greater uncertainty than at any other time in the business world.

Without direction, values or purpose, and without the capability to change continuously, organisations who do not respond to customer demands, market changes, regulatory mandates, and digital disruptions will soon become fatigued and dispirited. Organisational leadership must be prepared to respond accordingly.

This conference will address where OD is going, and provide a platform to suggest ways to leverage the relevance, influence and impact of the OD profession in the new world of work.

REASONS WHY YOU SHOULD ATTEND

- Find out about the key strategies you can use to create a growth mindset in your organisation
- Learn how you can scale your organisation and remain agile in an age of disruption and digitisation
- Learn about designing the organisation of the future, with new human-machine work, new ways of working, and experience strategy and platforms that enable true organisational capability
- Understand how you can align all facets of your organisation in order to meet today's aggressive organisational performance goals, compete with business ventures that are disrupting your industry and develop ideas and approaches to stay relevant in the future
- Explore what winning change models for the digital era should be
- Explore the benefits of using gamification as an organisational development tool
- Learn and connect directly with renowned experts from academia, independent consultants and internal organisational development practitioners from renowned organisations
- Learn how to develop and enhance the creative intelligence of your workforce
- Hear insightful case studies from organisations who have successfully transformed their business and increase your knowledge of relevant trends, concepts and skills to build your brand as an OD professional
- Receive insights on what The OD practitioner's toolkit in a digital world should entail – find out what the future has in store for OD professionals and the skills required to succeed in the role

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 & Development, L&D Advisors, Consultants, Leadership Development Managers and Business Partners
- Heads and Managers of Talent Management, Talent Development Specialists and Consultants

CONFERENCE CONTENT PILLARS



ORGANISATIONAL DEVELOPMENT CONFERENCE 2020

25-28 FEBRUARY 2020 | RADISSON BLU GAUTRAIN HOTEL SANDTON • JOHANNESBURG

CONFERENCE PROGRAMME • DAY ONE • 26 FEBRUARY 2020

07:30–08:30 Registration • Meet and greet conference attendees, speakers and KR staff

08:30–08:45 Welcome by the chairperson

08:45–09:30 KEYNOTE: Purpose at the core of your strategy

09:30–10:15 How to develop a growth mindset in your organisation

Want your organisation to flourish? Cultivate a growth mindset! According to a Forbes study, practicing a growth mindset sets organisations up for long-term success. Don't miss this session as Sameera Mohamed outlines some strategies you could use to cultivate a growth mindset in your organisation.

Speaker **SAMEERA MOHAMED**, *Head: Talent and Learning, Microsoft SA*

10:15–10:45 Morning break • Refreshments and network with conference attendees and speakers

TRACK SESSIONS BEGIN

10:45–11:30 Battling change fatigue – how to overcome resistance to change

TRACK 1

The need to be continuously evolving is a business necessity. The problem is most organisations are simply not set up for continuous change. Continuous change does not mean bombarding your employees with one change after another. This approach leads to a growing and costly problem – fatigue and resistance to change! Hear Alan Gedye share how you can overcome this by:

- Identifying the causes of change fatigue within your organisation
- 5 actions to reduce and prevent change fatigue
- Making change last – how to get beyond change fatigue

Speaker **ALAN GEDYE**, *Head: People Change Management and Enablement, ABSA*

10:45–11:30 Change models in a digital age

TRACK 2

The Change Management process in the digital age needs to undergo a transformation of its own – to reflect the realities of the new era and foster a change management approach which is agile, iterative, incremental and evolving. Join this session and explore what winning change models for the digital age should be.

Speaker **SARIKA MAHADEO DIERCKS**, *Senior Organisational Development Specialist, Woolworths*

11:30–12:15 Leading change in complex organisations

This session presents innovative perspectives on organisational challenges, offering proven tools and frameworks to address them. You will acquire an understanding of:

TRACK 1

- Forces that are transforming traditional management practices
- Developing agile leaders to inspire employees in the face of uncertainty
- Harnessing the leadership skills, political resources and cultural understanding needed to guide successful change in a complex organisation

