

# THINKING BEYOND THE OBVIOUS

## Women in Management and Leadership Conference

4<sup>th</sup> and 5<sup>th</sup> November 2009 Southern Sun Grayston Hotel, Sandton, Johannesburg

### Panel of expert presenters



**Angela Dick**, Chief Executive, Transman  
**Suzanne Ravenal**, Group Chief Executive  
Beyond Outsourcing  
**Brenda Mabaso**, Deputy Chief  
Commissioner, International Trade and  
Administration Commission  
**Jan van De Walt**, Chief Executive Officer,  
Corporate Renewal  
**Alphonso Celliers**, Chief Operating Officer  
TATA South Africa  
**Sifiyya Patel**, Director, Edward Nathan  
Sonnenberg  
**Manana Makhanya**, Chief Executive  
Officer Kemanom Communications  
**Tryphosa Romano**, Chief Financial Officer  
WIPhold  
**Khanyi Mkanza**, Former SABC Chairperson  
**Nene Molefi**, Managing Director,  
Manadate Molefi HR, Former Executive  
Director City of Cape Town  
**Thaba Karl- Halla**, Managing Director,  
Elements  
**Manuela Sanchez**, Director, University of  
Witwatersrand

Meet Roland Gaspar - sought after  
motivational comedian

### Who should attend?

Chief Executive Officers  
Director –Generals  
Executive Directors  
Managing Directors  
Departmental Managers  
Human Resources Directors  
Managers

The power of networking!  
Leadership skills for business turn around

### Gain essential leadership insight ...



**The essence of good governance and business turn around for women in leadership ...** "A great leader's courage to fulfill her vision comes from passion, not position." John Maxwell

### Overview

In the advent of an economic recession, numerous industrial actions, retrenchments, subdued company financial performance and imminent companies operational reforms.

Women in leadership are now faced with hot issues that can undermine their leadership capabilities if they are not versatile with techniques of dealing with these challenges.

Global Prospectus provides a unique and explicit two-day conference for women in leadership roles in both the public and private sector to explore techniques and sharpen their skills in addressing the numerous challenges that have emerged in the work place.

Economic recession times like nowadays, prominence is more on survival of companies.

This no doubt brings more painstaking challenges to leaders who are often tasked with the job of ensuring optimum results in the organisation.

In order to be successful it has become important for women to create their own opportunities, identify and acquire competencies of an effective leader and integrate these into personal leadership style.

### Why attend this conference?

Gain full insight on the new face of corporate governance

Acquire skills to deal with unexpected disruptions from work by internal and external forces

Acquire valuable techniques to help you lead, empower and motivate your staff to excel in difficult times

Discover ways to capitalise on strengths to achieve personal and organisational goals

Learn accurate assessment of your skill base

Gain strategies of business turn around

### Sponsors & Media Partners



**08:00-08:30 Registration and early morning refreshment**

**08:30-08:45 Welcome remarks by chairperson**

**08:45-09:30 The future of Corporate Governance in South Africa**

- What guidance is provided in the draft King III report?
- How is the issue regulated in the new Companies Act?
- Duties and responsibilities of directors and officers?
- Duties, responsibilities and composition of board committees?

**Sifiyya Patel, Director, Edward Nathan Sonnenberg**

**09:30-10:15 The resilient leader**

Bouncing back from challenging situations is a key characteristic common among successful women business leaders who have broken through the glass ceiling. The crucial element of this leadership session dwells on the principle how resilience plays an important role in the pursuit of excellence in most leaders.

- Can resilience be developed?
- How have relationships aided in resilience?

**Brenda Mabaso, Deputy Chief Commissioner, International Trade and Administration Commission**

**10:15-10:30 Tea break**

**10:30-11:15 Exercising power and authority in the organisation**

This session offers participants the opportunity to explore some thought-provoking questions, have some fun, and become better equipped to embody their authority and power

- The key challenges faced by women leaders that, if addressed, lead to success
- The beliefs that are preventing them from communicating their 'embodied authority'
- The power they have and how to lead authentically, from the inside out
- Women's challenges and strengths in the board-room
- What successful influencers do and avoid

**Angela Dick, Chief Executive Officer, Transman**

**11:15-12:00 A business plan for life: Making change happen**

This session will lead the group through a step-by-step plan to facilitate your journey to define your success. Every woman needs to develop life goals and to write a business plan for life so that she can control her own destiny. This workshop will stimulate and help you to get started on defining your personal and professional goals, discover what you can do to maximise your time available to you and identify the keys to making change happen.

**Suzanne Ravenal, Group Chief Executive Officer, Beyond Outsourcing**

**12:00-12:45 Appreciation of change as leaders**

Most often leaders lack confidence when implementing change in the organisation. Some leaders become

as insecure as their subordinates who often look up to them for motivation and inspiration to embrace change. Change brings about insecurity; disrupt the flow of life, business and income.

