



CALL FOR PAPER SUBMISSION GUIDELINES:

OML AFRICA'S 8TH ANNUAL INTERNATIONAL AFRICA HR LEADERS CONFERENCE 2019

This is our eighth edition and we are excited!

We are working to make this year's event the biggest one yet. OML Africa has come a long way in its quest to bring an international standard HR event specifically aimed at HR practitioners working across Africa to share, learn, network and build local content for Africa in relation to human capital management. We have deservedly earned a position as a reliable source for all things HR in Africa. We are well respected and regarded by our members and networks and this motivates us to keep getting better. It has been a long journey and worth every effort.

The conference content is carefully designed by us to ensure the focus is on what African HR leaders need to know to successfully plan and manage their HR departments to contribute to business decisions of the business or organization. Conference content is *not* based on the latest buzzword, specific product releases, the need to sell analyst report or services. Our conferences are designed to foster interaction between all stakeholders in the Human Resource field, with the ultimate goal of increasing the effective management of the human capital in Africa across sectors.

Because we are strictly neutral with regard to vendors, analysts, press, enterprises, and consultants, we have been able to maintain a constant dialog with each group, all of whom are our customers, all of whom we have learned from, and all of whom we encourage to participate in our events as speakers, sponsors or attendee`.

Please read the information below before making a submission.

Event details

- **Conference dates: 25th – 26th April 2019**

Speaker Requirements:

In this fifth edition of the conference we are targeting Top HR practitioners working in leading and emerging organisations to speak and share their experiences in a practical and interactive manner.

- A practicing HR professional working for a reputable organization in Africa
- Available for the said conference dates
- Check and ensure that the dates of the conference are suitable before sending a proposal for consideration
- Be able to provide a professional/thought provoking quality presentation that is on the agreed upon topic relevant to the theme.

Please note that consultants and companies offering services in the HR field who wish to speak at the conference should contact the event director for information on partner/sponsorship offerings and terms, paul@omlafrica.com

Submission requirements:

All submission must be relevant to the theme 'Revolutionize HR by Challenging the Status Quo'

- Full Name, Job Title, Company name, Email, Mobile number, Proposed topic
- A short biography/profile no more than 200 words (CVs will not be accepted)
- A recent head shot picture in JPEG (350 – 600 resolution/ pixies)
- A 200 words summary of the topic broken down into:
 - Synopsis
 - Learning outcome (Three {3} minimum and {5} maximum)
 - Summary should be in MS word, font size 12, Arial Font

Key Themes:

Twelve (12) key Topic Areas being covered at the conference:

1. Strategy, Ethics & HR Business Analytics
2. Organizational Development (OD)
3. Policy, Labor Law & Employee Relations
4. Employee Engagement and Retention
5. Talent Management and Succession Planning
6. Learning, Training & Development
7. Remuneration, benefits and Rewards
8. HR Data & HR Technology (software & systems)
9. Recruitment, Selection and Assessments
10. Social HR
11. HR Risk
12. Employee Wellness & Wellbeing

Topic suggestions

We will like submissions in the following areas:

Talent Management and Succession Planning

- Addressing the succession planning fear of generation X
- Using social media as a recruitment tool to source talent
- Employee engagement initiatives that retains talent

Learning, Training & Development

- Continuous professional development as a practitioner
- Personal effectiveness (assertiveness, dealing with difficult people etc.).
- Learning and development strategies that yield return on investments
- How to conduct a skills audit and inventory
- Artificial intelligence and HR, what are the pros and cons?
- How do we meet the need of market skillset demand and local capabilities?