Speaker **ESTER KRUGER**, *Change Programme Manager, Discovery*

ORGANISATIONAL DEVELOPMENT CONFERENCE 2020

25-28 FEBRUARY 2020 | RADISSON BLU GAUTRAIN HOTEL SANDTON • JOHANNESBURG

CONFERENCE PROGRAMME • DAY ONE • 26 FEBRUARY 2020

11:30–12:15	Gamification as an organisational development tool
TRACK 2	<p>Gamification is an emerging trend that has been unveiled as a driver of measurable productivity improvements for all type of industries. In the OD space, gamification is being used for positive organisational change. Join Ashnie Muthusamy as she shares their organisational case study and explore the benefits of using game mechanics in an organisational setting.</p>
	Speaker ASHNIE MUTHUSAMY , <i>Group Talent Manager, Sun International</i>
<hr/>	
12:15–13:00	Shifting mindsets: Strategies for toxic workplaces and toxic leaders
	<ul style="list-style-type: none">• Conceptualising Toxicity in the workplace• What does a toxic environment look like?• Shifting your mind set by rising above a toxic workplace
TRACK 1	Speaker MARISSA BROUWERS , <i>President, SIOPSA</i>
<hr/>	
12:15–13:00	The agile OD consultant: leading transformation while navigating change
TRACK 2	<p>This session will explore what agility means from the perspective of the modern OD Consultant and challenge participants to engage and reflect on the skillsets required to transform their organisations, whilst transforming themselves.</p>
	Speaker DESIREE REDDY , <i>Head: Organisation Design, Exxaro</i>
<hr/>	
13:00–13:45	Lunch • Connect over lunch with conference attendees and speakers
<hr/>	
13:45–14:30	Using culture change to drive organisational effectiveness
TRACK 1	<ul style="list-style-type: none">• Diagnosing organisational culture and the role it plays in change projects• Embedding culture change at individual, team and organisational level• Practical guidelines on how to create a great organisational culture that drives performance• Using culture measurement and surveys to drive sustainable change
	Speaker BRAD SHORKEND , <i>Co-Chief Executive Officer, Still Human, Adjunct Faculty, GIBS</i>
<hr/>	
13:45–14:30	Developing agile leaders to inspire employees in the face of uncertainty
TRACK 2	
<hr/>	
14:30–14:45	Quick break • Refreshments and network with conference attendees and speakers
<hr/>	
14:45–15:30	Panel discussion: Building, leading and sustaining the innovative organisation
	<ul style="list-style-type: none">• Artificial Intelligence will change organisations: what do we need to consider to prepare for what lies ahead?• Engaging people through digital transformation to encourage transformation• Maintaining human connections to encourage creativity and collaboration• The OD practitioner's toolkit in a digital world
	Panelists DR MARISSA BROUWERS , <i>President, SIOPSA</i> BRAD SHORKEND , <i>Co-Chief Executive Officer, Still Human, Adjunct Faculty, GIBS</i> CHRISTA MOORHOUSE , <i>Learning and Development Specialist, King Price</i> YOLANDA MANGESI-NOBANDA , <i>Founder, YU Grow.Live.Prospers</i>
<hr/>	
15:30	Wrap up and close of day one

ORGANISATIONAL DEVELOPMENT CONFERENCE 2020

25-28 FEBRUARY 2020 | RADISSON BLU GAUTRAIN HOTEL SANDTON • JOHANNESBURG

CONFERENCE PROGRAMME • DAY TWO • 27 FEBRUARY 2020

07:30–08:30 Welcome refreshments • Reconnect with conference attendees, presenters & KR staff

08:30–08:45 Welcome by the chairperson

08:45–09:30 Building organisational capabilities to win in the 2020s

- Creating high velocity organisations - what makes some organisations capable of generating and sustaining high-velocity, unparalleled, relentless improvement and innovation?
- Learn about designing the organisation of the future, with new human-machine work, new ways of working, and experience strategy and platforms that enable true organisational capability.

09:30–10:15 The job design of the future: what will roles look like in 10 years?

Job designs and organisational structures evolve constantly, driven by the changing needs of people and businesses. Roles that are necessary today might not be required in future. Hear the latest research on the future of jobs and organisation structures, to learn:

- What the typical organisation design will look like in future and how to prepare
- How to design jobs that will respond to long-term business and people needs
- What skills we need to remain relevant and make a difference at work

Speaker **LERATO SEMENYA**, *Managing Executive, talentCRU – a division of Adcorp*

10:15–10:45 Morning break • Refreshments and network with conference attendees and speakers

TRACK SESSIONS BEGIN

10:45–11:30 Using systems thinking to achieve results in Organisational Development

TRACK 1

- Why is systems thinking important in business?
- Introducing systems thinking into your organisation
- Examining the benefits of systems thinking in OD

Speaker **COLLEEN MAGNER**, *Managing Director, Reos Partners, Adjunct Faculty on Systems Thinking, GIBS*

10:45–11:30 Case study: Effective OD practices to ensure successful mergers and acquisitions

Mergers and acquisitions often create a great element of complexity. Leveraging effective OD Strategies throughout the process is key to ensure successful transition. Join this session to learn from the success of BCX in:

TRACK 2

- Enabling effective OD strategies to maximise the success of the merger between Telkom and Business Connexion
- Working closely with senior leaders to ensure a culture harmonisation
- Leading and engaging people through the M&A process to retain top talent

