

TALENT WAR 2024

Only 200 Seats Available!

ATTRACTING & RETAINING TALENT SYMPOSIUM

Practical, Actionable Approaches For Attracting and Retaining Talent in Organisations Today

Friday 27 September 2024, BOWMANS AUDITORIUM, 11 ALICE LANE, SANDTON

According to a report by the Society for Human Resource Management (SHRM), 83% of HR professionals find sourcing quality candidates increasingly tricky. Despite headlines about the pace of hiring slowing down, attracting talent was the most-cited HR-related concern in the Guild 2024 study. An overwhelming 97% of leaders view attracting talent as a priority in 2024, with 69% of respondents labeling the need as "urgent."

The War For Talent Is On!

A talent war happens when there is a limited supply of workers with in-demand skills, so employers have to battle it out to gain access to the most highly sought-after employees. Competition for highly skilled talent is only increasing. Gone are the days when a competitive salary was all it took to attract top talent. Companies must grapple with a hyper-competitive job market and evolving employee expectations and priorities. "South African companies are engaged in a war for talent and skilled workers as local professionals are emigrating or are dissatisfied with their jobs". This is feedback from JSE-listed companies such as Coronation, Momentum Metropolitan, and WBHO, as well as the 'Big Four' audit firms of Deloitte, EY, PwC, and KPMG.

HR practitioners need to learn how to successfully attract, engage and retain the future finance workforce. Recent studies indicate 60% of HR leaders are significantly concerned about employee turnover, and 62% of candidates have explored a career change in the last year. Top that off with the fact that a recent Gartner survey showed nearly three-quarters of candidates who receive a job offer have at least one other offer on the table, it's clear that attracting and retaining talent is a top-of-mind challenge for all business leaders. Join us on the 16th of August to glean future-fit insights on how to attract and retain quality talent today!

EVENT SPEAKERS INCLUDE



Dr Lynne Derman
Head People and Talent,
21st Century



Palesa Dube
Director & Wealth Manager
Centillion Wealth Advisory



René Richter
Managing Director
Quantren Reward Solutions



Paul Byrne
Head of Insights Pnet &
Career Junction



Sally Acton
CEO, Torque Employee
Experience Agency



Shuia Hamilton Baloyi
People Strategist, Equity &
Justice Advocate, Boat Rocker



Winston Nolan
Business Growth Consultant
& Performance Coach,
LRMG Talent Development



Pabi Mogosetsi
Founder and MD
EB Koach



Benita Kolloori
Talent Attraction and
Capability Specialist



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Coronation CEO Anton Pillay said one of the significant headwinds facing the asset management industry in the country is a lack of skilled workers. In the company's annual report released at the end of December, Pillay said that Coronation is currently engaged in a "talent war" with other financial services providers...

Employees want to stay with companies who take a holistic approach to caring for people. And with burnout still a major risk, caring for the whole employee is critical.

Key themes

- Expectation Management
- Generational dynamics
- Wellness
- Psychological safety
- Learning culture
- Leadership Development
- Gender profile
- Retirement mapping
- Culture
- Coaching and mentoring
- Young Professionals
- People with disabilities
- Pull strategy: Competitive Talent Attraction
- People data
- Training for BBEE points or business impact
- Performance relative to industry peers
- Leverage regulatory framework as tools for retention
- Know the Learning Programme Matrix
- What value can L&D bring to A&R?
- Learning Technology
- Talent Pipeline Development
- How Much Compensation Matters
- Pay Transparency Comes to the Forefront
- Competing for Talent with Limited Funds
- From Perks to Table Stakes Post-Pandemic
- Manager Quality Jumps in Importance for Retention
- Employee Growth Opportunities
- Upskilling and Reskilling
- It's Time to Evolve Your Hiring Requirements

The talent shortage is increasing

With estimates that the global talent shortage could reach 85 million people by 2030, it's clear that a market-wide talent shortage is on for the long term and business leaders need to take it seriously. The future of your company could depend on it.

