

REPORT ON HUMAN CAPITAL SUMMIT 2016 HELD AT LANDMARK EVENT CENTRE VICTORIA ISLAND LAGOS

INTRODUCTION

- The Human Capital Summit Africa 2016 held between 21st - 23rd April, 2016 was an international Human Resource Conference held at Landmark Event Centre, Victoria Island, Lagos.
- The Summit which had been consistently organized since 2009 is being driven by two forward-thinking Companies; Human Capital Asset Management Group and Dohency Service Limited. The two days Summit took participants through the various facets of the changing world of work.

THE VISION OF THE SUMMIT

- The vision behind the HCSA 2016 is to elevate to global standards the practice of Human Resources by professionals in Africa.

OBJECTIVES

- Without a high performing HR department, there can be no high performing Staff and without a high-performing Staff there can be no high-performing organization, therefore, the objective of the summit are:
- It is expected that HR professionals will update their skills.
- Gain fresh ideas.
- Become attuned to global HR trends thereby optimizing their performance.

THEME

- The theme for this year's summit is "THE FUTURE OF WORK"
- The theme is necessitated to highlight;
- The major trends changing work.
- Define a revolutionary path to the nature of work in the future.

- Disruptive innovation.
- Substitutive technology.
- Drastic process restructuring that continues to reshape work.

EXPECTATION

- It is expected that at the end of the summit participants would have a;
- (a) Broader perspective.
- (b) Readiness to adapt to change and
- (c) A renewed vigor for greater productivity.

FIND BELOW THE SIX SELECTED SUMMIT STREAMS

a. HR Essentials

TOPIC	SESSION WILL COVER	FORMAT
HR Transformation; New Roles in Talent Management	Integrating Strategic Workforce Planning into Talent Acquisition. Solving the Hard to fill Positions Growing your internal Talent pool to meet the needs of the business. Career Mapping - Charting and Employee path to success. Helping Employees Navigate their Career through Technology HR Strategy, Transformation and Making a difference.	Workshop
Retaining Talent in an Economy Downturn	Talent retention Strategies The seven principles of Retaining talent	Panel Discussion (1 hour)

	in an Economy downturn Challenges of Retaining talent Developing Leaders through internal coaching.	
Redefining your HR business partner role to respond to your organization needs	Framework for Organization needs What roles do HR business partners play How can they be amended to respond to the needs of a company How to build credibility, Presence and Trust to gain the confidence of the business. Getting the message right to create impactful communication. Developing High performance HR business partner and consulting skills	Panel Discussion (1 Hour)
Fitness level and wellbeing in the workplace: Bridging the productivity gap	Fitness level and Wellbeing Consequences of poor Wellbeing and Stress in Workplace Major causes of Workplace stress and depleted fitness Policies and Interventions that attempt to enhance wellbeing and reduce ill health effects among our workforce.	Panel Discussion.
Employment Laws; A complete perspective from the employers and	Creating the employment relationship: Recruitment process. Changing Terms and Conditions of	Panel Discussion (1 Hour)

employees	employment, and employing young people. Maintaining the employment relationship: Flexible working hours, Health and Safety, Avoiding Discrimination. Managing performance: Absence, Short and Long-term, Grievances and Disciplinary processes. Terminating Employment Relationship: Dismissal, Redundancy, Redeployment and Retirement. Employment Tribunals: Types of Claim, Fees and Penalties, New Tribunals Rules.	
Creating a flexible Global pipeline	The Challenges of talent planning across a diverse and disparate global organization. The key succession planning factors to consider and the cost To individuals, Teams and the Business How to identify, Redistribute and Support people with key skills, Passion and Talent to ensure business growth and personal development opportunities. Employer Branding- Building and Appealing Talent brand policy implications.	Case Study
Disruptive HR	New Approaches to innovative HR solutions How does disruptive HR benefit an	Masterclass