Speaker **MAGDALEEN ROODE**, *BCX*

11:30–12:15 Trust management in organisational ecosystems: building better conversations for change

TRACK 1

- Examining the importance of relationship building to stay both agile and resilient
- How do you create a culture of non-assumption and encourage curiosity in-order to help weaken and overcome barriers to diversity of thought, identity and position?
- Practical examples for building better conversations in your change intervention

Speaker **JUDY GOUNDEN**, *Managing Director, SA OD Network*

ORGANISATIONAL DEVELOPMENT CONFERENCE 2020

25-28 FEBRUARY 2020 | RADISSON BLU GAUTRAIN HOTEL SANDTON • JOHANNESBURG

CONFERENCE PROGRAMME • DAY TWO • 27 FEBRUARY 2020

11:30–12:15	Organic organisational structures of the future: how OD can drive the social enterprise impact
TRACK 2	<p>Gamification is an emerging trend that has been unveiled as a driver of measurable productivity improvements for all type of industries. In the OD space, gamification is being used for positive organisational change. Join Ashnie Muthusamy as she shares their organisational case study and explore the benefits of using game mechanics in an organisational setting.</p>
	<p>Speaker JP VAN ZITBERT, <i>Senior Manager: OD and Talent, SA Taxi</i></p>
<hr/>	
12:15–13:00	Promoting an ethical workplace culture: new insights and new inspiration
	<ul style="list-style-type: none">• Ethical values and the organisation of the 2020s• The speak up / listen up culture at its' heart• Latest insights from surprising sources• New strategies for embedding a culture of ethical conduct
TRACK 1	<p>Speaker PENNY MILNER-SMITH, <i>Founder, Ethicalways</i></p>
<hr/>	
12:15–13:00	Creating high performance teams through psychological safety, trust, communication in the organisation
	<p>In this session, Dr Mark Orpen-Lyall will share how you can create high performing teams by developing psychological safety and a speak up culture in your organisation. Using practical examples, he will cover the following:</p>
TRACK 2	<ul style="list-style-type: none">• The techniques of nurturing psychological safety• Psychological safety, inclusion and innovation• The role of leaders• Measuring success
	<p>Speaker DR MARK ORPEN-LYALL, <i>Founder, synEnergy Consulting</i></p>
<hr/>	
13:00–13:45	Lunch • Connect over lunch with conference attendees and speakers
<hr/>	
13:45–14:30	The neuroscience of leading through transformation
TRACK 1	<ul style="list-style-type: none">• Leaders today must understand and apply the knowledge of behavioural psychology and the lessons from brain science to manage organisational change successfully. This session will include:• Unpacking the challenges involved in leading through transformation• The psychology of organisational change: how neuroscience can help leaders• Using Neuroscience to prepare for continuous transformation as opposed to isolated change events
	<p>Speaker INGRA DU BUISSON-NARSAI, <i>Director and Organisational Psychologist, NeuroCapital</i></p>
<hr/>	
13:45–14:30	Building collective leadership in your organisation
TRACK 2	<ul style="list-style-type: none">• What is collective leadership and why do we need it?• How do we tackle the transformation of an institution with deeply entrenched values and beliefs?• How can we ensure that that shared responsibility and accountability will help build innovation and organisational resilience?
	<p>Speaker AVHATAKALI NENUNGW, <i>Director: OD, University of South Africa (UNISA)</i></p>
<hr/>	
14:30–15:15	What does the future of the OD profession look like?
	<ul style="list-style-type: none">• The current purpose and value of the OD profession and how it is evolving• Developing an OD and design mindset to succeed in your role• What the future has in store for OD professionals and the skills required
	<p>Speaker BARRY VORSTER, <i>Partner and Director: People and Organisation, PwC</i></p>
<hr/>	
16:15	Wrap up and close of conference



DR MARISSA BROUWERS
President, Society for Industrial and Organisational Psychology of South Africa (SIOPSA)

Marissa Brouwers (PhD) is the 2019/2020 SIOPSA President and Senior Lecturer of Work and Organisational Psychology at the North-West University in South Africa (PC). She is also the programme leader for Research at the School for Industrial Psychology and Human Resource Management. Academically she has completed a Doctorate degree in the field of Industrial Psychology, specialising in the work-family interface. Marissa also holds a Master of Arts, an Honours degree in Industrial Psychology, a BPsyc degree and a Bachelor's degree in Psychology, which were obtained from the North-West University (all cum laude) at the top of her class. She is registered with the Health Professions Council of South Africa (HPCSA) as a psychologist (category: Industrial). Marissa is also registered as a member with the Society for Industrial and Organisational Psychology of South Africa (SIOPSA) and registered as a Chartered HR professional – Generalist with the South African Board for People Practices (SABPP). She has been part of the SIOPSA North-West Regional Branch Committee for 5 years and served as Branch Chair for 3 years. Marissa has extensive experience within the tertiary education environment (as lecturer,

researcher and community work). She has published articles (on topics such as work-family interface, conflict management and organisational culture) in various scientific journals and presented at various national and international accredited conferences. Marissa's research interests lie within the work-family interface, flourishing, organisational well-being, toxic leadership and toxic work environments. She also has experience within private and public sectors as consultant. Marissa has a great passion for the profession and also specifically for developing students and emerging I/O Psychologists.