Recruitment and Retaining is a 24/7 Commitment Recruitment doesn't end with making an offer; it's an ongoing commitment to nurturing talent and fostering a culture of engagement. Retaining team members requires more than competitive compensation; it requires a 24/7 commitment to individual growth and organisational culture.

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Why is talent so important? Well, great talent is scarce!

“The best workers do the best and the most work. But many companies do an awful job of finding and keeping them” McKinsey

Superior talent is up to **eight times more productive**. It's remarkable how much of a productivity kicker an organization gets from top talent.

A recent study of more than 600,000 researchers, entertainers, politicians, and athletes found that high performers are 400 percent more productive than average ones. Studies of businesses not only show similar results but also reveal that the gap rises with a job's complexity.

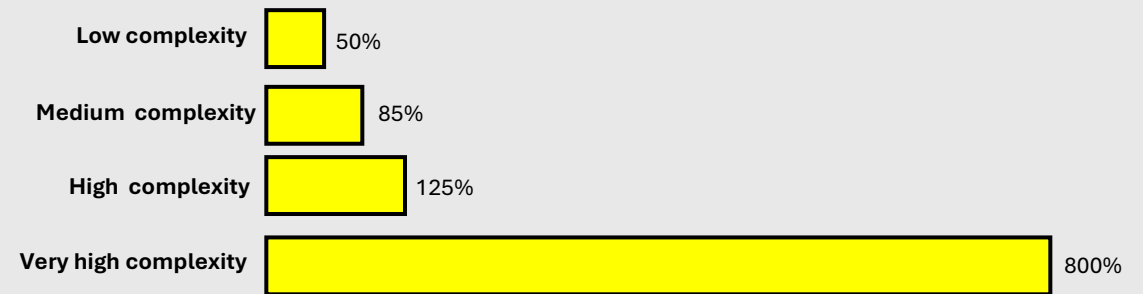
In highly complex occupations—the information- and interaction-intensive work of managers, software developers, and the like—high performers are an astounding 800 percent more productive.

You get even more remarkable results comparing the productivity of the top and bottom 1 percent. For unskilled and semiskilled jobs, the top 1 percent are three times more productive; for jobs of middling complexity (say, technicians and supervisors), 12 times more.

One person in the top 1 percent is worth 12 in the bottom 1 percent. For high-complexity jobs, the differential is so big it can't be quantified.

The relationship between quality talent and business performance

Productivity gap between average performers and high performers, by job complexity %



Source: “McKinsey Global Survey War for talent 2000, refreshed in 2012”

82%

A whopping 82 percent of companies don't believe they recruit highly talented people.

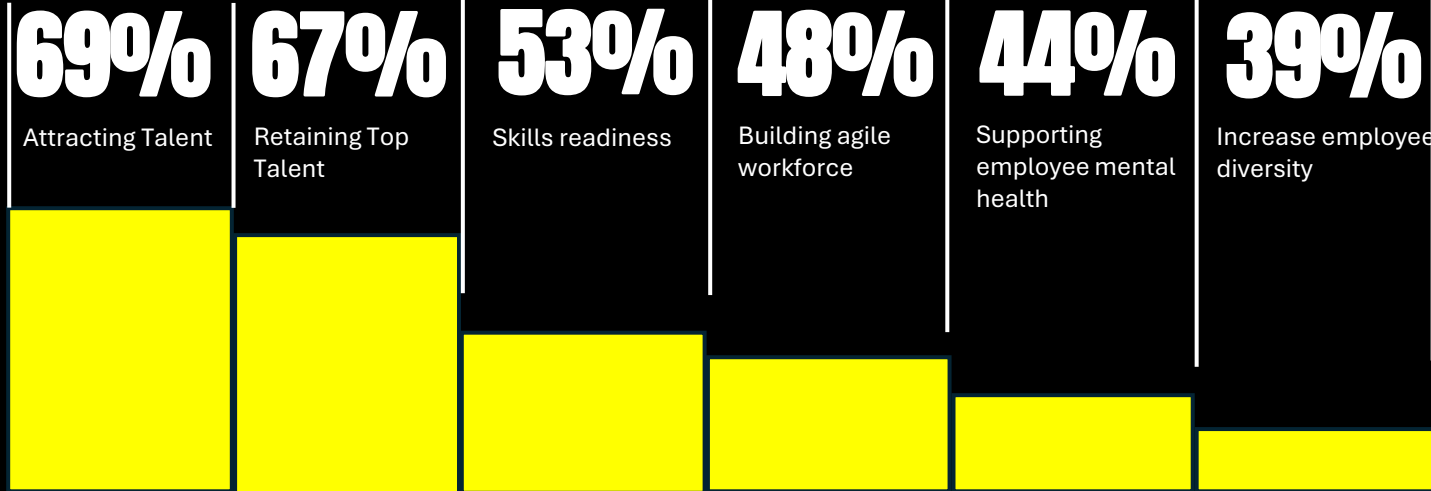
For companies that do, only 7 percent think they can keep it. 10 More alarmingly, only 23 percent of managers and senior executives active on talent-related topics believe their current acquisition and retention strategies will work.