	Organization. Why is Disruptive HR key to solving Organizational challenges	
Using Psychometrics to recruit and understand disruptive talent	Definition and Assessment of Disruptive talents. Using Psychometrics to identify disruptive talents identifying Senior Disruptive talent for the right organization. Case study on how HR can develop disruptive talents disruptive talent skills	Workshop

b. Innovation, Digital and Technology

TOPIC	SESSION WILL COVER	FORMAT
Improving HR service through Technology	The role of HR technology in supporting Growth and Fostering Organization Agility. Practical tools and Techniques to build a Business case for HR Technology change. The key trends in HR technology and what to expect for 2016. Exploration of how Organizations manage the Risks and Opportunities of change through leveraging HR technology. Practitioner experience of the journey through implementing HR technology Strategy.	Case Study

	Helping Employees Navigate their career through technology	
Social Recruitment; Creative Social recruitment to source and hire top talent	Trends shaping the future of hiring Key factors affecting social recruitment panel discussion Strategy for using social recruitment in an Organization	Panel Discussion
Hierarchical Structures Vs Organization Freedom	Views on Hierarchical versus Non-Hierarchical Structures. Participate in the Interactive Discussion on what system works best for what kind of business Identify the right balance of structure and freedom that is best for your Organization. Get examples of where freedom structures have worked and where they have failed Understand the Pros and Cons of retaining or Revolutionizing your current structures	Workshop
Workplace Flexibility and Remote working/Telecommuting	Trends in workplace flexibility Digital generation in the workplace Factors affecting remote working and telecommuting Mobile Workforce-Work is No longer a place	Case Study
HR Metrics and Workforce Analytics	Identify meaningful measures of HR performance in the Context of your	Master class

	organization Clarify the Role of Measurement, Assessment and Evaluation within an Aligned HR function How does an Organization enhance Decision-making and direction setting through effective use of Measures, Assessment and Evaluation	
The Cloud employee-task based employees	What is the Cloud employee Scheduling Resources and why it is important What are the factors affecting the Cloud employee system	Workshop
The new workplace and Integrated workforce Management System	The workplace and its current systems. The new workplace, Beyond Automation; Adopting Integrated workforce Management systems. Implementing a new Integrated workforce Management System	Master class.

c. The Workforce of the Future/ Future fit for Business

TOPIC	SESSION WILL COVER	FORMAT
HR Harnessing the Power of Social media	Explore the Opportunities that social media offers to the way HR Strategy is formulated and executed Provide discussion on how HR can harness social media to create value for the Organization.	Panel discussion

	Consider the impact of social media on Organizational culture and behavior	
Turning customers into fans: Linking employee engagement to customer service	The link between high employee engagement and excellent customer service How to take employee engagement future and turn employees into genuine fans of the Organization. The role of HR in driving customer service and enhanced business performance	Panel Discussion
Facing the future; Trend sporting the possibilities	The changing world and how this is impacting the way organizations and people work The factors that influence the way we will work in the future	Panel Discussion
Flexible and Agile HR Strategies to accelerate Business growth	Creating an effective organizational culture to engage a newly combined workforce. Building your talent pool to meet rapidly changing business needs Maintaining organizational performance in a shifting external market How to align HR activity during change with the key priorities in the business Creating effecting organization design approaches which underpin a successful organizational culture.	Case Study/Workshop
Labour Relations	Collective Bargain processes and procedures.	Panel Discussion

	Grievance Mediation. View beyond the barricade: Union perspective Changing face of labour law and Labour issues Aligning Labour relations system to promote high performance	
Millennial generation- Competition and collaborations	Identify characteristics of different generations present in today's workforce Recognize the factors that influence their world view. Developing millennial leaders with diversity in mind	Case Study
Multi Generation workforce - leveraging and managing the complexities	How can leaders make a multigenerational workplace more productive, efficient and harmonious? Understand how to motivate Multigenerational employees	Panel Discussion
New skills for the future work place	What are the new skills for the future? Trends and Challenges in future work skills Drivers of change in the future workplace	Panel Discussion

d. Creating High Performance Organizations

TOPIC	SESSION WILL COVER	FORMAT
Managing change successfully;	The events to be aware of during a change process	Masterclass

strategy, planning and execution	Preventing 'Change Fatigue' keeping employees motivated and making tough decisions Managing expectations and dealing with negative feelings, with lessons from a change project on global scale	
Using positive psychology to create high performing organizations	How the magic ratio of positivity can help teams become more connected The practical lessons from positive psychology research into creating high performing teams How teams can organize themselves so that work becomes engaging and energizing for everyone	Workshop
Calculating success of your talent: Revitalise your organization through new place workforce analytics	How and why the use of traditional metrics often do not deliver the right insight to formulate the right talent strategy. The need to rethink the relationship between talent and Business success, and take a more systematic approach to developing critical talents. How using the right analytics can dramatically improve a company's ability to make better and faster decisions about talent.	Panel Discussion
Creating a performance culture	Key elements in creating a high performance culture Laying the foundation for performance management with manager accountability	Master class