SAMEERA MOHAMED
Head: Talent and Learning, Microsoft SA

Sameera joined Microsoft in October 2008. She holds a Bachelors of Social Sciences (Industrial and General Psychology) degree, a Bachelor of Arts (Hons) degree in Industrial Psychology and a Bachelor of Commerce (Hons) degree in Human Resources. During her tenure she held the positions of HR Operations, People and Organisation Capability Consultant for the Middle East and Africa Region (MEA) and HR Manager (Generalist) for the Commercial business in South Africa. As the Line HR Lead for Microsoft South Africa, she works with the business leaders to set people priorities and drive the progression of people agenda in terms of talent management,

organisation and leadership effectiveness, culture and change management. She is a seasoned Human Resources Microsoft veteran with extensive local and international experience. Sameera has deep strategic thought leadership capability with a global perspective. In addition, Sameera holds the accountability for Diversity and Inclusion across Middle East and Africa, championing the initiative across the region.



DESIREE REDDY
Organisational Development Manager, Exxaro

Desiree Reddy is currently working in Corporate HR for Exxaro Resources which is South Africa's largest black empowered Mining Company. She is a seasoned HR Professional with more than 15 years HR experience in the Mining Industry. She specialises in Remuneration, Benefits, International Mobility and Organisation Design. At Exxaro, Desiree is currently focused on changing the Organisation Design landscape and future of work to ensure that the future workplace and digital mines of the future are structured to deliver value. She holds Masters in Business Administration (MBA), A Certified Global Remuneration Professional (GRP), BCom Honours Degree and various other qualifications and has received award for the Best Research in MBA.



ALAN GEDYE
Head of Change Management, Absa Group Limited

For the past 20 years, Alan's career has been focused within the change management and transformation domains. He has contracted his time to organisations in the financial services, hospitality, mining, retail, petrochemical and government industries. Within these industries, his emphasis has been on orchestrating end-to-end change management solutions to address the human risks involved in implementing change, achieve desired outcomes, while strengthening the individual and organisational abilities to handle implementing change well. A significant proportion of this experience has focused on organisational culture transformation. Alan currently is the Head of Change Management for the Absa Group. His mandate is to influence the strategic value of, and enable materially uplifting, the maturity of Absa's Change Management capabilities.



BRAD SHORKEND
Co-CEO, Still Human and Adjunct faculty, GIBS

Brad Shorkend is an agitator and thought provoker... he

works with business leaders around the world helping them to be constantly innovation ready and to create exceptional employee and customer experiences that translate into kick-ass innovation, constant relevance, and significant revenue. He is a published author of the book "We Are Still Human!... and work shouldn't suck.", co-authored with his business partner Andy Golding in 2018. Brad is an accredited Consciousness Coach (2007), Results Certified Workplace Coach (2009), Multipliers Master Facilitator (2014), Design Thinker Accredited Facilitator (2013), NBI brain Preference Practitioner (2015), Evolved Coach Certified (2011), Evolved NLP Coach Certified (2011), Evolved NLP Practitioner Certified (2011), 9 Conversations in Leadership Accredited - Level 1 (2009), Purposeful Teams Accredited - Level 1 (2009) and Heart of Leadership Accredited - (2010), to name a few.



LERATO SEMENYA
Managing Executive, talent CRU

Lerato Semenya is the Managing Executive for talentCRU - enabling organisations to revolutionise the fulfilment and management of their workforce strategy using customised talent solutions. Smart, swift and compliant solutions for building permanent and contingent workforces. Communication and advocacy in the workforce strategy is her passion,

developed and honed through her 16 year career which has spanned across IT, Strategy Development and Execution, in the Mining, Financial Services, Oil and Gas, IT industries. She is interested in constantly evaluating the influence of technology in the solutions available for the South African employment landscape, including the distillation of hype in latest trends in Human Resources and Talent Management, to ensure that trend evaluation is always done in conjunction with the business imperatives and strategic drivers.



