



**CHANGE UNLEASHED:
CREATING EXCELLENCE AND HIGH PERFORMANCE**



INDABA

HOTEL, SPA & CONFERENCE CENTRE
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SPEAKERS



HOW LEADERSHIP PRINCIPLES CAN SUPPORT IN OBTAINING ACCELERATED RESULTS WHEN ADDRESSING CHANGE

- **WILLIE JOOSTE**, MINDPEACE CONSULTING, COO; GAUTENG, ZA
- **RUSSELL RAATH**, KOTTER, PRESIDENT; NEW YORK, NY, US



MOTIVATING AND INSPIRING EMPLOYEES TO CHANGE

- **LUIS LUARCA**, PHD, CONSULTANT; HOUSTON, TEXAS, US



DON'T GET KNOTTED UP: GOING BEYOND BRAIDS FOR YOUR KID AND COUNTRY

- **ELME SELESHO**, SIGNIFY SOFTWARE, LEARNING & DEVELOPMENT SPECIALIST; GAUTENG, ZA



BUILT TO LAST: NAVIGATING CHANGE IN THE ERA OF CANCEL CULTURE

- **AYMEN DEWJI**, SHIFTRIGHT CONSULTING, MANAGING PARTNER; ONTARIO, CA



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, ZA



TRAUMA-INFORMED INSIGHTS FOR POSITIVELY DRIVING WELLBEING AND SUSTAINABLE CHANGE

- **RORY VAN DER MERWE**, ENGAGEMENT DYNAMICS, SENIOR CONSULTANT; GAUTENG, ZA



FIRST, BREAK ALL THE CHANGE MANAGEMENT RULES: REFRAMING THE VALUE OF CHANGE MANAGEMENT

- **LEANNE DOUGLAS**, CCMP, MNP, SENIOR DIRECTOR, CHANGE ENHANCEMENT; MANITOBA, CA



OWN, BUILD & IMPLEMENT CM STRATEGY

- **DIMA BALTAGI**, DIRECTOR, CHANGE MANAGEMENT CONSULTING, TAWAZUN PLANNING; RIYADH, SAUDI ARABIA



NAVIGATING CHANGE WITH AI: TRANSFORMING INSIGHTS INTO ACTION FOR ORGANIZATIONAL GROWTH

- **TOM MARSICANO**, CHAIRPERSON, ANDCHANGE GROUP; GAUTENG, ZA

CHANGE SOUTH AFRICA

NOVEMBER 13-14

**CHANGE UNLEASHED: CREATING EXCELLENCE
AND HIGH PERFORMANCE**

**THE INDABA HOTEL, CONFERENCE CENTRE & SPA
JOHANNESBURG, SOUTH AFRICA**

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REGISTER TODAY

How can you move your organization to a state of excellence? Change practitioners elevate businesses, advance people adoption, and maximize benefit realization every day, from helping improve organizational culture, to ensuring more robust ROI for the people side of the change. Are you equipped with the tools you need to initiate and manage meaningful change? Change South Africa will share an array of techniques, tools and resources to help you elevate your organization's performance and take it to the next level. Join us November 13-14, 2024 for this intimate regional event and learn how to unleash the power of change.

SUBMIT A PURCHASE ORDER

Organisations in South Africa registering employees are welcome to register for the conference by submitting a purchase order for payment to ElizeVW@acmpsa.org.za who will upon receipt, will provide a quote and invoice for payment processing

AGENDA

For a More Detailed Agenda, Please Visit Our Website

WEDNESDAY, 13 NOVEMBER 2024 SESSIONS

9:15 | HOW LEADERSHIP PRINCIPLES CAN SUPPORT IN OBTAINING ACCELERATED RESULTS WHEN ADDRESSING CHANGE

Willie Jooste, Mindpeace Consulting, COO; Gauteng, South Africa
Russell Raath, Kotter, President; New York, NY, United States

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.

11:45 | 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.

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?

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.

17:00 | RECEPTION

THURSDAY, 14 NOVEMBER 2024 SESSIONS

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 trauma zed. 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).

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

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 me 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.



12:30 | LUNCH

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.



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