

tuesday

19 May 2015

 **Ingwe**

09:00-09:45

Keynote: Hiring, leading and developing a 21st century workforce – Are you ready?

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The world is changing faster than ever. Consider the following:

- A person today handles more information in a day that a person in the 1500's did in their whole life
- Jobs such as Social Media Manager, Wind Farm Engineer and App Designer did not exist 5 years ago – and no one knows how long any job will exist any more
- Jobs such as Switchboard Operator, Typesetter have disappeared, and any within many jobs, any task that can be automated is being automated changing what people do every day

The pace of change is only anticipated to accelerate, posing challenges for employees, hiring personnel, manager, leaders and organisations. What people are hired to do today, may not be what they do tomorrow. As a result, employees need to come armed with the ability to learn, not just a fixed set of knowledge and skills. Workers in the 21st century need to be flexible, culturally adaptable, self-motivated and above all curious.

Hiring is no longer about matching a set of skills and experiences with a job description. Screening for potential is new and challenging. This presentation will address how we can screen, assess and hire for potential as well as how we can adapt and change our leadership and management practices to keep these employees engage and retain them within the organisation.