ESTER KRUGER
Change Programme Manager, Discovery

Ester Kruger has a Masters Degree in Industrial Psychology, has more than 18 years' experience in the areas of Change Management, Diversity Management, Talent Management, Performance Management, and Leadership Training. Ester has a passion for Neuropsychology, and has been on various accredited courses eg Brain-Based Coaching and NLP Master Practitioner to further understanding in this area. She has developed a variety of models and tools to practically apply Neuroscience understanding in the workplace. In terms of Change Management specifically, Ester Kruger has developed the ANCHOR CHAINTM model for planned and unplanned change that has been utilised in local and international

organisations including Sappi (South Africa, Hong Kong and Europe), LexisNexis, PepsiCo, Discovery and NWK. She has been a speaker at various conferences nationally, and internationally on the topic, and has published various articles on the subject, including an article that was published in the book *Managing Change in Organisations* distributed by the Human Capital Review. Ester served on the Executive of the Society for Industrial and Organisational Psychology of South Africa (SIOPSA) where she received the Presidential Award for her contribution to the Industry. Ester is currently the Change Programme Manager for Discovery working on Discovery's Relocation, SAP Success Factors and Digital Transformation project impacting 8000+ employees. Previously Ester was the Head of Organisation Development and Transformation, worked as Manager Neuroscience and Change for Bioss SA, HR and OD manager in the Finance Industry, and as Staff Officer responsible for the training and development of soldiers within the SANDF.



ASHNIE MUTHUSAMY
Group Manager: Talent Management, Sun International

Ashnie has an educational background in Psychology, HR and Leadership. For the last 20 years she has worked in various Group roles working with Talent Management. Her present portfolio includes Strategic

Resourcing, Psychometric Assessment, Job Architecture; Performance Management, Succession Management, EVP among other HR responsibilities.



SARIKA MAHADEO-DIERCKS
Senior OD Specialist, Woolworths

Sarika an Organisation Development (OD) professional with a particular passion for Change Management. She is also a skilled and innovative facilitator. Her career history spans management consulting for a global organisation with experience across multiple projects and industries, and Human Resources experience for large national and multinational organisations. She has spoken at conferences on various OD topics for over the past few years. She is also a keen advocate of mindfulness and integrating it into the workplace. On a personal level, Sarika feels strongly about family time with her husband and 14-month old son. She is passionate about developing people having mentored a number of young professionals. She is also an integral life coach and is currently in the process of establishing a bespoke coaching programme for moms. Sarika holds a Social Science Degree in Psychology, Post Graduate qualifications in Human Resources and Business Management, and an Associate Coaching Certificate.



DR CHRISTA MOORHOUSE
Learning and Development Specialist, King Price

Christa is a Learning and Development Specialist with over twenty years experience. During her career she occupied several learning and development positions, from lecturer and facilitator to that of senior manager. She developed and facilitated classroom, virtual, distance learning and e-learning for students and employees from junior to executive level. She has also worked across several industries, as well as nationally and internationally. She identifies and develop business specific initiatives and training solutions for performance improvement that enhance business results. She is passionate about helping others to learn, grow and perform to ensure the achievement of business objectives.



YOLANDA MANGESI
Co-founder, YU Grow.Live. Prosper

Yolanda is a Pan-Africanist minded business operator, working with organisations in different sectors, across the African continent and finding solutions for their Operational Effectiveness and People Management

Agenda. Yolanda is the co-founder of a platform for the Growth Invested Woman with a desire to succeed, bridging the gap between ambition and realised growth, using behavioural science. The platform: YU Grow.Live.Prospere, launched in 2019, offers a Diagnostic – personalised growth insights & roadmap, tribes & coaches - accountability driven engagement, Intentional Networks – connecting you to targeted opportunities & people. She holds a Bcom. Finance & Economics Degree from Wits University and has over 14 years Management Consulting experience, where she provides practical approaches to solving complex business issues. Yolanda has extensive knowledge in the development and sustaining of effective People Management practices and unlocking the levers for sustained business growth. Her functional experience includes Strategy Development and Implementation, Organisational Effectiveness, Performance Planning & Management, Business Transformation, Programme Management and post M&A People Integration.



DR CHERYLENE DE JAGER
Chief Imagination Officer and Managing Member, CheHan Ideaneers

Dr Cherylene de Jager is a creativity, innovation and change management specialist. Her impressive portfolio reflects a success

story of more than twenty years. The multiple creativity, innovation and change journeys that she, in tandem with carefully selected associates, co-creates with high-profile clients and prominent South African and organisations in the rest of Africa, includes financial services organisations (Absa, Standard Bank, Nedbank), academic institutions (UJ, NWU) retail (Woolworths, Foschini), mining (Exxaro; PPC), hospitality (Sun International) and construction companies (Grinacker- LTA). Music, mimes, magic, theatrical and interactive techniques, in tandem with sound change management methodologies, are used and participants find themselves totally immersed and engaged in the processes, whilst the strategic goals are achieved. Most importantly, the journey is legendary, exciting, and extraordinary. She is a tenacious researcher and holds degrees focussing on change, creativity and innovation. She obtained a DPhil in Leadership in Performance and Change from the University of Johannesburg, a Masters in Leadership in Performance and Change Management and BA Honours: Human Resource Development from the then Rand Afrikaans University and a BA [ED] from the University of Pretoria.



