

The 5th Element

SARA Pre-Conference Programme

Wednesday, 27 October 2010

11:30	Registration & Light Lunch	
12:00	<p><u>FUTURE FOCUS</u> <u>The Impact of Key Regulatory Developments on the Reward Profession in South Africa</u></p> <p>Introduction – Mark Bussin, SARA president</p> <p><u>Pension Reform</u> The impact of retirement reform on employee benefits Willem Loots, Liberty Group Limited</p> <p><u>Medical Aid Legislation</u> Health policy reform in South Africa - recent developments Simon Hendrie, Discovery</p> <p><u>Governance</u> Corporate governance and executive remuneration - a local and global perspective Regulation Act Nia Davies - PricewaterhouseCoopers</p>	<p><u>PRACTICAL TOTAL REWARD TOOLKIT FOR EVERYDAY USE</u> <u>A practical session to ensure that the Total Rewards Model can be applied on a day to day basis aimed at:</u></p> <ul style="list-style-type: none"> • HR Practitioners • Reward Practitioners • Line managers <p>Facilitator: John Rubino, Rubino Consulting Services, USA</p> <p>The Total Reward Model 5 elements</p> <p>A hands-on session with a practical business orientation and a toolkit takeaway.</p>
14:00	Networking Break	
14:30	Discussion Groups	<p>Realistic practical exercises and case studies for each table.</p> <p>Groups will all get the opportunity to give feedback on their group discussions.</p> <p>A practical toolkit will be provided in the form of a checklist to each delegate.</p>
16:00	Tea & Closure	

SARA Conference Programme

DAY 1



Thursday, 28 October 2010

Time		
7:00 – 9:00	AGM & Breakfast Dr David Malope If You're Not Growing You're Dying	
9:15– 10:15	JP Landman, Political and Trend Analyst Long Term Trends and Potential in the Political, Social and Economic Environment in South Africa.	
10:15 – 10:45	Networking Break  	
	BURNING ISSUES IN REMUNERATION MANAGEMENT	EXPATRIATE MANAGEMENT 
10:45 – 11:15	Dianne Auld – Pick 'n Pay Results of local and international research on sales compensation practices, and the implications of this for sales compensation design.	10:45 – 11:15 Anesa Naidoo, Sasol A case study on the changes in Sasol's HR policy for expatriates and the lessons learnt.
11:15 – 11:45	Steven Levey – Token Group Self Funding Rewards /Recognition Options	11:15 – 12:00 INTERNATIONAL SPEAKER: Susan Musich, Passport Career Impact of Dual Careers: Mitigating Risks to Improve Expatriate Recruitment, Retention and Productivity
11:45 – 12:15	Cornelius du Plessis – Woolworths The Importance of and Revisiting of Group Risk Benefit Strategies (Investment and Modern Generation Opportunities)	12:00 – 12:45 Panel discussion facilitated by Mark Stoffberg, AngloGold Ashanti Limited Expatriates – the current reality of how companies are trying to manage their talent
12:15 – 12:45	Brendan Olivier – Vasdex Associates Lessons learnt in the aftermath of the Global Financial Crisis of Financial Services Remuneration	Hein Bisschoff, Vodacom Group Limited Cameron Clark, AEL Beverley Buys-Wheeler
12:45 – 13:45	Lunch Break	

13:45 – 14:45	<p>Panel discussion (Facilitated by Jeremy Maggs)</p> <p>What does the Remuneration landscape look like in SA? (The unique challenges SA companies should prepare for)</p> <ul style="list-style-type: none"> - Nicolene de Beer, First National Bank - Dr Mark Bussin, 21st Century Pay Solutions - Sandie Mohonothan , Accenture - Charl Kocks, Ratings Afrika - Eugene Ebersohn, SASBO
14:45 – 15:45	<p>Kuben Naidoo, Head of Secretariat of the National Planning Commission, South Africa</p> <p>Future Developmental Agenda of the S.A. Government and how it could Potentially Influence Reward in South Africa.</p>
15:45	<p>Tea & Closure</p> 
16:00	<p>Cocktail Party, Gallagher Khoi deck</p>  <p>LIBERTY CORPORATE Consultants and Actuaries</p>

DAY 2

Friday, 29 October 2010

Time		
09:00 – 10:00	John Rubino, Rubino Consulting Services, USA The Five Elements of Life...and Total Rewards: Let's Get Interactive! Water, fire, earth, air and sky are the five elements that breathe life into our very existence. Likewise, the five elements of total rewards are essential in nourishing engagement for all of our employees. In his highly-interactive session, John Rubino will integrate these concepts as well as discuss new and innovative total reward strategies from all around the world. Get ready to learn, have fun...and participate!	
10:00 – 10:45	Michal Kisilevitz, Corporate Leadership Council: Compensation Global trends, practices and case studies in paying for performance	
10: 45 – 11:15	Networking Break	
	ROI OF TOTAL REWARD	EMPLOYEE ENGAGEMENT
11:15 – 11:40	Linda McMullin – Accenture Emotional Spend	11:15 – 11:55 Kathy Pillay, Chrisilla Kohary and Norma Mayimela – PwC-Remchannel Inspire the Spirit of employees through flexible working arrangements: A COFFEE SHOP DISCUSSION
11:40 – 12:05	Lukas de Swardt - Alfa and Omega Research findings of a Doctorate Thesis on the ROI of Incentive Schemes in SA.	11:55 – 12:35 Carol Hondoga - RIO Tinto Conversations that Count - Integrated Talent Management
12:05 – 12:45	Jerry Botha - Tax Consulting (South Africa) And Peet Kruger - PwC-Remchannel Optimising the ROI of your Remuneration offering: <ul style="list-style-type: none"> • Balance remuneration spend with the levels of engagement • Ensure that employees and employers get maximum value from their package structures 	
12:45 – 13:15	Panel discussion facilitated by Neil Ulrich, Jacques Malan Consulting Reward: Investment or Cost Linda McMullin – Accenture Lukas de Swardt - Alfa and Omega Jerry Botha - Tax Consulting (South Africa) Peet Kruger - PwC-Remchannel	12:35 – 13:15 Barry Coltham – Achievement Awards Group Interdependence between Customer & Employee Engagement
13:15 – 14:15	Lunch	
14:15 – 14:45	Laurence Grubb – Mabili Reward Short Term Incentives, Production Bonuses and Sales Schemes <ul style="list-style-type: none"> • Key aspects of current practice in South Africa • Best practice and design trends • Do's and Don'ts: lessons learnt from South African case studies 	
14:45 – 15:15	Kris Crawford – Deloitte Case Study: Changing the way we Learn to make Reward Decisions and being Compliant	
15:15 – 16:00	Patrick Craven – COSATU South Africa: The most Unequal Society in the World	
16:00	Closure & Tea	 GLOBAL MIGRATION SA The Immigration and Relocation Experts

