

The 5th ANNUAL BEE CONFERENCE

24 – 27 October 2011
Sunnyside Park Hotel, Parktown, Johannesburg

www.annualbeeconference.co.za

OUR PRESENTERS INCLUDE

Following on from the successes of the previous four Annual BEE Conferences, *EES-SIYAKHA* and the BEE Institute are proud to host the 5th Annual BEE Conference on 24 – 27 October 2011 at the Sunnyside Park Hotel in Parktown, Johannesburg.

Various BEE stakeholders will be presenting, and we will showcase case studies of companies who have successfully implemented different aspects of BEE. As has become an integral part of the conference, delegates are given the opportunity to learn about the most recent developments on the BEE front and the latest BEE best practice advances from leaders in the different BEE elements.

Features of this year's programme:

- Pre-conference BEE workshop including sector codes on 24 October
- A high-level strategic session for decision-makers, focused on the BEE challenges faced by CEOs and decision-makers
- Challenges faced by BEE Practitioners
- Separate concurrent sessions on the different elements of the scorecard focusing on case studies, enabling delegates to attend sessions in their specialist areas
- Workshops on the third day on best practice BEE strategy development and implementation
- Networking cocktails on the first day



Kganki Matabane
Executive Director, BUSA



Duma Gqubule
Executive Director, KIO Advisory Services



Lia Vangelatos
Chief Investment Manager, Anglo Zimele



Chris Hart
Chief Strategist, Investment Solutions



Leon Lourens
M D, Business Systems 2000



Sandile Hlophe
Managing Partner, KPMG Services



Rose Nkosi
GM: Global Diversity and Transformation Sasol



Dionne Kerr
Chairperson, National Association of BEE Consultants



Vincent Maphai
Member National Planning Commission



Renée Burton
Sustainability Manager, Unilever



Takalani Tambani
Director for BEE the dti



Kgari Manotwane
Chief Director Transformation Dept of Agriculture



Leila Moonda
MD, BEE Institute



Chris van Wyk
Board Member, Association of BEE and Verification Agencies



Jan Munnik
MD, *EES-SIYAKHA*



Thabo Masombuka
Executive Head Transformation Services, Siyakha Consulting

FEES PER DELEGATE (excluding vat)

2 Days @ R8 350.00 per delegate

OR

3 Days @ R10 325.00 per delegate

**PRE-CONFERENCE WORKSHOP: 1 DAY
@ R2 850.00 PER DELEGATE**

**Separately Bookable One-day Session for
Senior Executives 25 October:**

1 Day @ R4 175.00 per delegate

Group Registration: Four or more delegates from the same company are eligible for a R 1 000.00 discount per delegate

Official Marketing Partner



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For more information contact Ryan Muller on (011) 726-3040 or email him at ryan@ees.co.za

PROGRAMME

Day One: 24 October 2011

PRE-CONFERENCE WORKSHOP INCLUDING SECTOR CODES: Jan Munnik, Managing Director, EES-SIYAKHA; Murray Chabant, Director, BEEXchange

- Overview of the BEE Codes: Why BEE, how it is meant to work and the rules of the game
- Scorecard in Detail: Management Control; Employment Equity; Skills Development; Preferential Procurement; Enterprise Development; Socio-Economic Development
- Sector Codes
- Verification and Verification Agencies

Day Two: 25 October 2011

Chair	Israel Noko, Executive Director, BEESA Group
07h30 – 08h50	Registration/Tea and Coffee
08h50 – 09h00	Welcome and Contextualizing the Conference – Israel Noko, Executive Director, BEESA Group
09h00 – 10h30	Evaluation of BEE Compliance against Transformation and Growth and The National Planning Commission Report: The Role BEE can play to close the poverty gap – Duma Gqubule, Executive Director, KIO Advisory Services
10h30 – 11h00	Tea and Coffee
11h00 – 12h00	Keynote Presentation: Evaluating South Africa's Economic Policy against Transformation: Who is benefiting from our current economic condition? – Chris Hart, Chief Strategist, Investment Solutions
12h00 – 13h00	Lunch
Chair	Thabo Masombuka, Executive Head Transformation Services, Siyakha Consulting
13h00 – 14h00	<p>BEE from the DTI's Perspective: Report on the DTI's year BEE Activities – Takalani Tambani, Director for Black Economic Empowerment , the dti</p> <ul style="list-style-type: none"> • Challenges and issues dealt with in the past year • Current and future challenges – what has been to done and is envisaged • Status on BEE Sector Codes • Consistency in Verification • DTI interaction channels with employers • Proposed amendments • BEE after 2017
14h00 – 15h15	<p>Panel Discussion: Addressing concerns currently faced, progress which is being made to address these concerns and challenges faced; DTI interaction channels with employers: proposed amendments to the Codes</p> <p>Chair: Thabo Masombuka, Executive Head Transformation Services, Siyakha Consulting</p> <p>Panel: Chris van Wyk, Chairperson, The Association of BEE and Verification Agencies (ABVA); Chief Director, BEE, the dti; Dionne Kerr, Chairperson, National Association of BEE Consultants (NABC); Kganki Matabane, Director, Transformation, BUSA; Leila Moonda, Managing Director, The BEE Institute</p>
15h15 – 15h30	Tea and Coffee
15h30 – 16h15	<p>Managing BEE Strategically at Board Level – Vincent Maphai, Executive Director: Corporate Affairs and Transformation, South African Breweries and National Planning Commission Member</p> <ul style="list-style-type: none"> • The general function of the Board in relation to the Executive Team responsibilities, and stakeholder wants • Board excellence in relation to enterprise-wide risk, audit, capital investment, and reputational risk • Board lapses in relation to BBBEE, compared to above, and lack if ownership in governance structure and substance • If BBB-EE was up there with all other innovation and austerity measures, how would it show at Board level? • The role of IODSA
16h15 – 16h30	Chairperson's wrap up and summary of Day Two
16h30	Networking and Cocktail Function

