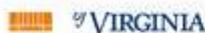




# RE-IMAGINE LEARNING & DEVELOPMENT... WITH AN EYE ON 2021

25 NOVEMBER 2020

VIRTUAL EVENT



## INTRODUCTION

The past few months have highlighted the need for business and society to be resilient and prepare for times of uncertainty. The crises presented an opportunity as a stimulus for long overdue change, and a catalyst for much needed innovation in learning. There will most likely be many more months of disruption in most parts of the world and as businesses return to “normal,” things may not just snap back to the old ways. L & D will most likely remain quite virtual beyond 2020 into 2021.

To build resilience for a future-proof learning and development function and to form new and improved learning habits, some organisations may need to rethink or re-imagine learning. As learning leaders, there has never been more of an opportunity to help others learn and grow in a world that has been changed forever. While digital skills are important human skills like resilience, adaptability, innovation, and empathy also become more important than ever.

**It is critical that L&D executives identify the critical skills that workforces will require now and the immediate future, motivate employees to learn those skills (or figure out how to acquire them externally) and prove that their learning environments are returning value. This event will highlight and provide key areas that learning leaders should be prioritising for 2021 (and beyond). Join the interactive discussions, and engage with prominent local and international learning leaders to find out how others have responded to change and disruption and what their L &D strategies are for the coming year. Events like these are also critical in a time when budgets are cut and L & D departments need to collaborate to learn faster.**

### WHY YOU SHOULD ATTEND

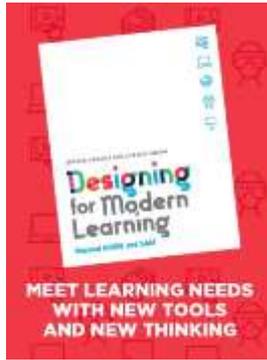
- 3 international speakers and perspectives
- Collaborate with others! Events like these are also critical in a time when budgets are cut and L & D departments need to collaborate to learn faster
- Discover what other companies are prioritizing to guide you in your planning for 2021
- Participate in engaging discussions
- Hear from companies like Google SA, Discovery, Anglo American Platinum, Exxaro and more!
- Recording will be made available to all registered attendees (this allows maximum flexibility as you can pop in and out of sessions without missing a thing)
- Virtual event – saves you time and money and assures your safety!

### WHO SHOULD ATTEND

This conference is designed especially for Directors, Managers and their teams in the following roles:

- Learning and Development
- Training
- Talent Development and Management
- Workforce Planning

Books available: go to [www.krlibrary.co.za](http://www.krlibrary.co.za)



**\*\* INTERNATIONAL SPEAKER\*\* CRYSTAL KADAKIA**

## DON' T MISS THESE NEW RELEASES •

New from KR Publishing

### Learn to manage office politics effectively (and ethically).

**NEW RELEASE** By Niven Postma, Strategy, Leadership and Culture Consultant

AVAILABLE ONLINE AND IN SELECTED STORES

New from KR Publishing

### Stories of ordinary people who did extraordinary things in Covid-19.

**NEW RELEASE** By Lesley Waterkeyn, Sandy Van Dijk & Dawn Nathan-Jones

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### Powerful insights (for leaders who are short on time).

**NEW RELEASE** By Sarah Arnot-Mulhern, Leadership Expert and Author of *Find Your Focus*

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New from KR Publishing

### Neuroscience hacks to unlock peak performance.

**NEW RELEASE** By renowned neuroscientist, Ingra Du Buisson-Narsai

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# Re-imagine learning and Development...with an eye on 2021

Online Seminar | 25 November 2020

Wednesday

25 November 2020

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**09:00–09:10** Welcome and opening remarks Linda van der Loo, Executive Partner, Learning Innovation, Blue Pebble Consulting

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**09:10–09:40** **Industry disrupted: Prioritizing learning strategies for an unknown year ahead**  
Speaker *Avanthi Maharaj, HR Cluster Head: SSA, Google*

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10 MINUTE Q&A

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**09:50–10:30** **Re-imagining Learning and Development – 2021 and beyond...what about L & D skills**  
*Linda van der Loo, Executive Partner, Learning Innovation, Blue Pebble Consulting*