	Managing cultures across borders Developing a value adding HR function	
Processes and Structure - foundations for high performance	Project and programme management Characteristics of processes and structure that result in high performance dimensions of high performance Factors affecting high performance Tying high performance to productivity	Master class
Utilizing Employee engagement as a company-wide business strategy	What communication channels need to be implemented Reward and Recognition Communication and Feedback Engaging in positive working relationships and how to Career development	Panel Discussion
Cooperation between HR and Finance to add business value	Identifying the Shared business metrics that can be used between the departments Practical tips to achieve successful collaboration between HR and finance. The tangible value that HR and finance can jointly bring to the organization as a whole HR and Finance working with other areas of the business to improve	Case Study.

	performance How the partnership can help when working towards a common business agenda.	
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e. Learning, Performance, Compensation and Reward

TOPIC	SESSION WILL COVER	FORMAT
Non-cash reward; Getting creative	Improving retention with creative approaches to rewarding employees Establishing financially viable ways of incentivizing employees Differentiating your recognition programme to appeal to the varying needs of your workforce Improving your employee value proposition by offering incentives that really matter to people	Case Study
Creating effective learning and development strategy	Designing and executing experiential learning programs in a global organization. Importance of learning and development in an organization. Factors affecting learning and development Aligning learning with business strategy. How do you ensure that the L& D you are delivering is in alignment with the business strategy?	Workshop

	What methodologies can you leverage in your L & D that will make the Company's strategies run through them? Experiential development path for future HR leaders.	
Show me the ROI- Measuring learning impact on business	Measurement sustainability Methods to measure impacts on business Showing business impact Business results evaluation approach	Case Study
Achieving excellence and efficiency in training	Building an excellence driven training framework How training is critical for high performing teams Meeting current and future challenges of learning and development in organizations	Case Study
Aligning your performance management systems to your people and business needs	Adapting performance management to your organization's strategy, culture and values. Linking it to your talent management, L &D and reward strategies. Creating a culture of honesty and openness to enable better performance Enabling your managers to conduct more effective feedback conversations Optimizing the contribution of your HR department, Leaders, Managers and	Panel Discussion

	reviewers.	
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f. Models for Progressive Leadership

TOPIC	SESSION WILL COVER	FORMAT
Public Sector 'Reforming your operating Model'	Understanding the nature of public service and how to best to effect change; How to keep the public service aligned and accountable to delivering its strategy; How to build agility so that the public service can be adaptable to changing external conditions.	Panel Discussion
The Art of Leadership / The Ultimate leader	Prospering in the face of continuous change Qualities of the ultimate leader Key elements of leadership Leadership for the future-Who will lead your organization and how we will you find and prepare them	Case Study
Progressing from a manager to leader-stop managing and start leading	Skills required transforming managers to leaders. Emotional intelligence in order to lead. Making productive the specific strengths and knowledge of every individual	Case Study
Creating leadership models for the future; Innovative ideas	Challenging traditional notions of leadership and creating a future-fit approach to leadership development	Master class (2 Hours)

that deliver results	Logical strength - based leadership model and how it has equipped leaders to drive sustainable organization performance The purpose driven organization	
Human resources for small businesses	The role of HR in business and why it is critical for SMEs. Getting the right people: effective recruitment and retention strategies for small businesses Engagement and motivating strategies for SMEs Basic HR processes and procedures for SMEs	Panel Discussion
Merit based staffing in Nigeria's public service		Seminar (15 minutes)

BENEFITS

The benefit of the summit includes but not limited to the following;

- (a) Afford organization to access where they are
- (b) Identify the gaps therein and how to bridge the gaps
- (c) Respond to service delivery with new ways and skills.

Lessons gained would put members of the team in better stead to do their duties more efficient and effectively.

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