Day Three: 26 October 2011

Chair	Israel Noko, Executive Director, BEESA Group
08h00 – 08h30	Tea and Coffee
08h30 – 10h00	The Evolution of BEE Measurement: 2011 Survey – Sandile Hlophe, Managing Partner, KPMG Services
10h00 - 10h30	Tea and Coffee

Day Three: 26 October 2011 (continued)

Chair	Israel Noko, Executive Director, BEESA Group		
10h30 - 10h35	STREAM CHANGE		
10h35 - 11h15	Human Capital Value Chain – Chairperson: Jan Munnik, Managing Director, EES-SIYAKHA	Product Value Chain – Chairperson: Israel Noko, Executive Director, BEESA Group	
	Case Study: Attracting Black Talent Best Practice – Rose Nkosi, General Manager: Global Diversity and Transformation, Sasol <ul style="list-style-type: none"> • Sasol's Strategic Talent Planning Framework • Implementing measures to drive the achievement of the EE Plan • Accelerating diversity through strategic talent sourcing • Strategies to ensure success 	Case Study: Nedbank's Preferential Procurement Strategy – Izak O' Neil, Divisional Executive: BEE, Nedbank <ul style="list-style-type: none"> • Our strategic approach to preferential procurement • Mechanism uses in support of suppliers and qualifying enterprises • Success stories and lessons learnt 	
11h15 – 12h00	Human Capital Value Chain – Chairperson: Jan Munnik	Product Value Chain – Chairperson: Israel Noko	
	How to set and manage achievable EE Goals aligned to EE and BEE – Jan Munnik, Managing Director, EES-SIYAKHA	Case Study: ArcelorMittal's approach to Preferential Procurement: Lessons learnt and the road ahead – Tometsi Azariel Mosai, Preferential Procurement Manager, ArcelorMittal	
12h00 – 12 h45	Case Study: Managing EE at Comair – Bongani Nzuza, Compliance Manager, Comair <ul style="list-style-type: none"> • Comair's approach in managing EE • Policy implementation • Setting and managing EE Targets • Strategies in support of EE Targets 	The role of Business Incubators in support of Enterprise Development – Leon Lourens, Managing Director, Business Systems 2000 <ul style="list-style-type: none"> • Business Incubation defined: processes and services • Models for sustainability • Using your ED funds effectively • Successes in Incubation and Enterprise Development 	
	12h45 – 13h45	Lunch	
13h45 – 14h30	Case Study: Growing Black Talent in the Engineering Sector – Logan Pillay, Engineering Faculty Manager, Eskom Academy of Learning <ul style="list-style-type: none"> • Tackling the challenge of skills shortages in the engineering sector • Overcoming budgetary constraints to fund trainees • Outlining key learning projects • Strategies implemented to ensure knowledge transfer between trainees and contractors 	Case Study: Anglo Zimele's approach in building sustainable enterprises – Lia Vangelatos, Chief Investment Manager, Anglo Zimele <ul style="list-style-type: none"> • Background of the project • The approach undertaken • Key success drivers • Reaping the rewards: How did it effect Anglo's bottom line 	
	14h30 – 15h15	Case Study: Implementing a Disability Strategy that adds Value – Kgari Manotwane, Chief Director Transformation, Department of Agriculture and Rural Development <ul style="list-style-type: none"> • Creating an enabling environment for people with disabilities • Eradicating unfair discrimination against employees with disabilities • The cost and benefits of accommodating individuals with disabilities 	Case Study: Sustainable implementation of Socio-Economic Development initiatives at Unilever – Renée Burton, Sustainability Manager, Unilever <ul style="list-style-type: none"> • Outlining Unilever's SED projects and strategic objectives • Growing SED Projects • Measure the impact of SED initiatives on the beneficiaries and the business • Ensuring sustainability of SED initiatives
15h15 – 15h30		Chairperson's wrap up and summary of conference	

