



AGENDA

Wednesday, 13 November 2024

8:00 Registration & Breakfast with Exhibitors

9:00 Welcome Remarks

9:15 **How Leadership Principles Can Support in Obtaining Accelerated Results When Addressing Change**

Willie Jooste, Mindpeace Consulting, COO; Gauteng, South Africa

Today we expect leaders at all levels of an organisation to deliver results under conditions of increasing change and uncertainty. Many leaders feel unprepared and ill-equipped to lead change. In this workshop we will use Dr. John Kotter's decades of research to indicate how organisations can obtain accelerated results.

10:15 **Motivating and Inspiring Employees to Change**

Luis Luarca, PhD, Consultant; Houston, Texas, United States

This session will teach and showcase important nuances of change from employees' eyes and how change (positive/negative) influences employee motivation and inspiration in followership. Leaders should be asked, why should any employee follow you? This session highlights and engages what employees see and feel when change comes to their organization or even their small piece of the organization.

11:15 Break with Exhibitors

11:45 **Don't Get Knotted Up: Going Beyond Braids for Your Kid and Country**

Elme Selesho, Signify Software, Learning & Development Specialist; Gauteng, South Africa

This session leverages the personal experience of a mother managing her child's unique hair texture to highlight essential change management skills. It explores the importance of self-awareness and self-disclosure in analyzing past and current experiences before starting any change management program. The session also emphasizes transparent communication, commitment, and consistency from all involved parties. Additionally, it covers the need for flexibility and iteration, preparing to adjust the change plan based on feedback and unforeseen challenges, and concludes with celebrating successes and transitioning to the next cycle of change management.

12:45 Lunch

13:45 **Built to Last: Navigating Change in the Era of Cancel Culture**

Aymen Dewji, Shiftright Consulting, Managing Partner; Ontario, Canada

Organizations are navigating an entirely new digital frontier while contending with the rise of "cancel culture." In a time where every misstep is magnified and the consequences detrimental, how do leaders manage change effectively? Using real case examples, we will explore: The impact of Cancel Culture on change success; Managing change with authenticity and transparency; and Supersizing organizational candidness in the time of Cancel culture. The session will leverage real case examples of organizations that managed 'cancel culture' moments well and those that did not.

- 14:45 **Sponsored Demo Presentation – and Change**
Kenny Hilaire, and Change; Partner Success Manager
- 15:00 Break with Exhibitors
- 15:30 **Driving Change from Within: How a Coaching Mindset Builds Leaders at Every Level and Enhances Organisational Agility**
Dharmita Babu, Brainrichment Coaching, Founder and Managing Director; Gauteng, South Africa
- In the face of rapid technological advancements and market shifts, organisations must cultivate an environment that is not only prepared for change at all levels but thrives in it. This session delves into how a coaching mindset can empower organisations to become change-ready, fostering leadership at all levels and embedding resilience into the organisational fabric.
- By leveraging insights from neuroscience, brain-based coaching provides a powerful framework to understand and influence behavior, driving meaningful and sustainable change, making it an essential tool for effective change management.
- This session will illustrate how a coaching mindset empowers leaders and employees alike, enhancing engagement, communication, and performance.
- 16:30 End of Day Remarks
- 17:00 Reception
- 18:30 Reception Ends

Thursday, 14 November 2024

- 8:00 Registration & Breakfast with Exhibitors
- 9:00 **Trauma-informed Insights for Positively Driving Wellbeing and Sustainable Change**
Rory van der Merwe, Engagement Dynamics, Senior Consultant; Gauteng, South Africa
- With the increasing and accelerated pace of change, we have seen fundamental shifts and dramatic new ways of working. At some level, we are all traumatized. Dr. Gabor Mate opines ‘trauma is not what happens to you, but rather what happens inside of you because of what happens to you’ (The Wisdom of Trauma, 2020). Wellbeing and mental health are under pressure from increasing levels of burnout, fatigue and the disconnect effect. Adaptability is recognized as the top skill for coping and navigating this relentless and constant turbulent change and uncertainty. The objective of this session is to reframe our perspective from the default risk-averse ‘what might go wrong?’ mindset to include a hopeful, future-focused, goal-oriented and action-biased ‘what might go right?’. The dynamic flexibility and agility demanded in the workplace provides a solid argument for Positive Psychology research into Hope Theory (Snyder et al, 2000) and Post-Traumatic Growth (Tedeschi & Calhoun, 2020).
- 10:00 **Sponsored Demo Presentation - Actuate**
Kevin Liebenberg, Actuate – The Strategic Change Marketing Consultancy, Chief Executive Officer
- 10:15 Break with Exhibitors
- 10:30 **First, Break All the Change Management Rules: Reframing the Value of Change Management**
Leanne Douglas, CCMP, MNP, Senior Director, Change Enhancement; Manitoba, Canada
Amy Clem, CCMP, WM, Director, Program Execution; Orange County, California, United States

Learning change methodologies is one thing, but figuring out how to effectively manage change in complex organizations is another matter all together. Explore how MNP's change team had to break the rules of change management. Learn how MNP created a lean approach to guide our work when the change management standards are unattainable, and how we redefined our value as experts in enabling change. Take time during the session to look beyond your tools and overcome your change management challenges.

11:30 **"Own, Build & Implement" Change Management Framework**

Dima Baltagi, Director, Change Management Consulting, Tawazun Planning; Riyadh, Saudi Arabia.

The "Own, Build & Implement" framework has been meticulously crafted to empower organizations in executing successful change initiatives. Developed through extensive practical experience and validated by numerous projects, this strategic approach focuses on creating ownership, building organizational change capacity, implementing change from within, evaluating effectiveness, and operationalizing for sustainability. The framework guides organizations through a five-step strategic process: defining why the change is necessary, how it should be executed, and what specific actions are required to ensure long-term success.

12:30 Lunch and Break with Exhibitors

14:00 **Navigating Change with AI: Transforming Insights into Action for Organizational Growth**

Tom Marsicano, Chairperson, andChange Group; Gauteng, South Africa

In the dynamic landscape of modern organizations, navigating change can often feel like traversing through an intricate forest. Just as a skilled guide leads explorers through unfamiliar terrain, Artificial Intelligence (AI) plays a pivotal role in steering organizations through transformative journeys. By analysing patterns, detecting anomalies, and predicting growth, AI tailors change strategies to foster organizational development.

15:00 Closing Remarks

15:15 End of Program