



AGENDA

An In-Depth Conversation about Black South African Talent

South Africa Thought Leadership Forum

November 11-13, 2014, Johannesburg, South Africa

The two-day Forum plus pre-conference will provide opportunities to deepen existing relationships and create new ones through open dialogue and engagement activities. It will be a platform where individuals share existing practices while learning new, creative and innovative solutions to building feeder pools. Participants will learn what's working now in South Africa, with the goal of developing an even more robust Black South African pipeline. Additionally, the Forum will enable participants to stress-test their own approaches through the supportive critique of other participants and facilitators. Those in the private sector will have a better understanding of government policy development, while those in education and the public sector will gain a deeper insight of the needs of business. All participants will gain an enhanced understanding of the opportunities and challenges in developing and measuring their talent pipelines in complex political, economic and social circumstances. The Forum workshop will bring together a supportive network of peers of substantial future value.

Specifically, the Forum will:

- Understanding the impact of BBBEE metric
- Align participants regarding the real and/or perceived barriers to developing a robust Black South African Leadership and C-Suite Talent Pipeline, specifically including nuances for African Women and the roles of Government – NGOs – Academics and Corporations
- Identify, share and document 'best approaches currently being used' to leverage activities and commitments for a pathways forward strategy
- Create a "Thought Leader White Paper" capturing the Forum's outcomes that will be used to:
 - Promote discussion
 - Promote Chevron as a leader in this open dialogue
 - Build allies and alliances to confront the pipeline issues
 - Distribute to key influencers in country and out as both a thought leadership document and change management tool

DAILY AGENDA & ACTIVITIES

Tuesday, November 11, 2014

Intended Outcomes

- Global welcome of all registered hotel guests as well as invited participants to the opening pre-conference and reception
- Provide participants with specifics regarding African Women and the nuances that specifically impact their ability to be a more substantive talent pipeline resource
- Provide a framework that will be leveraged in the two day forum
- Produce a thought leadership white paper on "African Women and the Black South African Talent Pipeline – An Expanded Opportunity for Consideration"

14:30 Transition to conference room – True Blue Inclusion team will gather participants and usher to meeting room

15:00 Welcome and introduction

15:15 Meeting the Challenges Eye to Eye – A Living Testament of Transformation – A panel discussion on African Women, Underutilized and Underrepresented Talent

Intended outcomes:

- a) Build awareness of the multiplicity of roles of the professional – working - educated African Women
- b) Build awareness of the nuances in developing a robust talent pipeline that includes African Women

17:00 Summarize panel findings, SWOT for a robust African Women pipeline

17:15 Conclude panel and transition to networking reception – True Blue Inclusion staff will announce every 3 minutes the transition

17:30 Networking reception

19:30 Networking reception concludes

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Wednesday, November 12, 2014

Objective: To provide participants with an analytically rich understanding of talent pipelines (i.e. how systems or organizations feed, develop, advance, divert or lose talented people). Participants will be challenged to benchmark their current thinking regarding their talent management strategies and metrics against other practices being shared and through collaborative work with forum participants will enhance and advance their own strategies and tactics for the future.

07:30 Arrival and Breakfast for participants – Greetings and name badges will be provided and they will be welcomed to locate their place setting where all printed materials will be located and network with other meeting participants over breakfast

08:15 Transition to meeting location – Participants will be asked to locate their seats. This will be repeated every 3-5 minutes by member of True Blue Inclusion team

08:30 Welcome to Thought Leadership Forum

09:10 The Road to the Forum

Intended outcomes:

- a) To demonstrate Chevron's commitment to diversity and inclusion worldwide and South Africa in particular
- b) To promote the Chevron brand and their thought leadership
- c) To share their diversity story and thereby give permission for others to share during introductions
- d) To share their shared vision for the forum

09:45 Who's in the room. Why it's important. Everyone plays.

