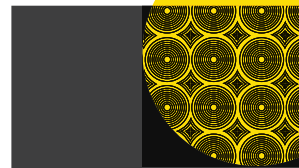


# APSO ANNUAL STAFFING & RECRUITMENT CONFERENCE

8 - 9 JUNE 2016  
INDABA HOTEL | JHB

apso



CELEBRATING  
ISIKO

APSO CONFERENCE 2016  
CHANGE • CHALLENGE • OPPORTUNITY

## 1 LEARN

about the latest trends  
and tools

## 2 MEET

experts within  
the industry

## 3 CHOOSE

sessions that interest you

## 4 WIN

great prizes and a  
wealth of knowledge

Specialised sessions | Top local and international speakers  
Launch of industry awards | Latest trends and tools

BROUGHT TO YOU BY

apso<sup>TM</sup>  
federation of  
african professional staffing organisations



We will be Celebrating ISIKO, which encapsulates our Heritage, our Diversity and our Culture.

# ALL ABOUT THE CONFERENCE

With the search for top talent becoming even more demanding in 2016, we would like to invite you to an industry platform that will provide you with the tools, knowledge and insight to spot the winners and know when to head for the hills.

We have an incredible lineup of exciting speakers and hot topics at our annual event, addressing issues like the candidate experience, social recruitment and employee branding. We will also be launching industry awards and have the likes of an international LinkedIn speaker David Whelan and Marc Kahn – Global Head of HR at Investec to name just a few.

As the face of the Recruitment industry in South Africa, our goal is to provide our members and fellow recruitment stake holders with the very latest happenings in our industry, global benchmarks, and provide a support mechanism to assist you to drive your business.

We look forward to a jam-packed exciting 2 days and making your experience exceptional.

### Get the perfect profile for your LinkedIn account

LinkedIn will be providing a service to take your photograph for FREE and provide you with tips and insights into what makes a winning profile.



### Industry Awards Launch

APSO will be launching our Industry Awards at the cocktail Party on the evening of the 8th



These Awards pay tribute to shining stars in our industry

## THE WHO'S WHO OF RECRUITMENT & BUSINESS



**Clem Sunter**  
The World and South Africa Beyond 2016



**Marc Kahn**  
Identifying the best talent for your organisation



**Prof. Lyal White**  
Africa 2016: The Change, The Challenge and The Opportunities we face



**Siphiwe Moyo**  
Get over it - Nipping the entitlement culture in the bud!



**Julie Heagney**  
Practical steps to a more visual profile in LinkedIn



**Lynn Baker**  
New Generation Customer Experience



**Lorne Sulcas**  
From the Bush to Business



**Gilan Gork**  
Body Language and what the Spoken word is NOT telling you!



To ensure our delegates get the most out of the conference, we have scheduled two focused days. Day one is directed to Business owners and or executives, dealing with topics that they manage on an ongoing basis. Day 2 has been structured to include Sales and Recruiters with a more hands on and appropriate line up. Delegates are encouraged to attend both days in order to experience and benefit from the valuable line up however single days can be booked for a more focused delegate.

CONFERENCE PROGRAMME  
OUR BUSINESS OWNER / EXECUTIVE DAY

DAY 1 EVENT DETAILS

DATE 8 June 2016  
TIME 7:30 - 20:00  
VENUE Indaba Hotel & Conference Centre  
William Nicol Drive, Fourways

The morning session will be a plenary including key note speakers talking into the Changes, Challenges and Opportunities facing South African business and factors playing into the recruiting industry for 2016. Clem Sunter, Marc Kahn and Lyal White will be sharing their expertise and best business practices that will encourage and equip business owners navigating their business in a fluctuating and volatile economic environment. These three gentlemen have been hand-picked to share their expertise with you and we are confident that you will be enlightened and encouraged by their topics. We will then be hosting a panel discussion, where relevant topics and ideas will be debated. We would like to invite you to stay for our cocktail evening and enjoying some quality networking opportunities. APSO will also be using this time to launch their APSO Awards and the various categories that will be available.