- What skills do you need to re-imagine and “reset” for your L&D team?
- Moving from tactical to transformational L&D services, what are the transformer skills L&D will need to be future fit?
- What skills do you start with?
- Practical insights/ real use cases and examples

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**10:30–11:00** *Morning break*

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**11:00–12:10** **Key Learning and Development priorities for 2021| Engaging Discussion**

Panel *Marian Clark, Head: Learning Academy, Discovery Institute of Training, Discovery*  
*Mark Kensley, Strategic Workforce Planning, Exxaro*  
*Mabore Sithole, Head HR and Transformation, Anglo American Platinum*

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**12:15–13:15** **How Vision Mapping takes a L&D strategy from GOOD to GREAT (\*\*INTERNATIONAL)**

Speakers *Renee Swank, Senior Director, Copyright Clearance Center*  
*Stephen Casbeer, Principal Consultant, Copyright Clearance Center*

A robust learning and development (L&D) strategy is key to advancing overarching business objectives. But according to a recent Brandon Hall Group survey, only 5% of respondents rate their strategy as “very effective” in helping support business objectives. For organizations looking to improve this, the question is often: where do we even start? The vision mapping process can be the first step to help organizations reach business objectives faster and reach that “very effective” score.

In this session, Stephen and Renee, will explore how to improve your L&D strategy to better support your business. Through polling questions and chat, they will lead attendees through CCC’s proven Vision Mapping framework to brainstorm next steps in improving their L&D program. Attendees will witness how Vision Mapping is helping today’s organisations determine their vision of the ideal future state, where they are now, and how to journey from one to the other.

- Identify challenges organizations face when trying to support business objectives with L&D.
- Define the Vision Mapping framework and how it can help your organization.
- Assess the current state of your organization’s L&D program.
- Analyse potential next steps your organization might take to move in the direction of your ideal future state.

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**13:15–14:00** *Lunch break*

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**14:00–14:30** **Reimagining leadership and executive development for the future (\*\*INTERNATIONAL)**

Speaker *Shaun Rozyn, Managing Director, Executive Education and Lifelong Learning*  
*University of Virginia Darden School Foundation*

# Re-imagine learning and Development...with an eye on 2021

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10 MINUTE Q&A

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## 14:40-15:10 Creating an agile learning ecosystem (\*\*INTERNATIONAL)

Speaker *Michele Twomey, Agile Coach and Lothar Fischmann, Agile Coach, Agile42*

When establishing a foundation of agile awareness and a learning environment within your company it is vital to establish a common language. A common language is like soil, one of the necessary conditions that enables a seed to grow. While we can't make a seed grow, what we can do is create the necessary conditions, like fertile soil, water and sun for that seed to grow. In a similar way, we can't make people in our company learn or understand, what we can do is design an engaging learning journey that supports and encourages a curious mind.

10 MINUTE Q&A

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## 15:20-15:35 Quick stretch break

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## 15:35-16:15 Designing for Modern Learning: Redefining L&D's approach for a digital age (\*\*INTERNATIONAL)

Speaker *Crystal Kadakia, Management Consultant, Kadakia Consulting and CEO, Learning Cluster Design (Author of Designing Modern Learning: Beyond ADDIE and SAM)*

There's no question - the L&D industry has been struggling to evolve for modern learning needs. We see it everywhere - in turnover numbers that link back to lack of learning opportunities, all the way to poor perception of L&D opportunities on engagement surveys. We analyzed the shifts that have taken place from the Industrial Age to what is emerging in the Digital age. What we found is that L&D's traditional design models are based on outdated assumptions. Learning is no longer limited to one time, one place, and one target audience. The Learning Cluster Design model, developed and proven over the past five years, is based on our new call for L&D: to shift our job towards providing a variety of learning assets across the flow of work for a specific desired behavior change back on the job, while acknowledging more than one target audience. This model is gaining exponential momentum in light of remote working environments and a need for greater inclusion. This session is based on our new book, "Designing for Modern Learning: Beyond ADDIE and SAM".

