

11th Annual HR Africa Summit incorporating the HRD Expo: Press Release ~ How to create an implementable leadership strategy within a large organisation



How to create an implementable leadership strategy within a large organisation

Currently in its 11th year ~ the Annual HR Africa Summit, incorporating the HRD Expo, will be hosted from 27 to 31 October 2014, at The Forum, The Campus, Bryanston, Johannesburg.

Year-on-year, delegates return for the event's high level content and calibre of speakers. HR Africa Summit consistently provides an ideal platform for generating new ideas and exploring innovative strategies, which are supported by in-depth research, knowledge and experience. With over eight countries represented, (Ghana, USA, Tanzania, Zimbabwe, Saudi Arabia, South Africa, UK and Botswana) delegates are assured of a comprehensive local, as well as global perspective on HR issues.

The event focuses on only *the* most relevant topics across the entire HR spectrum, while also touching-on and addressing pertinent HR challenges, many are facing within the industry, today.

Steven Teasdale, Eskom Senior Manager: *Leadership Strategy, Brand and Executive Talent Management* ~ is one of the top industry speakers, not-to-be-missed. We asked him to share what lessons can be learnt in the context of the design and delivery of a leadership strategy, fit for a large and complex organisation.

Says Teasdale, "Leadership development, and in fact, development in general ~ is often viewed as essential in order for an organisation to achieve competitive advantage. However, it is often measured as under-delivering on expectations and an expensive overhead, when finances are tough. The aim of my presentation is to introduce what I feel, are some of the key considerations to keep top-of-mind, when embarking upon the journey of ensuring an organisation has the correct leadership, to successfully deliver on its objectives."

Teasdale's presentation fleshes out the following framework and associated processes, which are required in order to:

- Establish and be clear on what the absolute purpose of leadership is in your organisation
- What can you do to ensure that you have the requisite leadership capability to achieve that purpose?
- How can you know that it makes a difference in your organisation?

In summary, Teasdale suggests the following:

- The only purpose for leadership is to execute strategy
- Three key components that are worth thinking through rigorously, include:
 - ✓ Ensure you have the mandate, capability and sponsorship to execute your leadership strategy
 - ✓ Be very clear on what your leadership brand is
 - ✓ Be pedantic on the philosophy and methodology you employ
- Make sure you are clear on the framework and components that can systemically qualify the effectiveness of leadership within your organisation, at different levels of maturity
- Have a solid, integrated, implementation framework, which drives the leadership brand you aspire to
- Ensure that you have the optimal capability and competence level in the team, accountable for driving leadership within your organisation

The 11th Annual HR Africa Summit, incorporating the HRD Expo, promises the following:

- First-class speakers: Leading HR professionals will share their extensive knowledge and powerful insights; furthermore ~ speakers will also host lunch tables whereby delegates can select a table and be afforded the one-on-one opportunity to engage with a favourite speaker ~ 'off-the-record'
- Networking and business generation: In addition to a new mentoring session, as well as powerful speed networking sessions; delegates can connect with the industry via Twitter and LinkedIn ~ throughout the event

Register today!

****** TO REGISTER:**

Call: +27 (0) 11 771-7000 | Fax: +27 (0) 11 880-6789 | E-Mail: registrations@iir.co.za | Website: www.hr-africa.com

FIND OUT ABOUT OUR GROUP BOOKINGS DISCOUNT ~ E-Mail: groupbookings@iir.co.za

ends

word count: 568

Compiled by and to contact on behalf of the 11th Annual HR Africa Summit Incorporating the HRD Expo:

Angela Groom

Glass Slipper Communications

E-mail: angela@glass-slipper.co.za

Louise Churches

Glass Slipper Communications

E-mail: louise@glass-slipper.co.za