However change can also be fun, positive and full of opportunities. The reality is that change is inevitable the best we can do as leaders is manage our response to change or drive the wheel of change  
This session will explore how best leaders can manage change.

- Personal and professional change
- Economic change
- Organisational change

**Manana Makhanya, Chief Executive, Kemanom Communications**

**12:45-13:00 Interactive and networking session**

**13:00-14:00 Networking Lunch**

**14:00-14:45 Adapting to a changing workforce – Company success stories and tools for success**

Global business is changing and so is the need for companies to adapt their employee policies and corporate cultures in order to retain employees. In this session, delegates will discuss how they can be successful at meeting the needs of a changing demography, including women. Delegates will also share their success stories on remaining marketable in an unsteady market.

**Fiennie Rossouw, Managing Director, Institute for Performance Management**

**14:45-15:30 “The road to a new world”**

This session will take delegates through the journey of novelty, creativity and innovation driven leadership

- What drives women to venture into new ways of life
- Why is important to be diversified and versatile
- Defining the path and the odds to consider
- Crushing stereotypes
- Negotiating in everyday Life

**Thoba Karl- Halla Managing Director Elements**

**15:30-17:00 Special ladies treat with Mangwanani African Day Spa**

*“Mangwanani looks forward to playing a role at this event and to taking away from the day to day stress that leaders face, through our special treat of revitalising and pampering.”*  
*Roberta Moore, Mangwanani Events Manager*

Delegates will receive Mangwanani vouchers which can be used against the full day African Revitalisation package or the Moonlight Night Spa package.

*This is a not to miss package of the festive season.*

**\*\*\*\*\*End of day one \*\*\*\*\***

## 08:00-08:30 Registration and refreshments

## 08:30-08:45 Recap of conference proceedings

## 08:45-09:30 The leader's perspective of business turnaround

In this session delegates will explore A leader's perspective on business rescue

Why business rescue?

The Chapter 6 business rescue process

The business rescue practitioner

Implications for boards, management and other stakeholders

**Jan van de Walt, Chief Executive Officer, Corporate Renewal**

## 09:30-10:15 Creating your legacy in leadership

To be a successful leader is an achievement but to have a legacy, is a record.

As a woman in leadership what phenomenal aspirations are of utmost importance to you?

How do they propel your drive in leadership?

Why should women value creating a good legacy?

**Kanyi Mkonza, Former SABC Chairperson**

## 10:15-10:30 Tea break

## 10:30-11:15 Decision making in tough times

Research shows that the elements of good decision making always include three critical aspects:

- Understanding the objectives
- Understanding the alternatives
- Assessing the risks and benefits of the alternatives

Whether you are making an individual decision or a decision on behalf of a group, you will get consistently better results by applying this process. It becomes even more important when several or many people are involved and affected by the decision. Decision-makers will get better outcomes if they involve the right people, take appropriate time to listen to multiple perspectives and weigh up the alternatives as well as the risks against clear objectives.

**Phonnie Ciellers, Chief Operating Officer, TATA South Africa**

## 11:15-12:00 Women's Entrepreneurship

What drives women to start their own ventures? The number has grown over time and most ventures face numerous challenges. This session will examine how do women meet the challenges of financing growth, managing employees and balancing their personal lives? What factors contribute to women's success as entrepreneurs?

Delegates will discuss their inspiration as entrepreneurs, their approaches to business obstacles and the satisfaction they gain from creating successful enterprises.

**Nene Molefi, Managing Director, Mandate Molefi Consultants**

## 12:00-13:00 Applying effective management techniques to inspire and motivate

A good leader draws success from her team and for the team to succeed it needs motivation and inspiration rather than intimidation and aggressive management.

Delegates will learn the following in this session:

- Ways to create opportunities and encourage staff to be creative
- Implement creative challenges and build team spirit
- Recognise achievement and structure performance

**Tryphosa Romano, Chief Financial Officer, WIPhold**

## 13:00-14:00 Networking lunch

## 14:00-15:00 Negotiating For Change

Innovation is more about the implementation of new ideas. Emphasis calls for creativity and the ability to successfully influence the processes and people. This dynamic session will provide tools and tips to help you engage in effective dialog to influence change in the workplace

**Manuela Sanchez, Director, University of Witwatersrand**

## 15:00-15:15 Closing remarks by chairperson and end of conference

**Meet Roland Gaspar - On this 2nd day of the conference**



Roland is a sought after motivational comedian, actor, author and communicator. His corporate comedy shows have been well received by top companies across SA. He has also been seen in comedy themed TV commercials for brands like General Motors, Rand Easter Show and Handy Andy. He has recently played lead roles in an MNet EDIT series short film and two feature films for international release in 2009.