DAY 1 PROGRAMME

Time	Session description
07:30 – 08:30	<b>Registration and Networking</b>
08:30 – 09:00	Welcome (MC) and Opening Address (APSO President)
09:00 – 10:00	<b>Key Note Speaker 1: Clem Sunter</b> The World & South Africa Beyond 2016 - The flags changing the game, together with the opportunities and threats they offer.
10:30 – 11:30	<b>Morning Tea and Networking</b>
11:30 – 12:30	<b>Key Note Speaker 2: Marc Kahn</b> Global Head of HR at Investec – How hiring should be done to get the best talent in an organisation
12:30 – 13:45	<b>Key Note Speaker 3: Prof Lyal White</b> Africa 2016: The Change, The Challenge and The Opportunities we face
13:45 – 14:30	<b>Lunch and Networking</b>
14:30 – 15:30	<b>Key Note Speaker 4: FAB Quotient</b> Your Tool Kit for Fighting Fatigue & Staying Resilient for Business Investment
15:30 – 16:15	<b>Panel Session:</b> Chaired by KC Makhubele the President of APSO
16:15 – 17:15	<b>Afternoon Tea and Networking – FAB Quotient</b> Executive LinkedIn – The Transformation of Global Recruitment/The Power of Data/ The Economic Graph
17:15 – 18:15	<b>Key Note Speaker 5: Siphwe Moyo</b> – Get Over it – employee engagement, employee morale, employee motivation, and strategies aimed at nipping the entitlement culture in the bud!
18:30 – 20:00	<b>Cocktail evening with the launch of the APSO awards</b>
20:00	End of Day 1

- TOPIC 1**  
Succession planning is a way to build a strong internal pipeline to fill positions before they're empty. To focus on major global succession planning drivers and best practices and strategies to implement continuous succession planning in your company.
- TOPIC 2**  
Why is corporate SA not winning the war for talent?
- TOPIC 3**  
Reducing time-to-hire: Moving quickly from sourcing - selecting - hiring?
- TOPIC 4**  
Talent analytics has entered the scene and is diversifying and enhancing HR leader's ability to benchmark. As HR is evolving and becoming more data-driven, allowing them to make informed talent decisions, predict performance and conduct advanced workforce planning. Although benchmarking with analytics is exciting and revolutionary, many organisations still lag behind in its use, and those that do use it may not be fully maximizing the potential of its benefits.
- TOPIC 5**  
As baby boomers take up retirement and leave voids in senior positions in organisations to be filled, the Gen-X, Gen-Y and Gen-Z put themselves up on the plate for the picking. Gen-X are considered the best workers, Gen-Y are the most passionate and Gen-Z are the most connected. Each have their very own strengths and weaknesses. How organisations manage their differences can be summed up in terms of education level, qualifications, key characteristics or skills, and working motto. How would organisations manage these groups to get maximum ROI?
- TOPIC 6**  
What are the Key Innovation trends to take your organisation forward?





CONFERENCE PROGRAMME  
OUR RECRUITERS / SALES DAY

DAY 2 EVENT DETAILS

DATE 9 June 2016  
TIME 7:30 - 17:00  
VENUE Indaba Hotel & Conference Centre  
William Nicol Drive, Fourways

The morning will start with the welcome from our President, KC Makhubele, and then go straight into learning the lessons that nature teaches us. We are sure that you will be able to learn so much from this key note and there is an opportunity to attend the workshop in the breakaway sessions, that will leave you with practical take aways and applications back at your desk. Between lunch and afternoon tea, several breakaway sessions will run simultaneously allowing delegates the opportunity to choose what they want to attend. We encourage teams to split up and gain as much knowledge from these sessions as possible, to enable you to share with your team once you return to your office. These are designed to encourage engagement and active participation by delegates. CPD points will be allocated to each of these breakaways.



DAY 2

- NGCX – New Generation Customer Experience  
**Lynn Baker**
- Pimp your Profile - professional approach to your profile  
**LinkedIn**
- Workshop:** From the Bushveld to Business – Practical Application of Lessons from Africa's Big Cats  
**Lorne Sulcus**
- Social Media – The latest trends for 2016  
**Wesley Madziva**
- Professional Body and what it means to you, the individual?  
**Nazrene Mannie & Sino Sume**

After tea, the delegates will once again return to the plenary for the closing key note, which will leave you revved and ready to face the challenges of recruitment in 2016!