COLLEEN MAGNER
Managing Director, Reos Partners

Colleen is co-founder of Reos Partners and leads

the Southern Africa team. Throughout her working life, Colleen has remained passionate about bringing together committed and diverse leaders to reduce the many divides of inequality. Colleen is a scenario-planning expert and has led a number of transformative scenario planning processes around the world. In this capacity, Colleen has worked primarily in the areas of climate change, food systems, land reform, healthcare, education, oceans sustainability, and the insurance sector. She is also a writer and is co-author of Mapping Dialogue: Essential Tools for Social Change which outlines a variety of transformative dialogue tools and change processes. Prior to co-founding Reos, Colleen set up the Centre for Leadership and Dialogue at the University of Pretoria's Business School, GIBS. She's currently a faculty member at GIBS, and teaches courses in systems thinking for organizations, transformative scenarios, participative practices for social change, and dialogue for solving tough problems.



JP VAN ZITTERT
Senior Manager, OD and Talent, SA Taxi

JP Van Zittert is a registered Industrial Psychologist with the HPCSA. He has worked in large consulting firms (Deloitte Consulting and JvR Consulting) supporting various organisations with the design, implementation and sustainability of large scale Organisation Development initiatives. He

further crafted his skill as an Organisational Development specialist by moving into corporate (Comair Limited) and managing the day to day relationships with a large pool of stakeholders. Currently he is the Senior Manager OD and Talent for SA Taxi Development finance and his main focus is on leveraging the benefits of Organisational Development in the informal sector and driving business efficiency. JP has worked from large scale organisational restructures and mergers and acquisitions to Talent segmenting and effective performance management implementation.



DR MARK ORPEN-LYALL

Founder, Synenergy
Dr Mark Orpen-Lyall is the Founder of Synenergy Consulting, which he started in 2016. Prior to opening the consultancy Mark was the head of OD for Allan Gray. Mark has a professional career within HR and OD spanning 20 years having worked at companies like Harrods, Old Mutual and Unilever. Mark is a registered Industrial and Organisational Psychologist with the Health Professionals Council of South Africa (HPCSA). He was awarded a Ph.D.

for his research focusing on developing individuals resilience capabilities.



JUDY GOUNDEN
Managing Director, South Africa Organisation Development Network (SAODN)

Judy is the Executive Director at SAODN. She holds a BTech Eng as well as an MBA and is currently a PhD candidate with UKZN. She is also a BCOM Organisational Psychology candidate with UNISA. Judy has 22 years in-depth technical, practical and business leadership experience in the Building and Construction, Building Materials Retail, Pulp & Paper, Petrochemical and Mining Industries. She has worked in MNC environments doing strategic planning, marketing and business analysis and business change management. She has successfully implemented M&A strategies. She is a transformation leader and marketing expert, specialising in driving profitable growth in competitive sectors through proactive brand management and business development. Judy is renowned as an effective leader capable of training

and developing teams to enable them to fulfil their potential and add value to the business.



PENNY MILNER-SMITH
Director, Ethicalways

Penny is the director of Ethicalways, a consulting firm providing advisory and training services to organisations seeking to instil and maintain a culture of integrity. This role weaves together three distinct strands of Penny's career: some 25 years as an in-house human resources executive, a decades long specialisation in the creation of ethical work environments, and a Masters Degree in Research Psychology. She is a registered Master HR Practitioner and accredited ethics trainer with the SABPP. A regular speaker and writer on the topic of ethics at work, Penny is a contributing author to HR: The New Agenda, an upcoming Knowledge Resources publication. She is also the author of the Specialist Certificate Programme in Anti-Corruption Compliance offered worldwide by the International Compliance Association.



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.

BUY KR BOOKS AND GET 15% OFF DURING THE CONFERENCE!

Receive 15% discount when you buy any books at the KR exhibition stand during the conference!

E-books available to buy online or contact us:
www.kr.co.za | orders@knowres.co.za | +2711 706 6009

BOOK EARLY AND SAVE UP TO R2 775!

Flexible registration options available
– book for one day or all the days!
Register 3 delegates and the 4th person attends free of charge! Enquire about Members options for further discount....

PARTICIPATING ORGANISATIONS



SPONSORSHIP AND EXHIBITION OPPORTUNITIES

WHAT CAN SPONSORS AND EXHIBITORS EXPECT?