Research consistently shows that lack of access to learning and growth are some of the main reasons people leave their jobs, and that investing in training increases retention. Continuous learning programs should have a holistic approach, addressing the entire lifecycle of employees, from hire to promotion—and beyond.

Attracting talent is the most urgent priority in 2024

Despite headlines about the pace of hiring slowing down, attracting talent was the most-cited HR-related concern in our study. An overwhelming 97% of leaders view attracting talent as a priority in 2024, with 69% of respondents labeling the need as “urgent.”

Urgent HR priorities for 2024 according to GUILD 2024 Survey

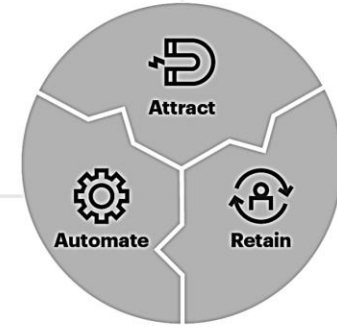


“We’re also seeing a big exodus of skills, we’re witnessing skills drainage and it’s becoming increasingly difficult to retain talent. When we’re having conversation with candidates, they often tell us they are also having conversations with international companies. Candidates are looking to see if companies have a global presence – global presence and earning in a different currency is very attractive.” Nicole Dodd, partner in tech and digital recruitment at REDi Recruitment

“South Africa is facing an acute critical skills crisis, especially African, coloured and Indian skills, due to increased local and international competition and emigration. We face the risk of skills shortages, particularly in critical skills such as actuarial, IT and technical talent. This has amplified in the evolving working environment.” Talent retention, burnout and fatigue are all concerns, especially in specialist areas, and talent attraction remains challenging,” Momentum

How to Attract and Retain Talent

- Increase presence and visibility
- Become human-centric
- Drive cultural change
- Seek talent diversity



- Automate tasks
- Augmented products

- Raise data literacy
- Reskill/upskill
- Development path
- Team balance and employee visibility
- Internal marketplaces

gartner.com

Source: Gartner
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Gartner

“I think HR needs to re-think and re-evaluate the mentality and expectations of young workers who are not just motivated by money anymore. They need continuous learning, good work-life balance, and a satisfying career.” Director of Cloud Operations in the Professional Services industry.

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“HR should design an upskill program to promote from within, helping to maintain our culture throughout new departments and positions.” James, IT Director in the Manufacturing industry

In December 2023, Guild surveyed 266 business leaders at companies with 1000+ employees to find out how they feel about their partnership with HR, and how talent strategy impacts their business-critical goals.