Intended outcome: Demonstrate a place of commonality- everyone has a diversity, inclusion and exclusion story

11:15 The Talent Pipeline Story – SWOT – A dialogue on metrics, plus and minuses and the impact metrics have on change, attitudes and behaviors

Intended Outcomes:

- a) To develop a shared view of the metrics used in South Africa
- b) To engage participants in a dialogue of comparable views
- c) To surface alternative views
- d) Document SWOT

12:00 Lunch

13:00 The Importance of the Collective to Drive Equitable Access

Intended Outcomes:

- a) Participants will be inspired to act collectively
- b) Participants will develop a sense for operating as a guiding coalition
- c) Participants will hear perspectives on SWOT of the talent pipeline

14:00 The Talent Pipeline Story – SWOT & Action Plans – the discussion continues on metrics and what are some "Big Idea" or "Big Wins"?

Intended Outcomes:

- a) Participants will express solutions to barriers
- b) Participants will express how to confront and mitigate threats
- c) Participants will begin to identify areas of alignment

15:15 Holding Ourselves Mutually Accountable- A dialogue on building accountability to achieve desired results

Intended Outcomes:

- a) Participants will share and formulate practices for individual and organizational accountability
- b) Participants will align around key areas of accountability

16:45 Conclude presentation and transition to wrap up and dinner instructions – True Blue Inclusion staff to provide specific instructions

17:00 Day 1 adjourns

17:45 Shuttle buses leave hotel for restaurant

18:00 Reception and Dinner – Moyo: 1 Prince of Wales Dr., Johannesburg 2192, +27 11 646 0058

21:30 Dinner concludes and shuttle bus returns to hotel

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Thursday, November 13, 2014

Objective: Participants will use the insights derived in the pre-conference and Day 1 activities as inputs for building and sustaining a talent pipeline. Participant's knowledge and experience will be leveraged to build a framework for talent acquisition, development and retention. Participants will develop a multi-year proposal of a talent management strategy which they would then share with their respective organization post-workshop to include proposed collaboration and formation of guiding coalitions.

08:00 Breakfast and networking

09:00 Opening of Meeting and Reflections – Where we left off and where we pick-up a recap of discussion, alignment and pathways forward.

09:50 Building an Inclusive Talent Pipeline – A discussion of practices, strengths, weaknesses, opportunities and barriers

Intended outcomes:

- a) Participants will build awareness and competency regarding the gender nuances of a sustainable and robust talent pipeline
- b) What is the White and Black Male role in building a gender blind pipeline
- c) Participants will gain a 360 degree view of initiatives and practices to building and sustaining a talent pipeline
- d) Participants will engage in a shared dialogue of practices

11:20 Building and sustaining an environment of diversity and inclusion – Organizational Climate and Transformative Behaviors

Intended Outcome:

- a) Participants will share insights on what the organizational climate and transformative behaviors should be to drive sustainable change to attract, develop, promote and retain Black South African talent

12:30 Lunch and networking

13:15 Luncheon keynote – (Speaker TBD)

Intended outcome:

- a) Participants will learn practices used to transform organizations and cultures

14:15 Leveraging Metrics to Achieve Results and Change Behaviors – An investigation into internal and external metrics and practices to:

- I. Align an Organization
- II. Transform an organization
- III. Develop Leaders
- IV. Grow Organizational Effectiveness

15:30 Pathways Forward – Our Cause and Case for Action –

A discussion on actions, activities, commitments, metrics, coalitions to create organizational change and grow and sustain a viable and robust talent pipeline and feeder pool)

Intended outcome:

- a) Participants will memorialize
 - a. Findings
 - b. Practices
 - c. Alignment areas
 - d. Next Steps

16:45 Summary – Conclusion and Closing Remarks

17:00 Forum Conclusion

Intended Outcomes:

By its end, the Forum will give all participants an enhanced understanding of the opportunities and challenges in developing and measuring their talent pipelines in complex political, economic and social circumstances. In addition to achieving the four specific goals defined at the outset, we expect that the forum will also:

- Provide opportunities to deepen existing relationships and create new ones
- Create a new platform for sharing and collaboration, especially on new, creative and innovative solutions
- Give participants ways to stress-test approaches through supportive peer critique
- Expand private sector understanding of government policy development, and enhance public sector understanding about business process and needs
- Introduce participants to a new and lasting supportive network of peers concerned with common issues