- Understand the simple problems that have held L&D back from being effective in a digital age
- Get an introduction to a rigorous way to design a 'learning cluster' of multiple assets across the flow of work
- Learn what the LCD model looks like in action through case studies and stories

10 MINUTE Q&A

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## 16:25 Wrap up and close

### About the speakers:

#### Avanthi Maharaj, HR Cluster Head: SSA, Google

Avanthi is an accomplished and seasoned Senior Human Resource Partner with a passion to lead, inspire and develop others. She has over 15 years of HR experience and has worked at Multinationals such as Citibank and Mastercard over the past 10 years. She is currently the Market HR Cluster Lead for SSA at Google which oversees all of the Googler Experience in Africa.

#### Crystal Kadakia, Management Consultant, Kadakia Consulting and CEO, Learning Cluster Design

Crystal Kadakia is a 2-time TEDx speaker, Power 30 Under 30 recipient, best-selling author of The Millennial Myth, and OD consultant. Crystal explores topics like relationships, inclusion, and productivity for the Digital Age. She co-developed the Owens-Kadakia Learning Cluster Design Model. Her clients include General Mills, Baxter Healthcare, Coast Capital, and Wells Fargo, bring her complex learning and OD challenges to solve. Crystal has a bachelor's in Chemical Engineering and a master's in Organisation Development. She has written a number of books that span a variety of people related challenges. These titles include On generations, The Millennial Myth: Transforming Misunderstanding into Workplace Breakthroughs, offers audiences a way to transform the five biggest Millennial/Gen Z stereotypes in the workplace. On training, Designing Modern Learning: Beyond ADDIE and SAM, offers the L&D industry a way to evolve outdated Industrial Age training practices.

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## **Mark Kensley, Manager, Strategic Workforce Planning, Exxaro**

Mark joined Exxaro in 2018 as part of the Talent Management Team. His role is to assess Exxaro's workforce needs in terms of business strategy. Manage the workforce planning requirements in terms of capability, capacity and competence to deliver current and future strategic goals and objectives. He is tasked to investigate new training initiatives to support the future way of work requirements. Mark started his working career in the Marketing field working for Spoornet, Toyota SA, MTN SA and Nissan SA. During Project work provided exposure to evolve career in Human Resource areas of organization development, business partnering and HR systems and reporting.

## **Linda van der Loo, Executive Partner, Learning Innovation, Blue Pebble Consulting**

Linda is a well-respected seasoned learning executive and thought leader with over 25 years' experience in the learning, eLearning and digital technology space in SA and Africa. Throughout her career, Linda has been a natural learning innovator in the digital learning space constantly challenging the traditional learning thinking and way of doing. After 5 years Linda left her role as the Group Head of Learning for Standard Bank, a role which also included learning technology, solutions, assurance and innovation portfolios. Linda made a conscious decision to take some much needed time out from the corporate world and started rejoined her business partner in a successful niche consultancy Blue Pebble Consulting. She now engages with business leaders who are focused on driving future skills, skills relevancy and reskilling strategies.

## **Mabore Sithole, Head: HRD and Transformation, Anglo American Platinum**

Mabore heads up HRD and Transformation at Anglo American Platinum. An experienced HR leader who worked within a number of industries, including Mining, financial services, public service, non-profit and engineering. Prior to joining Anglo she was the Executive Head of HR at Fraser Alexander, HR Director at Otis, and Group Head of Learning at Sasol to name a few. She has an honours degree in HR from the University of Johannesburg.

## **Shaun Rozyn, Managing Director, Executive Education and Lifelong Learning University of Virginia Darden School Foundation**

Shaun is a globally respected talent and leadership development executive. Shaun has over 17 years experience spanning academia, management consulting, business school leadership and corporate function leadership. Shaun has held executive roles at two prominent business schools: The Darden School of Business, University of Virginia (USA) and the Gordon Institute of Business Science, University of Pretoria (South Africa). His client lists have included General Electric, Walmart/ Massmart, EY, BP, MTN, SASOL, State Farm and Mining Indonesia. Shaun's corporate role was at the world's 3rd largest petrochemical company with revenues over \$40bn and with over 35,000 employees. Shaun led global leadership development overseeing the development of the organizations top 1,000 leaders and for an additional 1,500 mid-career professionals applying the 3E approach (Education, Experience and Exposure). Shaun has worked on three continents, delivered interventions in over 30 countries and worked with most of the worlds top L&D vendors. Shaun belongs to by-invitation networks: the FRED Leadership Forum and the Global Executive Leadership Forum (GEL). Shaun was a judge for the CLO Media 2018 and 2020 Learning Elite awards. Shaun's research has been quoted in Forbes, CNBC, Financial Mail and Management Today. Shaun is most energized when he works as part of a professional team designing strategically aligned development initiatives for an organization's senior leaders.