DAY 2 PROGRAMME

Time	Session description
07:30 – 08:30	<b>Registration and Networking</b>
08:30 – 09:00	Welcome (MC) and Opening Address (APSO President)
09:00 – 10:15	<b>Key Note Speaker 1: Lorne Sulcas</b> - Thriving in a Wild World - Game-changing Success Lessons from Africa's Big Cats
10:15 – 10:45	<b>Morning Tea and Networking - Visting Exhibtors</b>
10:45 – 11:45	<b>  Breakaways  </b>
<b>BREAKAWAY 1</b> <b>Lynn Baker</b>	<b>BREAKAWAY 2</b> <b>LinkedIn</b>
NGCX – New Generation Customer Experience	Pimp your Profile
<b>BREAKAWAY 3</b> <b>Lorne Sulcas</b>	<b>BREAKAWAY 4</b> <b>Wesley Madiza</b>
How to Innovate, Collaborate and Speed of Implementation	Social Media in 2016
<b>BREAKAWAY 5</b> <b>Nazrene Mannie &amp; Sino Sume</b>	Professional Body
12:00 – 13:15	<b>Lunch and Networking</b>
13:15 – 14:15	<b>Key Note Speaker 2: FAB Quotient: Your Tool Kit for Fighting Fatigue &amp; Staying Resilient for Business Investment</b>
14:15 – 15:15	<b>  Breakaways  </b>
<b>BREAKAWAY 1</b> <b>Lynn Baker</b>	<b>BREAKAWAY 2</b> <b>LinkedIn</b>
NGCX – New Generation Customer Experience	Pimp your Profile
<b>BREAKAWAY 3</b> <b>Lorne Sulcas</b>	<b>BREAKAWAY 4</b> <b>Wesley Madiza</b>
How to Innovate, Collaborate and Speed of Implementation	Social Media in 2016
<b>BREAKAWAY 5</b> <b>Nazrene Mannie &amp; Sino Sume</b>	Professional Body
15:15 – 16:00	<b>Afternoon Tea and Networking - Visting Exhibtors</b>
16:00 – 17:00	<b>Key Note Speaker 3: Gilan Gork</b> - Body Language and Identifying what candidates are NOT telling you!
17:00	Conference Close

# RATES & OPPORTUNITIES



Oh and did we mention, its **FREE** to our delegates.

Get your profile pic taken professionally on site by the experts themselves - LinkedIn

Receive a fabulous **GOODY BAG** with a gift you will begin using **immediately**



Opportunity to win great prizes and meet the who's who of recruitment, at the cocktail party where we will be announcing the launch of the APSO industry awards.

Find out how to keep your body and mind operating at their peak while managing a balanced lifestyle.

These prestigious awards will not only recognise the leaders in the industry but provide **benchmarks** for the market to align to.



GIFTS



AWARDS



CELEBRATION

Members Non - Members

Day 1: Business Owner Manager Executive	R 2 600	R 3 600
Day 2: Recruiters Sales	R 1 850	R 2 850
Rate for both days attendance	R 4 000	R 6 000

Prices quoted exclude VAT

## Regional Concession

For those **participants travelling** from **out of town**, who book for and attend both days, APSO will gift you **R500.00 off your flight** and **R500.00 off your stay** at the Indaba Hotel.





# APSO FOR YOU!

APSO, The Federation of African Professional Staffing Organisations is committed to the professionalisation of the Staffing industry of Southern Africa. APSO has been in existence since 1977 and, for the past four decades, has set and managed professional standards for the benefit of Members, their clients, candidates and employees. A proud member of the International Confederation of Employment Associations (CIETT), APSO is also a founding member of the South African Confederation of Associates in Private Employment Sector (CAPES), the South African Chamber of Commerce & Industry (SACCI), and the Ethics Institute of South Africa.

Our Four Business Pillars on which we are driving Professionalism are:

**Lobbing & Advocacy:** APSO is represented on the International Employment Body, CIETT, and has affiliations to REC in the UK and ASA in the USA. We are therefore able to provide members access to the latest international trends, information and global best practices.

**Professional Development:** APSO has been registered by SAQA as a Professional Body. We now offer Three Professional Designations, the APSO Entrance Exam, Specific Training Courses -by SETA accredited trainers, at reduced preferential rates, e-Learning as well as National Conference and Indaba's. APSO offers affordable Continuous Professional Development (CPD) opportunities to expand and improve recruiter performance.

**Knowledge & Support:** APSO provides information & advice that is accurate, timely and trustworthy. We strive for regular communication about relevant matters that will assist you in operating a profitable, compliant and successful staffing business. We also facilitate networking opportunities, with like-minded business owners and do our best to ensure that our member-only resources such as toolkits, guidelines, products and services are the best available.

**Ethics & Best Practices:** APSO assists and supports Members with a broad range of legal and ethical matters that directly affect your business success. The APSO Codes of Ethics and Best Practice set the standard that encourages, many client companies to insist on APSO membership.

**APSO is dedicated to setting & promoting professional standards that will empower members to grow successful enterprises & deliver excellent service.**