- 67% of business leaders say retaining top talent is an urgent priority in 2024
- 81% of leaders are concerned about losing top performers who are unengaged
- 53% of respondents see skills readiness as an urgent imperative for 2024.
- 71% are specifically concerned with their workforce not having the skills to leverage AI.
- 82% of leaders are concerned about losing institutional knowledge as workers retire
- 73% of leaders are concerned about meeting the expectations of Gen Z.
- 74% of workers said they would be somewhat or very likely to leave for a new role if it offered additional education or career opportunities.
- Guild's latest research reveals that 93% of business leaders are eager for HR to bring innovative solutions to the table.
- (53%) of respondents see skills readiness as an urgent imperative for 2024. And 71% are specifically concerned with their workforce not having the skills to leverage AI.

“I think HR needs to re-think and re-evaluate the mentality and expectations of young workers who are not just motivated by money anymore. They need continuous learning, good work-life balance, and a satisfying career.” Director of Cloud Operations in the Professional Services industry.

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World Economic Forum (2023) states that top performers make up less than 20 percent of the average workforce?



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Attract

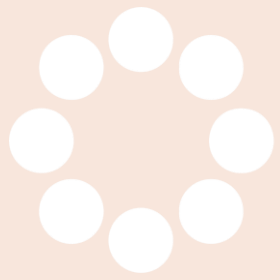
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- Presentation of the Decoding Global Talent Survey 2024 from authoring Head Researchers from Boston Consulting Group, The Network and The Stepstone Group
- How do talent mobility, productivity, and competitiveness intersect? In what ways can hiring from abroad contribute to increased productivity and a more diverse and inclusive workforce?
- How can hiring managers ensure they’re hiring the right people for the job?
- How are countries and cities competing to attract and retain talent?
- What institutions, policies, and factors give countries a competitive edge?
- Do policy frameworks need to be adapted to support international recruitment? And, are current labour and migration pathways meeting organisations’ mobility requirements?
- What talent strategies are companies deploying to attract, retain, and develop talent from around the world while maximising organisational efficiency, minimising risks, and creating a future-ready workforce?
- What new forms of mobility are emerging?
- How are pioneering organisations using skill-based approaches to find and retain the right global talent and build an adaptable and resilient workforce?
- Getting Candidate Experience Right and Winning Top-Tier Talent
- Leading Talent Acquisition Transformation During Challenging Times
- Adapting your employer value proposition to attract talent
- Nearly 9 out of 10 say that when they’re job hunting, they are looking for an employer with career advancement opportunities and ways for them to progress.
- First impressions matter when recruiting talent

Retain

How to improve employee retention by building a workplace culture where employees want to join, stay, and grow amidst the “Great Resignation“. Here are themes for the afternoon session;


- The #1 reason employees quit their jobs in 2021: Toxic workplace culture. What Defines a Toxic Workplace and how to Fix It?
- Culture Transformation: Unlocking a People-First Agile Work Culture for Greater Employee Engagement
- Tapping into Your Workforce’s Full Potential to Unlock Skill Strengths
- Enhancing Your Total Rewards Programme by Leveraging Analytics
- Learn how to restructure your workplace to create a more productive and engaging environment.
- Learning Culture in Hybrid Setting
- Evolving Leadership Skills to Grow and Retain Talent
- Navigating the New Talent Landscape: The Imperative of Generational Diversity
- Future-focused Rewards strategy
- Battling Burnout through Adequate Wellbeing and Support and Mental Health Support Measures
- Gain important knowledge and best practices on how to leverage Corporate Social Responsibility (CSR) and environmentalism, two topics deemed a priority by the two largest generations in the workforce, that being Millennial and Generation Z.
- How to recognize and reward employees in order to boost morale and gauge engagement levels
- Boosting Employee Experience through a Culture of Recognition
- Bridging the Communication Gaps between Employers and Employees
- BEYOND MONEY: Designing Non-monetary Skills Based Rewards to Drive Engagement
- REMOTE +Unlocking Potential Anywhere: The Importance of Virtual Coaching in Workplace Empowerment in Remote Setting
- Unlocking the Full Potential of Your People to Outperform Competition: New Learning Formats
- How to Prevent Burnout in the Workplace?