## **Marian Clark, Head: Learning Academy, Discovery Institute of Training, Discovery**

Marian has worked in the Learning and Development space at Discovery for thirteen years, focusing on sales and financial planning. She has a passion for both learning and imparting knowledge and aim to marry the fast pace of business with sound learning principles. She studied in the fields of Law, Language, Compliance, Financial Planning, Education, Business Management and Health Sciences. She is a life-long learner and believes that a day where nothing new is learned is a day wasted.

## **Renee Swank, Senior Director, Copyright Clearance Center**

Renee Swank, Senior Director, has 25 years of experience in publishing, content, and knowledge management. She works with customers to define vision and drive business transformation to support new digital-first and content enrichment processes, as well as new ways to search, discover, and analyze content. Since joining the company in 2013, Renee has expertly guided the Discovery phase for market-leading organizations in the publishing, education, and pharmaceutical industries. Serving as a trusted advisor, her work has been instrumental in helping these companies transform their business, allowing them to achieve significant efficiencies in their content supply chain, innovate their products in new ways for revenue growth, or optimize their research workflow. Prior to CCC, Renee spent 12 years at Innodata, a global services and technology solutions company that provides content solutions, data analytics, and related services to publishers, information providers, and enterprises. Before being named Innodata's Vice President for its Consulting Practice, she served as the firm's Vice President, Professional Services. Earlier in her career, Renee was Director of Professional Services at both Datachannel and Isogen International.

## **Stephen Casbeer, Principal Consultant, Copyright Clearance**

Stephen Casbeer works with customers and prospects as a trusted advisor and partner, helping them integrate business and technology strategies, execute business transformation initiatives, and achieve sustainable competitive advantage. Stephen has extensive experience with content operations, content management and delivery systems, and a wide range of editorial and production technologies. He has 25+ years of experience as a senior technology and business transformation leader helping

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organizations adapt to market change and maximize the value of their content investments.

Stephen joined Ixxus, a CCC subsidiary as a Principal Business/Publishing Consultant in 2014, and has played a key role translating corporate vision into actionable strategic goals for a number of global leaders in the publishing, learning and development, knowledge management, and research and development markets. Prior to Ixxus, Stephen was Vice President of Consulting at Innodata Inc, where he was responsible for the commercial and technical performance of the business and technology transformation consulting team. Earlier, he served as Managing Consultant at Satyam Computer Services' Media & Entertainment Practice and held a number of senior technical and leadership positions at both Reed Elsevier and LexisNexis.

## **Michele Twomey, Agile Coach, Agile 42**

As an agile coach, Michèle's goal is to support organizations and their teams find the most suitable agile framework that will lead to more responsive ways of learning and adapting rapidly to changes in order to deliver high quality. Her background experience in the public health and emergency care environment ranges from community-based first responder systems to triage in acute care systems where lean thinking and value stream mapping proved helpful in providing transparency and clarity. Regardless of whether a scrum framework or Kanban method are used, the greatest potential lies in how deeply the agile values, principles and practices are being embraced and embodied by individuals within an organization.

## **Lothar Fischmann, Agile Coach, Agile42**

Lothar's background in marketing and corporate communications allows him to turn agility into something concrete and tangible. When coaching groups, Lothar loves supporting people with achieving their goals by creating an environment that supports learning and creativity. In his current role he articulate sand help leaders at all levels of the organization, both business and technology, to understand the benefits of working Agile. He educates and guides management and executives in the art of Agile leadership and also consults and coaches leadership teams on an iterative approach to organizational change.