The Organisational Development Conference is one event in 2020 your organisation cannot miss! As the financial year kicks in, business decisions and investments for the next 18-24 months will be discussed at this time – don't miss this opportunity, join us as a partner today!

BENEFITS FOR SPONSORS AND EXHIBITORS:

- Significant brand exposure to over 25 000 OD leaders through our integrated targeted marketing campaign
- Increase brand awareness with exposure to international associations, blogs and media partners, widening the target audience
- Affiliation with a widely reputed and recognised HR event
- High rate of face to face contacts with potential partners and clients
- Maximising your time and resources in front of over 100 targeted OD experts over 2 days
- The opportunity to demonstrate how your organisation can add value – show how your product/service can solve some of the OD challenges in the next decade
- Meet the RIGHT prospects – the majority of attendees are Director/Executive level who are hard-to reach, busy prospects
- Build relationships – people prefer to work with people they have engaged with on a one-on-one basis and whom they trust. Get to know OD leaders personally and professionally.
- Stand out from the crowd – while these prospects are usually bombarded daily with lots of media online and offline, this event will provide you with their undivided attention
- Be part of an exclusive community – The Organisational Development Conference is not a massive trade-show. Think of it as a high-quality, high-level, conversation hub, where the number of solution providers and exhibitors are highly limited.

ENQUIRE FOR SPONSORSHIP AND EXHIBITION PACKAGES TODAY!



HOW TO GET THERE

Cnr Rivonia Road and West Street,
Sandton, Johannesburg

CONTACT DETAILS

Telephone:
+27 (11) 286 1000

Email: info.sandton.johannesburg@radissonblu.com

RADISSON BLU GAUTRAIN HOTEL

This Johannesburg hotel in Sandton is perfectly located

As the largest city in South Africa and the second largest in Africa, Johannesburg is quickly becoming an economic powerhouse. Some of the tallest buildings in Africa reside in the city's Central Business District. Today, the newly established premier business district in Sandton is home many international brands and financial institutions.

The Radisson Blu Gautrain Hotel, Sandton Johannesburg is connected to all that the city has to offer, from a business and cultural perspective, through the high-speed train at Sandton Gautrain Station. Just across the street from the train station, near Johannesburg's city center, the hotel offers 220 rooms and suites, each with Free high-speed wireless Internet, coffee and tea provisions, and other modern amenities.

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.

CHECK OUT THE NEARBY ATTRACTIONS IN JOHANNESBURG

There's always something exciting to do in Johannesburg's city center and around our hotel, which is at the heart of Johannesburg's trendy neighborhood of Sandton. Attractions such as the Sandton City shopping mall, one of the largest in Africa, can be easily accessed through the hotel's complimentary shuttle service. If one shopping mall isn't enough for you, there are more stores and restaurants to explore at Nelson Mandela Square and Rosebank Rooftop Market, the local artisan area.

To gain a deeper understanding of Johannesburg's history during your stay, visit the Apartheid Museum and Museum Africa for an overview of the country's turbulent past. The Apartheid Museum illustrates the rise and fall of apartheid in South Africa through an impactful collection of stories and art. The Museum Africa explores the social, political and economic history of Johannesburg through a series of artifacts, paintings, photographs and musical instruments. These museums represent two of the internationally recognized museums that are located within the city. Read more below about our selected points of interest.

ORGANISATIONAL DEVELOPMENT CONFERENCE 2020

25-28 FEBRUARY 2020 | RADISSON BLU GAUTRAIN HOTEL SANDTON • JOHANNESBURG

REGISTRATION OPTIONS & RATES

ALL PRICES EXCLUDE VAT HR THINK TANK MEMBERS & LEARNING AND DEVELOPMENT COMMUNITY MEMBERS qualify for 20% discount. Additional 5% discount applies on early bird prices for members. Registration fees include speaker slides, parking, refreshments, snacks, lunch and conference material.		NON-MEMBERS	NON-MEMBERS	L&D Community + HR Think Tank MEMBERS	L&D Community + HR Think Tank MEMBERS
		NORMAL PRICES (valid from 7 December 2019)	EARLY BIRD PRICES (15% off: valid till 6 December 2019)	NORMAL PRICES (20% off: valid from 7 December 2019)	EARLY BIRD PRICES (25% off: valid till 6 December 2019)
OPTION 1	25-28 FEBRUARY 2020 Pre-conference Workshop + Two-day Conference + Post-conference Workshop	R18 500	R15 725 <i>(SAVE R2 775)</i>	R14 800 <i>(SAVE R3 700)</i>	R13 875 <i>(SAVE R4 625)</i>
OPTION 2	25-27 FEBRUARY 2020 Pre-conference Workshop + Two-day Conference	R15 500	R13 175 <i>(SAVE R2 325)</i>	R12 400 <i>(SAVE R3 100)</i>	R11 625 <i>(SAVE R3 875)</i>
OPTION 3	26-28 FEBRUARY 2020 Two-day Conference + Post-conference Workshop	R15 500	R13 175 <i>(SAVE R2 325)</i>	R12 400 <i>(SAVE R3 100)</i>	R11 625 <i>(SAVE R3 875)</i>
OPTION 4	26-27 FEBRUARY 2020 Two-day Conference only	R12 500	R10 625 <i>(SAVE R1 875)</i>	R10 000 <i>(SAVE R2 500)</i>	R9 375 <i>(SAVE R3 125)</i>
OPTION 5	25 FEBRUARY 2020 Pre-conference Workshop only	R4 500	R3 825 <i>(SAVE R675)</i>	R3 600 <i>(SAVE R900)</i>	R3 375 <i>(SAVE R1 125)</i>
OPTION 6	28 FEBRUARY 2020 Post-conference Workshop only	R4 500	R3 825 <i>(SAVE R675)</i>	R3 600 <i>(SAVE R900)</i>	R3 375 <i>(SAVE R1 125)</i>