Day Four: 27 October 2011

07h00 – 08h30	Registration/Tea and Coffee		
CHOICE OF TWO WORKSHOPS			
08h30 – 09h30	Changing Managers' Mindsets – Goodnews Cadogan, Director, The Village Leadership Consulting	08h30 – 12h00	Preferential Procurement Best Practice – Bernie van Niekerk, CEO, Commerce Edge
09h30 – 16h00	Employment Equity Best Practice – Jan Munnik, MD, EES-SIYAKHA	12h00 – 16h00	Enterprise Development Best Practice – Andrew Bizzell, MD, BEESA Group



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REGISTRATION FORM

Group Registration: Four or more delegates from the same company are eligible for a

FEES PER DELEGATE (excluding vat)

2 Days @ R8 350.00 per delegate
 OR
 3 Days @ R10 325.00 per delegate

**PRE-CONFERENCE WORKSHOP 24 OCTOBER:
 1 DAY @ R2 850.00 PER DELEGATE**
 Separately Bookable One-day Session for
 Senior Executives 25 October:

I/we will be attending (please tick)

2 days

Pre-conference workshop

3 days

Session for Senior Executives

Delegates' details

No	First name	Surname	Designation	Cell phone number	Email Address
1.					
2.					
3.					
4.					

Booking Reference Code (if applicable): _____

Organisation: _____

Vat registration: _____

Postal address: _____

_____ Code: _____

Contact person: _____

Tel: _____ Fax: _____ Email: _____

Special dietary requirements: _____

Disabilities: _____

Signature: _____ Date: _____

Designation: _____

I have accepted the conditions printed on page 2 (please tick):

PAYMENT

Electronic Transfers

Name: Equity Compliance and Solution

Bank: FNB Branch: Northcliff Branch Code: 253 705

Account No: 62215043572

Cheques to be made payable to Equity Compliance and Solution.

Please fax a copy of the deposit slip together with the registration form to Ryan on (011) 726 2400.

For more information contact Ryan Muller on (011) 726-3040 or email him at ryan@ees.co.za

TERMS AND CONDITIONS

1. The completion of the Registration Form and its receipt by *ANNUAL BEE CONFERENCE* ("ABC") is deemed conclusive evidence of the Applicant's agreement to pay the full fees due in terms thereof.
2. Registration is not considered complete and no participant shall be permitted to attend unless payment is received before or on 24 October 2011 of all the fees payable in terms of the Registration Form. Acceptance of Registration is at the discretion of the organisers.
3. Where an invoice is raised pursuant to an offer of discount being accepted, on the basis that payment is received by or before a specified date, and the payment is not received by such date, ABC will be entitled to raise an invoice for the balance between the discounted price and the full fee. Where a Participant wishes to cancel, the Participant will remain liable for the full value whether or not the Participant actually participates in the event. Note that any Registration, sponsorship, administration and insurance fees are non-refundable, except where the organisers decline Registration.
4. Notice of cancellations and substitutions must be received in writing from the participant concerned. Substitutions can only be accepted if received by ABC before 19 October 2011.
5. Attendance shall be controlled solely by ABC, and admission shall be by ticket or badge. Identification badges shall not be transferable. Phonographs, radios or other sound devices operated in a manner objectionable to ABC shall be prohibited.
6. ABC, sponsors, its employees or agents are not responsible for any loss, theft or damage by fire or injury of any nature to any person or article. ABC, while taking precautions against loss, will not guarantee against it and it is hereby expressly released from any liabilities for injury or damage there from. The Participant is urged to adequately insure their property, other equipment for which they are responsible and personal effects.
7. ABC Sponsors, its Agents or Employees are not responsible for any loss or damages due to cancellation, abandonment, postponement or curtailment in whole or in part of the Conference for any reason whatsoever. The Participant is recommended to adequately insure their participation expenses in case of such cancellation, etc. ABC reserves the right to re-schedule the event at another date and/or at an alternative site for whatever reason.
8. The Participant acknowledges that these terms and conditions constitute the entire agreement between the parties, and that he/she has been given no oral change or modification. Participants shall be bound thereby and any changes must be made in writing and signed by an authorised official of ABC, who has full power to amend these rules, provided that such amendments and additions do not operate to diminish the rights reserved for the participants under this contract, and shall not operate to increase liabilities of its Sponsors, Agents or Employees. No one is authorised to make any oral changes to the agreement.
9. This agreement shall be governed by and construed according to South African law. Any dispute between the parties under this Agreement hereby submits to the exclusive jurisdiction of the South African Courts.