# Re-imagine learning and Development...with an eye on 2021

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## REGISTRATION INFORMATION

2020  
excl. vat

Re-imagine learning and development | NORMAL FEE

R 1 750.00

Re-imagine learning and development | KR COMMUNITIES OF PRACTICE MEMBERS

R 1 400.00

Registration fees exclude VAT. INCLUDES speaker slides and full recording of the conference

## HOW TO REGISTER

### ONLINE

[www.kr.co.za](http://www.kr.co.za)

### EMAIL

Email completed form to: [Debbie@knowres.co.za](mailto:Debbie@knowres.co.za)

### PHONE

Debbie +27 (83) 651 1664

## SPECIAL OFFERS

- **20% DISCOUNT** for **HR Think Tank Members** and **KR communities of practice Members**. Contact Tina van der Westhuizen for membership [tina@knowres.co.za](mailto:tina@knowres.co.za) | +27 (11) 706 6009
- **SPECIAL DISCOUNT** for registered **NPOs, small businesses** (30 / less employees) & **full-time lecturers** at universities – contact our conference department for more information!

## TERMS AND CONDITIONS OF REGISTRATION

Payment must be received before the event takes place. KR reserves the right to refuse admission where evidence of payment cannot be shown.

**Confirmation of booking** • If you have not received confirmation, in writing, of your booking before the event, please contact us on +27 (11) 706 6009 to confirm that we have received your registration.

**Something has come up and you can't attend** • If you cannot make it to the event, you have several options (the below options need to be received in writing):

- You may send a substitute delegate in your place, please inform the Customer Care Department of the new name for registration purposes. No additional charges will be applicable for substitutions.
- You may transfer at no extra charge to another event, provided you do so in writing at least 10 working days before the event. Transfers within the 10 working days will be charged an administration fee of 20%
- You may cancel your registration, in writing, up to 10 working days before the event takes place. Cancellations inside of 10 days will be liable for the full fee
- Unfortunately, no refund or credit can be given to delegates who do not attend without giving prior notice
- Registrations received during the 10 working days before the event date, will not be excluded from any terms & conditions

In the event of unforeseen circumstances KR reserves the right to change the programme content, the speakers, the venue or the date. You will be notified no less than 5 working days prior to an event. Should the event be postponed, you will have the option to attend the next available date of the relevant event. The registration fee will be credited on delegate accounts, should they opt not to attend the next available date of the relevant event or in the case where an event is cancelled.

## PAYMENT • Payment must be received before the event takes place

- Payments should be made to KNOWRES (PTY) LTD T/A KR.
- Electronic Transfer or Direct Deposit into our bank account, validated by email copy of transaction slip: Nedbank Central Gauteng Account Type: Nedbank Current | Account No.: 1098473477 | Branch Code: 12840500 | Email: [magdeline@knowres.co.za](mailto:magdeline@knowres.co.za)

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Contact **Debbie** for more information [debbie@knowres.co.za](mailto:debbie@knowres.co.za) 011 706 6009

# Re-imagine Learning and Development...with an eye on 2021

ONLINE SEMINAR | 25 November

## REGISTRATION FORM

### IMPORTANT

Once payment has been made please email through proof of payment with the event's name in the subject line. PLEASE NOTE Delegates will not be able to access the event if payment has not been received.

booking made by (name & surname):

Company:

Company VAT number:

Department:

Email:

Phone:

Postal address:

Physical address:

Postal code:

Postal code:

Date:

Signature:

**By signing this registration form, the delegates agree to the enclosed terms and conditions**

### DELEGATE 1

Name:

Title: Mr / Mrs / Miss / Dr / Prof

Designation:

Email:

Phone:

Cellular:

### DELEGATE 2

Name:

Title: Mr / Mrs / Miss / Dr / Prof

Designation:

Email:

Phone:

Cellular:

### DELEGATE 3

Name:

Title: Mr / Mrs / Miss / Dr / Prof

Designation:

Email:

Phone:

Cellular:

### DELEGATE 4

Name:

Title: Mr / Mrs / Miss / Dr / Prof

Designation:

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Cardholder:

Expiry date:

CCV number:

Card number:

Amount (Total incl. VAT):

Date:

Signature:

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