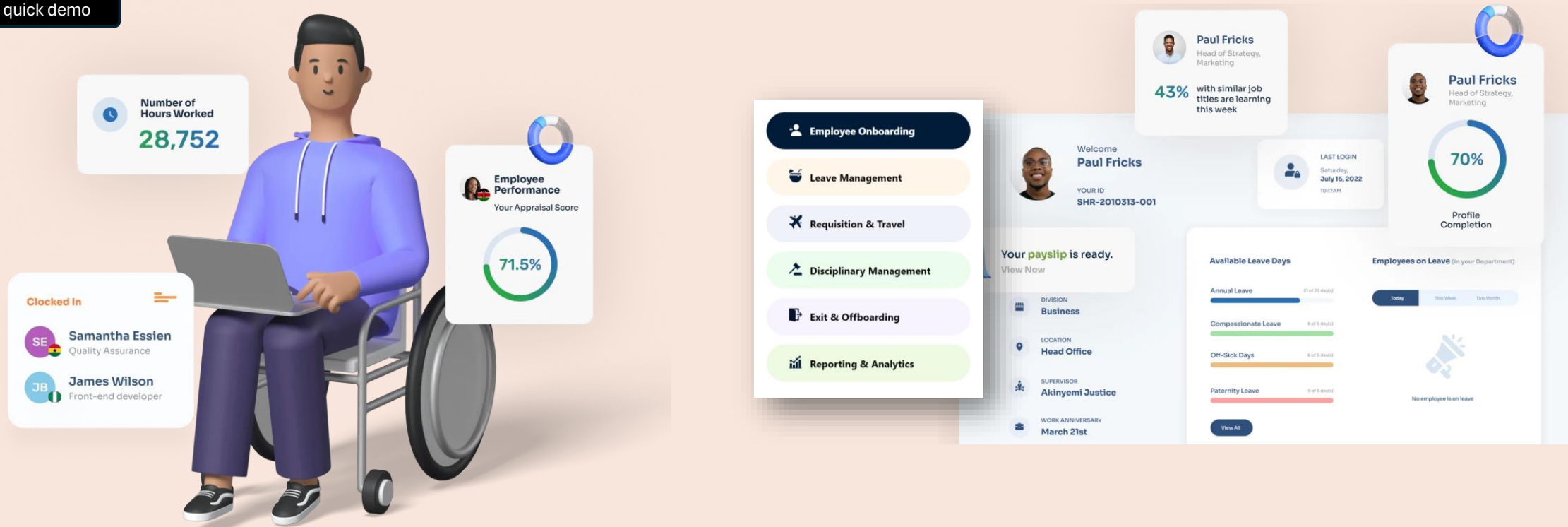


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Leverage the power of automation and effortlessly handle recurring administrative HR tasks that take too much time. With streamlined workflows, you can keep tabs on everything.

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Number of Hours Worked
28,752

Employee Performance
Your Appraisal Score
71.5%

Clocked In

- SE Samantha Essien**
Quality Assurance
- JB James Wilson**
Front-end developer

Employee Onboarding

- Leave Management
- Requisition & Travel
- Disciplinary Management
- Exit & Offboarding
- Reporting & Analytics

Welcome **Paul Fricks**
YOUR ID: SHR-2010313-001

Your **payslip** is ready.
[View Now](#)

Available Leave Days

- Annual Leave: 21 of 28 days
- Compassionate Leave: 6 of 6 days
- Off-Sick Days: 6 of 6 days
- Paternity Leave: 5 of 6 days

Employees on Leave (in your Department)

No employee is on leave

Paul Fricks
Head of Strategy, Marketing

43% with similar job titles are learning this week

70% Profile Completion

LAST LOGIN
Saturday, July 16, 2022
10:27AM

DIVISION
Business

LOCATION
Head Office

SUPERVISOR
Akinyemi Justice

WORK ANNIVERSARY
March 21st

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Structure

1 Day Event: Speakers, Presentations, Training, Exercises & Tools

Delivery Format

Attend face-to-face or virtual simulcast

Fees

R 7, 860 In Person

*Fees excl VAT

*Group discounts available for teams!



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