



Annual Tanzania Human Resource Summit 2017

Learn | Develop | Connect

Draft Summit Agenda at a Glance

Dates:

- Annual Human Resource Summit: 20th - 22nd November 2017
- Master-Class: Strategically Managing Your Training Function: 23 - 24th November 2017

Venue:

- Oceanic Bay Resort, Bagamoyo - Tanzania

Cost:

- Annual Human Resource Summit - Tshs. 900,000/= or US\$400 per delegate
- Master class - Tshs. 550,000/= or US\$250 per delegate

[The fee is exclusive of transport and accommodation.]

THE PROPOSED PROGRAM

DAY 1

Sunday, 19th November 2017	
3.00 - 6.00 pm	Registration

Monday, 20th November 2017	
7.00 - 8.00 am	Registration Networking
8.15 - 8.30 am	Opening Welcome Remarks PHYLISIAH MNENE-MCHENI, SPHRiSM, SHRM-SCPiSM Chairperson - Annual Tanzania Human Resource Summit Founder & CEO IRIS Executive Development Centre Tanzania Kenya Rwanda
8.30 - 9.30 am	Topic: HR Future in Tanzania <i>Critical forces drive rapid changes. The landscape is changing at a rapid pace driven by critical forces impacting on the people value chain. The challenge is in understanding that the people value chain is not just another corporate process, but that it is a living system; the end result being influenced by</i>

	<p><i>external forces, new strategies being implemented and changing markets.</i></p> <p>Guest Speaker To be confirmed</p>
Mega General Sessions	
9.45 -10.45 am	<p>Strengthening the employee experience - <i>Work Climate & Emotional Intelligence</i></p> <p><i>High employee engagement correlates with enhanced productivity and performance, but many companies struggle to create adequate workplace engagement. An employee engagement survey may indicate a problem, but it won't offer a solution. How can we develop ways to strengthen the employee experience as a part of an arsenal of effective employee engagement tools?</i></p> <p><u>Speaker:</u> MARGARET OLELE Pfizer Corporate Affairs Director Nigeria Ghana East Africa Region</p>
11.00 - 11.30 am	Health Break
1130 - 12.30 pm	<p>Attracting the Millennial Talent</p> <p><i>Less than five years ago, many HR departments thought free lunch and transport, pension funds, were the key to luring top Millennial talent into their workplace. Now, recruiters know that these types of perks don't attract top talent, and even don't create loyal employees. Millennial want effective mentoring and coaching from senior management and effective collaboration throughout their workplace. Companies that focus on developing a strong corporate culture and mission are more likely to retain top performers because the predominant values of the workforce are changing.</i></p> <p><i>Speaker: [To be Confirmed]</i></p>
12.30 - 1.30 pm	<p>"Healthy Employees - Sustainable Business"</p> <p><i>We need to aim at "thinking out of the box" towards promoting healthy workplaces for improved productivity and performance essential for development and sustainability</i></p> <p><u>Speaker:</u> BHAKTI SHAH, MPH Founder and Managing Director ImpactAfya Ltd Tanzania</p>
1.45 - 2.45 pm	Lunch
3.00 - 4.00 pm	<p>The organizational Agenda in Coaching - <i>Is Coaching and Development replacing Performance Management</i></p> <p><i>Traditional employee reviews diminish the engagement and instead, in some organizations, HR professionals encourage managers to move towards a coaching culture that prizes skill development, regular feedback and growth</i></p>

	<p><i>opportunities.</i></p> <p><u>Speaker:</u> IRENE KINUTHIA Academic Director, Regional Leadership Academies Strathmore Leadership Business School, Kenya Lead Consultant - NOVITAS</p>
Roundtable Panel Sessions	
4.15 - 6.30 pm	<p>We've all heard the expression 'culture eats strategy for lunch' - culture can often be one of the greatest enablers of organizational change, with success relying on employees' ability to act and behave differently to support the strategy. This panel discussion will focus on the critical role culture plays bringing an organization's vision and strategy to life. Attendees will hear from business leaders who have proactively addressed culture to support organizational evolution and drive change.</p> <p>Confirmed Panelists: <i>Bhakti Shah, MPH, others to confirm</i></p> <p>Moderator for Panel: Phylisiah M Mcheni</p>
Networking Event	
6.30 pm - 7.30 pm	
Close of Day 1	

