



## LESSONS ON HOW WE IMPROVE SA'S LABOUR PRODUCTIVITY

The Department of Labour's latest Industrial Action Report indicates that industrial action reached its highest level yet in 2017. At the same time, the Global Talent Competitiveness Index's ranking of South Africa on 'the relationship between pay and productivity', at 88th of 119, suggests that salary increases are not in line with rises in labour productivity.

Join us for this morning seminar in which we explore the reality of South Africa's labour productivity, hear case studies of how companies addressed low productivity and learn about co-determination as a possible solution to hostile labour relations and low labour productivity.

### PROGRAMME

- 07:30 – 08:20** Registration and morning refreshments
- 08:20 – 08:30** Opening and Welcome
- 08:30 – 09:00** South Africa's labour productivity: *Karen Ferguson, Research Manager, KR*
- 09:00 – 09:45** CASE STUDY: Remedies for poor labour productivity in mining and other sectors  
*Michael Ferreira, Africa Advisory People Partner, PWC*
- 09:45 – 10:15** Tea break
- 10:15 – 11:00** CASE STUDY: Lessons from South Africa's National Productivity Awards  
*Matthews Moatli, Programme Manager: Productivity Improvement for SMMEs and cooperatives, Productivity SA*
- 11:00 – 11:45** Co-determination: A solution to hostile labour relations and low productivity  
*Dr Rica Viljoen, Managing Director, Mandala Consulting*



THINK TANK

## ABOUT THE SPEAKERS



**Michael Ferreira** has extensive experience within the strategic business and human capital fields, as Executive Leader as well as Strategic Consultant and Functional Specialist. He has more than 20 years' experience in diverse and complex businesses in various stages of the organisational lifecycle. He specialises in practical application and in-depth understanding of international best practice.

He has driven successful employee transitions (more than 3000 individuals) to and from various industries and companies. As Executive Coach and Leadership Consultant, Michael was responsible for the leadership development and succession planning process for listed companies, multi-nationals and state-owned enterprises. He has also developed a model to achieve productivity and profit improvement through team – and individual coaching.



**Matthews Moatli** has 22 years' experience in education, training and development, enterprise development, entrepreneurship, business and change management consulting. He has worked for the Department of Higher Education as a lecturer and for the Department of Labour promoting employment through entrepreneurship and active labour market schemes. He joined Productivity SA in 2010 and is currently the Programme Manager for productivity improvement for SMMEs and cooperatives. He holds qualifications in psychology and economics and has completed courses on project management, coaching and mentoring, OHS management. He is also an ILO SCORE certified workplace cooperation trainer.



**Dr Rica Viljoen's** model on inclusivity was acknowledged as one of the 10 most promising contributions to the field of management, spirituality and religion by the Academy of Management, and has since been applied in 42 countries. Rica won the CEO award from the Institute of People Management, for which she also acts as ambassador, and has received two additional awards from the Academy of Management. She is an adjunct faculty member of Henley Business School, associated with Reading University, and a senior research associate at the University of Johannesburg. She founded and is the managing director of Mandala Consulting, an organisational development and research house, and is also the founder of the African Centre of Human Emergence. Rica has published numerous academic chapters and books.

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**Karen Ferguson** is the Research Manager at Knowledge Resources. In this role, she oversees the research that goes into KR's African Human Capital and Labour Reports, and works on the HR Think Tank's research outputs. Previously, she has worked in the NGO sector and focused on political, economic and business research on Africa as senior researcher and was also the chief editor of an annual statistical publication called the *Africa Survey*. She holds a master's degree in international relations.

## REGISTRATION FEE

HR Think Tank members  
Non-members

FREE  
R 1 500 per delegate

### About the HR Think Tank

The HR Think Tank was launched in 2017 by Knowledge Resources in collaboration with the Institute for Futures Research, University of Stellenbosch Business School.

The Think Tank works to improve South Africa's talent competitiveness through targeted research and interventions. Members from business, academia and NGOs help to influence policy and the broader challenges facing HR and labour in South Africa.

[www.hrthinktank.org](http://www.hrthinktank.org)

# REGISTRATION FORM

Booking made by:

Phone:

Email:

Date:

Signature:

By signing this registration form, the delegates agree to the enclosed terms and conditions

HR THINK TANK MEMBERS (FREE)

NON-MEMBERS (R 1 500 pp)

Company/organisation:

Company/organisation:

1. Name:

1. Name:

Email:

Email:

Phone:

Cell:

Phone:

Cell:

Designation:

Designation:

2. Name

2. Name:

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5. Name

5. Name:

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Phone:

Cell:

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Designation:

Designation:

Special dietary requirements:

Special dietary requirements:

Company VAT #:

Company VAT #:

Postal address:

Postal address:

Postal code:

Postal code:

CREDIT CARD PAYMENT Mark appropriate box

VISA

MASTERCARD

AMEX

DINERS

Cardholder:

Expiry date:

CCV number:

Card number:

Amount (All prices are VAT inclusive):

Date:

Signature:

EMAIL

PHONE

Email completed form to  
Magdeline@knowres.co.za

+27 (11) 706 6009

## TERMS AND CONDITIONS OF REGISTRATION

Payment must be received before the event takes place. KR reserves the right to refuse admission where evidence of payment cannot be shown.

### CONFIRMATION OF BOOKING

If you have not received confirmation, in writing, of your booking before the event, please contact us on +27 (11) 706 6009 to confirm that we have received your registration.

### SOMETHING HAS COME UP AND YOU CAN'T ATTEND

If you cannot make it to the event, you have several options (the below options need to be received in writing):

- You may send a substitute delegate in your place, please inform the Customer Care Department of the new name for registration purposes. No additional charges will be applicable for substitutions
- You may transfer at no extra charge to another event, provided you do so in writing at least 10 working days before the event. Transfers within the 10 working days will be charged an administration fee of 20%
- You may cancel your registration, in writing, up to 10 working days before the event takes place. Cancellations inside of 10 days will be liable for the full fee
- Unfortunately, no refund or credit can be given to delegates who do not attend without giving prior notice
- Registrations received during the 10 working days before the event date, will not be excluded from any terms & conditions

In the event of unforeseen circumstances KR reserves the right to change the programme content, the speakers, the venue or the date. You will be notified no less than 5 working days prior to an event. Should the event be postponed, you will have the option to attend the next available date of the relevant event. The registration fee will be credited on delegate accounts, should they opt not to attend the next available date of the relevant event or in the case where an event is cancelled.

### PAYMENT • PAYMENT MUST BE RECEIVED BY NO LATER THAN 15:00 THE DAY BEFORE THE EVENT COMMENCES

- Cheques should be made payable to Knowledge Resources (Pty)Ltd. Please do not mail any cheques.
- Electronic Transfer or Direct Deposit into our bank account, validated by faxed copy of transaction slip
- Nedbank Cresta | Account No.: 1913164489 | Branch Code: 191305 | Fax: +27 (11) 706 1127

Once payment has been made please fax through proof of payment with the event's name written in the top right-hand corner.

PLEASE NOTE Delegates will not be allowed entry to the event if payment has not been received.