DO YOU HAVE A SOLUTION OR PRODUCT YOU WANT TO EXHIBIT AND SHOW TO DECISION MAKERS?

Contact BUSIE MHLANGA-MJIMBA for more information +27 (11) 706 6009 | busie@knowres.co.za

BUY KR BOOKS AND GET 15% OFF DURING THE CONFERENCE!

Receive 15% discount when you buy any books at the KR exhibition stand during the conference!

E-books available to buy online or contact us:
www.kr.co.za | orders@knowres.co.za | +2711 706 6009

BOOK EARLY AND SAVE UP TO R3 393!

Flexible registration options available
– book for one day or all the days!
Register 3 delegates and the 4th person attends free of charge! Enquire about Members options for further discount...

ORGANISATIONAL DEVELOPMENT CONFERENCE 2020

25-28 FEBRUARY 2020 | RADISSON BLU GAUTRAIN HOTEL SANDTON • JOHANNESBURG

REGISTRATION INFORMATION

HOW TO REGISTER	<p>ONLINE www.kr.co.za</p> <p>EMAIL Email completed form to: magdeline@knowres.co.za</p> <p>PHONE MAGDELINE MATLATSE: +27 (11) 706 6009</p>
SPECIAL OFFERS	<ul style="list-style-type: none">• Register 3 delegates and the 4th delegate attends free of charge!• 15% EARLY BIRD DISCOUNT! Register and pay before 7 December 2019 to qualify• 20% DISCOUNT for L&D Community Members • Contact Tina van der Westhuizen for membership +27 (11) 706 6009 tina@knowres.co.za• 20% DISCOUNT for HR Think Tank Members • Contact Tina van der Westhuizen for membership +27 (11) 706 6009 tina@knowres.co.za• SPECIAL DISCOUNT for registered NPOs, small businesses (30 / less employees) & full-time lecturers at universities – contact our conference department for more information!
TERMS AND CONDITIONS OF REGISTRATION	<p>Payment must be received before the event takes place. KR reserves the right to refuse admission where evidence of payment cannot be shown.</p> <p>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.</p> <p>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):</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 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.</p>
PAYMENT	<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
SETA	<p>Grants and accreditation requirements</p> <p>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.</p>

ORGANISATIONAL DEVELOPMENT CONFERENCE 2020

25-28 FEBRUARY 2020 | RADISSON BLU GAUTRAIN HOTEL SANDTON • JOHANNESBURG

REGISTRATION FORM

IMPORTANT ▪ Please indicate the option you want to attend by writing the number in the block provided below, with your corresponding option from the REGISTRATION OPTIONS section.

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:

Department:

Phone:

Physical address:

Postal code:

Date:

Postal code:

Signature:

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

DELEGATE 1

OPTION

DELEGATE 2

OPTION

Name:

Title: Mr / Mrs / Miss / Dr / Prof

Designation:

Email:

Phone:

Cellular:

Dietary requirements:

Name:

Title: Mr / Mrs / Miss / Dr / Prof

Designation:

Email:

Phone:

Cellular:

Dietary requirements:

DELEGATE 3

OPTION

DELEGATE 4

OPTION

Name:

Title: Mr / Mrs / Miss / Dr / Prof

Designation:

Email:

Phone:

Cellular:

Dietary requirements:

Name:

Title: Mr / Mrs / Miss / Dr / Prof

Designation:

Email:

Phone:

Cellular:

Dietary requirements:

CREDIT CARD PAYMENT mark appropriate box

VISA

MASTERCARD

AMEX

DINERS

Cardholder:

Card number:

Date:

Expiry date:

Amount (Total incl. VAT):

Signature:

CCV number: