HR Solution and Best Practice to Control Rising Manpower Costs in South Africa

Faculty Director

Dr. Tony Miller, Adjunct Professor, MBA, FCIPD, FinstAM, MHR, MAPS, MBPS, FILM

Consulted, coached and trained some of the most senior executives from Blue Chip companies around the world for over 25 years

Featured frequently on global media and publications. Author of 10 books, including “New Workforce Workforce Planning - From A to Z” published in March 2013

Winner of numerous European Awards for his ability to continually create outstanding performance through people

Dr Tony Miller is ranked number one in the world for Workforce Planning. His innovative and practical approach in the world of consultancy has made him very popular with the media, having been featured on TV four times this year alone and in the production of the organizational productivity video. The author of 10 books on measurement and efficiency his strategic innovative approach often bring with it break through solutions. He works closely with many of the world’s top brands.

HR Publications by Dr. Tony Miller:
HR Solution and Best Practice to Control Rising Manpower Costs in South Africa

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Dr Tony Miller has spent most of his international career in business consulting, training and development, working in public and private sectors.

His experience as an International management performance consultant has enabled him to work at strategic level with Government, national committees, Financial Regulators, on EU projects and with blue chip companies worldwide. He has appeared on television and in a number of documentaries, and directed the EU video “Model for European Business Success”. He is the author of numerous published articles in professional journals and joint author of a number of professional psychology reports on achieving productivity improvements in organizations. He is featured regularly in Croners publications as “expert opinion” specializing in improving performance through people.

In the last few years he has had ten management books published, two of which were written in Mandarin Chinese for the Asian market. His latest book “New Workforce Planning - From A to Z” was published in March 2013. His work on improving organizational performance has been well documented in the professional press, including the Times Newspaper. Dr Miller has worked in most EU countries, Pakistan, India, Australia, Hong Kong, Kula Lumpur, Vietnam, Thailand, China, Philippines and in a range of companies in the Middle East (since 1996) and has worked in America where he lived for two years and acted as a specialist consultant for a number of successful corporations most of which are household names and one, a Smithsonian award winner. Thought by many of his clients to be leading edge and practical - a rare combination.

His ability to continually create outstanding performance though people has resulted in winning a number of European awards, including being the first to obtain the European Investor In People award.
Program Details

PROGRAM SUMMARY

Program: HR Solution and Best Practice to Control Rising Manpower Costs in South Africa

Dates: 8 July – 9 July 2013 (2 days)

Location: Hyatt Regency Johannesburg

Program Essence:
This comprehensive 2-day HR Solution and Best Practice to Control Rising Manpower Costs in South Africa executive program is designed for middle and senior-level HR executives in South Africa to provide you with a complete understanding on key factors that contribute to your organization’s rising manpower cost and out-learn the best practices to stop the financial cost. You will discover insights and strategies on how to optimize your current workforce to increase productivity, strategies to control rising labour costs, implement cost effective staff retention packages, and transform your departments into added value centers. Led by top manpower and workforce advisor, you will learn to streamline your business process using the new efficiency strategic process map. Furthermore find out how to implement a comprehensive system that tracks key indicators of productivity for your organization and also how to transform your HR departments into added value centers to enhance the profitability of your organization. You will be engaged in best HR practices and case studies from leading major organizations across the world on how they have managed to control manpower costs while improving productivity. At the end of this 2-day program, you will be equipped with practical tools, techniques, and solutions to overcome the rising manpower costs issue.

LEARNING OBJECTIVES

- Identify key factors that contribute to your organization’s rising manpower costs
- Outlearn the best practices to stop the financial cost or flow
- Find out strategies to optimize your current workforce – often at no extra cost
- Transform your HR/manpower group into added value centers and enhance profitability for your organization
- Master new ways of rewarding, motivating, and retaining your employees that won’t set costs spiraling
- Implement a comprehensive system that tracks key indicators of productivity for your organization
- Learn to streamline your business process using the new efficiency strategic process map
- Case studies on latest manpower planning and manpower cost strategies from leading global MNCs e.g. BMW
Program Details

PROGRAM INTRODUCTION

South African manpower costs have been rising at a strong pace. This situation has contributed to the decline of South African exports and also job losses. On top of that, a series of strikes that hit mining and farming industries earlier this year demand for wage increase has also significantly disrupted business performances and created financial losses for companies. With escalating manpower costs, many South African companies started to lose their competitiveness. It is therefore increasingly crucial for South African companies to actively engage in manpower planning and maintain vigilance on their manpower costs. This comprehensive two-day executive program will address the cost management challenges with a holistic and intelligent approach to total cost reduction that will enable organizations to build their own solutions to this specific problems.

Designed for South Africa’s leading practitioners within the employment/HR sector or those who expecting to have staffing and manpower responsibility in South Africa, participants will have a complete understanding on key factors that contribute to your organization’s rising manpower cost and outlearn the best practices to stop the financial cost. You will discover strategies to optimize your current workforce, often at no extra cost with new ways of rewarding, motivating and retaining your talents.

Led by top manpower and workforce advisor, you will learn to streamline your business process using the new efficiency strategic process map. Furthermore, find out how to implement a comprehensive system that tracks key indicators of productivity for your organization and also how to transform your HR departments into added value centers to enhance the profitability of your organization. You will be engaged in best HR practices and case studies from leading major organizations across the world on how they have managed to control manpower costs while improving productivity.

WHO WILL BENEFIT MOST

This executive program is designed for all Managers, Directors, Vice Presidents, Supervisors, Superintendent dealing with Human Resource, Manpower Planning, Learning/Training Development, Organizational Development, Workplace Relations & Compliance, Employment Relations, Talent & Recruitment, Remuneration, Compensation & Benefits, and People Development.

This course is also applicable to General Manager or those who expecting to have staffing responsibility.
DAY ONE - MORNING
ISSUES, CONCERNS, AND COSTS
• Program objectives and introductions
• Manageable and non-manageable issues about rising manpower costs – group exercise
• Where do these issues fit in the strategic timeline and on the new strategic model?

UNDERSTAND THE REAL COST OF MANPOWER AND MANPOWER TURNOVER
• Getting to grips with the real cost of manpower– exercise
• Predictable and non-predictable manpower turnover and the costs
• Case Study – Sysco and how they solved the issue
• The financial benefits of manpower management

DAY ONE - AFTERNOON
STOPPING THE CURRENT COST
• The financially leaking organization – how to stop the flow
• Exercise – manpower issues that cost you a lot
• Time lost - exercise and results
• Benefits of using grouping to separate the levels of performance

REAL ISSUES AND REAL SOLUTIONS
• Consider this - differentiation of pay strategy’s
• The real cost of poor management - exercise.

DAY TWO - MORNING
TOOLS AND TECHNIQUES TO CHANGE THINGS
• Getting out of the sandwich syndrome
• Use of forecasting tools on non-predictive data – demonstration and discussion
• Are you maximizing what you already have on manpower costs?
• BMW case study
• BMW DVD and discussion

DAY TWO - AFTERNOON
• A fresh look at the productivity dashboard – Performance + Competence + Reliability = SUSTAINABLE PRODUC-
  TIVITY at the right price
• A new look at pay and rewards to get the maximum from what you already have – the hopper system
• Pay and gifts – what works best?
• Techniques to motivate people to achieve peak performance
• Transforming groups/departments into added value centres
• Review and conclusion
• Awarding of Certificate
HR SOLUTION AND BEST PRACTICE TO CONTROL RISING MANPOWER COSTS IN SOUTH AFRICA

8 July – 9 July 2013 | Hyatt Regency Johannesburg

REGISTRATION PAGE

Booking Contact (Approving Manager): Mr./Mrs./Ms. _____________________________
Job Title: _____________________________ Department: ___________________________
Telephone: ___________________________ Fax: _________________________________
Email: _______________________________
Organisation: _________________________ Postal Code: _________________________
Address: _____________________________

Date of Birth: _______________________

I would like to receive more information on hotel accommodation using Clariden Global corporate rate.

Please Register the following participant(s) for this Program:

1st Participant Name (Mr./Mrs./Ms.): __________________________________________
Job Title: _____________________________ Department: ___________________________
Telephone: ___________________________ Fax: _________________________________
Email: _______________________________
Date of Birth: _______________________

2nd Participant Name (Mr./Mrs./Ms.): _________________________________________
Job Title: _____________________________ Department: ___________________________
Telephone: ___________________________ Fax: _________________________________
Email: _______________________________
Date of Birth: _______________________

3rd Participant Name (Mr./Mrs./Ms.): _________________________________________
Job Title: _____________________________ Department: ___________________________
Telephone: ___________________________ Fax: _________________________________
Email: _______________________________
Date of Birth: _______________________

4th Participant Name (Mr./Mrs./Ms.): _________________________________________
Job Title: _____________________________ Department: ___________________________
Telephone: ___________________________ Fax: _________________________________
Email: _______________________________
Date of Birth: _______________________

PROGRAM FEES

☐ 1ST EARLY BIRD FEE: R 9,950 or US$ 1,150
   (Registration and payment must be received by 13 May 2013)

☐ 2ND EARLY BIRD FEE: R 11,950 or US$ 1,350
   (Registration and payment must be received by 10 June 2013)

☐ REGULAR FEE: R 12,950 or US$ 1,450

☐ GROUP DISCOUNT: For 2 registrations from the same company and billing source, the 2nd participant enjoys a 10% discount.
   For registrations of 3 from the same company and billing source, the 4th participant receives a complimentary seat.
   One discount scheme applies per company.

   Important Notice: Payments are required with registration and must be received prior to the Course to guarantee your place.

PAYMENT METHODS

BY CHEQUE / BANK DRAFT:
Made payable to Clariden Global Pte Ltd and mail to: 3 International Business Park, 804-31, Nordic European Centre, Singapore 609927.

BY TELEGRAPHIC TRANSFER TO:
Bank Name: DBS BANK
Bank Branch Code: 027
Bank Address: 6 Shenton Way, DBS Building, Singapore 068809
Bank Account No: 027-903583-8
Bank Account Name: Clariden Global Pte Ltd
Bank SWIFT Code: DBSSSGSG

Please note that all bank charges are to be borne by participants. Please ensure Clariden Global receives the full invoiced amount.

Note: Please include invoice number on all payment types and your company’s name in your payment instructions for our reference.

CREDIT CARD:
To make payment by credit card, please call our client services hotline at +44 (0) 20 7129 1222.

4 WAYS TO REGISTER

Email: admissions@claridenglobal.com
Fax: +44 (0) 84 3218 0413
Call: +44 (0) 20 7129 1222
Website: www.claridenglobal.com

DATE AND LOCATION

This executive program will be held at:

Hyatt Regency, Johannesburg
8 July – 9 July 2013
191 Oxford Road, Rosebank
Johannesburg, South Africa 2132
Tel: +27 11 280 1234
Fax: +27 11 280 1238
Website: johannesburg.regency@hyatt.com

The fee for this two-day executive program includes all written materials, lunches and refreshments.

HOW TO REGISTER AND PAY

An invoice and registration confirmation will be sent within 7 days, please contact us if you have not heard from us within 7 days. Payment can be made by credit card, by bank transfer or by cheque made payable to “Clariden Global Pte Ltd.”

ALL PAYMENTS MUST BE RECEIVED IN ADVANCE OF THE EVENT.

ACCOMMODATION

Accommodation is not included in the program fee but you will be entitled to use our corporate rate for your accommodation. Information will be sent along with your registration confirmation.

SPONSORSHIP

INTERESTED IN PROMOTING YOUR ORGANIZATION TO OUR PARTICIPANTS

For more information on sponsorship, tabletop displays & insert opportunities, please contact us at +44 (0) 20 7129 1222.

CANCELLATIONS AND SUBSTITUTIONS

Once we have received your booking, the place(s) are confirmed. No refunds will be made for any cancellations, however, program credits of equivalent value only applicable for Clariden Global events will be provided. Credits can only be redeemed for 1 program and is valid for only one (1) year from date of issue.

Substitution with a qualified candidate is allowed by providing at least 5 working days of advance notice to Clariden Global. One time substitution is allowed with no charges. Subsequent substitutions will be charged 10% admin fee.

ALL CANCELLATIONS MUST BE RECEIVED IN WRITTEN FORM

PLEASE NOTE: Clariden Global Pte Ltd reserves the right to change the content and timing of the programme, the speakers and the date and venue due to reasons beyond their control. If in the unlikely event that the course is cancelled, Clariden Global Pte Ltd will refund the full amount and disclaim any further liability.

ENQUIRIES: If you have any queries about registration or payment please do not hesitate to contact our client services department on +44 (0) 20 7129 1222.

PRIVATE DISCLOSURE STATEMENT: Any information provided by you in relation to this event is being collected by Clariden Global Pte Ltd and will be held in the strictest confidence. It will be added to our database for the primary purpose of providing you with information about future events and services.

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