Leadership

- Effective Leadership in the millennial age
- Why most first time managers struggle to become leaders
- Emotional intelligence the key to effective leadership
- The impact of poor emotional intelligence on employee engagement and retention
- Empowering Line Managers to Lead Effective Teams through coaching and mentoring skills

Strategy, Ethics & HR Business Analytics

- Developing the HR Strategy
- Aligning the Business and HR Strategy
- How to use your Employer brand to attract and retain Talent
- Effective HR KPI's that yields results
- Future of work in Africa
- Strategies to select and develop the best talent
- The ethics of managing people
- Cost saving on HR core areas

Performance Management

- Effective performance appraisal process
- Enhancing employee performance through employee wellness
- performance analytics key to improving organizational performance

Policy, Labor Law & Employee Relations

- Implementing effective HR policies and procedures
- How to review the effectiveness of HR policies and procedures
- How to reduce grievances and disgruntled employees
- Labor law clinic
- International labor standard practices
- How to develop a good relationship with the union
- Dealing with the antics of the Union

HR Data & HR Technology (software & systems)

- HR paradigms for the digital age
- How to use technology to streamline HR administrations
- How to use HR Technology to work smart
- Understanding the benefits of HR Software
- The benefits of HR dashboards
- The future of HR is technology
- Using technology to transform HR and the organization
- How to overcome your HR technology fear!
- Putting the business case for HR technology investments
- How to set up an HR Department

- How to set up an efficient HR data collection system

HR Capacity Building

- Redefining HR
- HR survival guide
- Organizational politics learn to do or die not trying
- How to empower yourself to deal with domineering bosses
- Personal Branding for HR Professional
- The key marketing skills HR needs to use to market the value of HR
- The Future of HR in Africa

HR Risk

- How to conduct an HR Audits
- The role of HR in Health & Safety
- How HR can effectively manage compliance & Practice risks
- The role of HR in Fire Safety
- The role of HR in redundancies
- The role of HR in mergers and acquisitions

Recruitment, Selection and Assessments

- Attracting talent using employer value proposition
- Using online talent assessment to spot the talent
- Competency based interviews, does it still work as a selection tool?
- The true cost of bad hires?
- Top tips on finding talent in a low skill environment
- Addressing the challenges in hiring

Remuneration, benefits and Rewards

- Using non-financial rewards to increase motivation
- Using market data to create salary structures

Employee Engagement and Retention

- Using key benefit and rewards as an engagement strategy
- Employee engagement key to talent retention

Organizational Development (OD)

- Creating a collaborative culture
- Creating a culture of workplace corporation
- Workplace cooperation key to a successful organization
- Using unconventional HR practices to disrupt the status-quo
- Prioritizing workforce diversity to enhance innovation

Employee wellness and wellbeing

- Employee wellness key to productivity
- Supporting stress and mental health in the workplace

Applicants are welcome to propose a topic, but the topic should be relevant to the topic areas of the conference. We are calling for papers for presentations, masterclasses, case studies and workshops. We particularly welcome papers where practitioners share successful initiatives or practices that they have implemented within their organisations.

Speaker's benefits

- Speakers will benefit from event marketing to increase the profile of the company they work within as well as themselves.
- Speakers receive a complimentary full conference pass. Speakers may also request a discounted conference *session pass* for a colleague
- The biggest benefits in presenting at our conferences are to share your experiences with your peers, and to interact with the most influential HR leaders, managers/professionals, directors, MDs, CEOs, HR service providers, HR software developers, analysts, and management consultants in Ghana and Africa. Because of the high quality of our speakers, we promote our speakers' and their backgrounds on our website, in press releases and promotional campaign once confirmed.
- Recognition in a form of a plaque, certificate, citation or gift.

Expenses: what we cover

- The speaking opportunity is classed as continuous professional development and knowledge sharing in the quest to support Africa HR leaders in the field of HR.
- For local speakers we cover fixed costs (e.g. internal transport and food)
- For international speakers we do not cover air flights (it is expected that organisations will fund their speaker as they will be promoting the organisation through the speaking engagement). However, we cover internal transport food and accommodation).

Submission deadline: 15th February 2019

Feedback to applicants: 22nd of February 2019

Please send submission to: anita@omlafrica.com

Please before making a submission ensure you check the dates of the conference and your availability.

Please do not submit a paper if you will not be available on the days of the conference.