



The Portal to Thought Leadership in People Management

54th Annual Convention – November 2010

“Beyond 2010-People Leadership in the Next Decade”

The Institute of People Management (IPM) Convention for this year is scheduled for **14 – 17 November 2010** in Sun City, North West Province, South Africa. The theme of the 2010 IPM Convention is “**Beyond 2010...People Leadership in the Next Decade**”.

The theme was informed by the current economic recovery and new reality that emerged from the unparalleled economic conditions. Organisations, which are able to manage the transition to the **new reality**, will be more competitive and productive. This new global business reality provides the impetus to redefine the rules of the game in terms of organisation, management, engagement, and responsibility towards the environment. In particular, South Africa has important people management lessons to learn from the 2010 World Cup event. Hence our **sub-themes** below which deal with people innovation & technology, talent management and mobility, employee engagement, green environment sustainability and 2010 World Cup lessons learnt.

- **People Innovation & Technology:**

Most organisation theories, relevant to the way we organize and manage, were formed in the industrial age. If people are managed in the same way as in the past, organisations cannot expect different results. Innovation is a new way of doing something or "new stuff that is made useful". This sub-theme deals with incremental, emergent, radical and revolutionary changes in people management philosophy, processes, information technology and organisation. Technology is a key enabler to improve cost-effectiveness and the people management performance of the new economic reality.

- **Talent Management and Mobility:**

One of the foremost management challenges in today's organisations is talent management and mobility. This sub-theme deals with a shortage of professional skills. The South African socio-economic factors place a huge burden on employers to attract, grow and retain professional skills. In turn, this requires the business leaders to retool and in so doing meet the global business needs for talent.

- **Employee Engagement:**

In recent years, employee engagement has emerged as an important strategy to improve performance and retain key talent. These are two vital factors impacting on an organization's ability to weather the current economic storms as well as to outperform its competitors when trading conditions are more favourable. Organisations need to develop employee engagement strategies to ensure human capital sustainability into an uncertain future. Business leadership needs to positively influence the extent to which employees connect to their jobs and the organisation; as engaged employees perform better, which in turn will assist the organisations to ride out the recession.



- **Sustainability & Going Green:**

Environmental strategies address fundamental organisational issues that contribute to organisational sustainability in today's market conditions and lay the foundation for future growth as the economy recovers. This sub-theme deals with how environmentally sensitive organisations and their people are likely to develop an edge over organisations that are less inclined to think or act green. As the sustainability mandate expands, the challenge to business leaders will be to refine their workforce management practices accordingly. Green initiatives facilitate the transformation of organisations into productive, innovative environments with engaged employees. These green initiatives contribute to cost saving and conserve resources that can be reinvested for future growth.

- **2010 World Cup:**

"We must strive for excellence in our hosting of the World Cup, while at the same time, ensuring that we are going to leave a lasting benefit to all our people"- Nelson Mandela. This sub-theme deals with case studies, highlighting people management success stories, pre-and-post the 2010 World Cup event. While striving for excellence in the hosting of the World Cup, there are key innovations, talent management, employee engagement and sustainability lessons to be learnt from this once in a lifetime experience.

The format of this year's convention will consist of **plenary, workshop and case study** sessions. The plenary sessions will be conducted by high profiled, thought leaders in the above sub-themes. The plenary are one hour sessions which will be followed by workshops to share current trends. The workshops will be interactive one hour sessions for delegates to obtain frameworks and hands-on tools. The case studies aim to showcase how best-in-class organisations have dealt with these strategic topics. The case studies are also one hour sessions and will provide delegates with specific examples of the application of the above strategic topics.

For more information about this premier People Management and Business Leadership event, please contact:

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