DAY 2

Tuesday, 21st November 2017	
7.00 - 8.00 am	Registration Networking
Learning concurrent sessions	

Time	Stream A	Stream B
8.30 -10.00 am	<p>Changing Industrial relations & HR Realities</p> <p><i>Challenges for employment relations professionals and best practices strategies to engage your changing workforce.</i></p> <p><u>Speaker:</u> NEEMA MUNGURE Human Resource & Legal Manager Heidelberg Tanzania Portland Cement Tanzania</p>	<p>Talent Acquisition</p> <p>Designing and building a Talent partnership that drives business impact</p> <p><i>Speaker: TBC</i></p>
10.15 - 10.45 am	Tea Break	
11.00 - 12.30 pm	<p>Effectively Managing & Handling workplace disputes & grievances</p> <p><i>Workplace conflict is almost inevitable when employees of various backgrounds and different approaches to their jobs are brought together for a shared business purpose. Conflict can—and should—be managed and resolved.</i></p> <p><u>Speaker:</u> MWANGATA MAKAWA Senior Mediator & Lawyer Commission of Arbitration and Mediation Tanzania</p>	<p>Aligning learning to business strategy</p> <p><i>It is very essential for the Learning and Development function to find a clear link between the business strategies of the organization and individual development through learning.</i></p> <p><u>Speaker:</u> VICTORIA MABUBA Human Resources and Administration Manager Green Resources and Sao Hill Industries Lead - Top Target consulting Agency Country Director - Assortis International Tanzania</p>
12.45 - 1.45 pm	Lunch	

2.00 - 3.30 pm	<p>The Role of Human Resource in Compliance and Legal</p> <p><i>Human resources compliance is essential for any organization to be successful in today's legal environment. This is most likely to happen in cases where HR compliance has been integrated with the organization's overall business strategy.</i></p> <p><u>Speaker:</u> SARAH OBEL <i>Advocate of the High Court Country Operations Manager SNV Netherlands Development Organisation</i></p>	<p>Effectively driving business results with rewards strategy - Getting fundamentals right</p> <p><i>Speaker: TBC</i></p>
3.45 - 5.45 pm	<p>NETWORKING TEA BREAK EXHIBITIONS</p>	
	<p>CLOSE OF DAY 2</p>	

DAY 3

Wednesday, 22nd November 2017	
7.00 - 8.30 am	Registration Networking Exhibitions
Panel Discussions	
8.30 - 10.30 am	<p>The landscape is shifting with both a growing body of knowledge on what truly drives performance along with changing workforce demographics. Many companies are finding that their processes and tools that have been in use for years may very well not be keeping pace. Join us for what will be a fascinating and insightful discussion on how organizations drive business outcomes through their leadership and human resource processes.</p> <p>Panelists - TBC</p>
10.30 - 11.00 am	Tea Break
Human Resource Appreciation & Recognition Awards	
11.00 - 11.30 pm	Award Winner 1 - Presentation
11.45 - 12.30 pm	Award Winner 2 - Presentation
12.45.00 - 1.30 pm	<ul style="list-style-type: none">▪ Presentation of Award to celebrate excellence in HR and recognize individuals who are pushing the boundaries of HR in Tanzania.▪ Speed SAPA▪ Certificates Presentation▪ Closing Remarks
1.30 pm - 2.30 pm	Lunch
CLOSE OF SUMMIT DAY 3	

**MASTERCLASS
DAY 4 - 5**

**TOPIC: STRATEGICALLY MANAGING THE LEARNING & DEVELOPMENT
FUNCTION**

DATES: 23 - 24 November 2017

Learning Modules	
	The Changing role of Learning & Development
	Setting strategic direction of the Learning Function
	Understanding Training Needs Analysis
	Designing and Delivery of Programs
	Measuring Training effectiveness - Evaluation
	Staffing

Organizers:



Registration Details and further information:

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PS: Speaker & Panelist opportunities are still available. Please contact us for guidelines.