

# HR IN SCHOOLS CONFERENCE 2019

23-24 JULY 2019 | Two-Day Conference  
RADISSON BLU GAUTRAIN HOTEL  
Sandton | Johannesburg

**BUILDING A STRONG, FUTURE-FIT HR FUNCTION  
TO SUPPORT YOUR SCHOOL**

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## INTRODUCTION

Human Resource Management should be at the heart of every organisation, including schools. We know that people are an organisation's most valuable asset and it is vital that schools have talented, dedicated, competent, motivated and effective staff to ensure the highest quality education can be delivered to students.

It is therefore essential to have a well-defined HRM strategy and HR processes to ensure that success and growth of your school. Schools with good HR practices are able to increase employee commitment, attract and retain talent and build good working relations with employees.

Join KR for the 3rd annual **HR in Schools Conference**, 23-24 July 2019 in Johannesburg make sure you are keeping up with the latest HR practices. It's also a great way to network, engage and share experiences with the broader HR community in schools. Learn, share and grow!

## WHY YOU SHOULD ATTEND THIS CONFERENCE

- A focus on HR challenges and trends locally and globally but tailored to schools
- Understand how important human capital is to the school's bottom line and performance
- Discover what strategies school leaders can implement to protect staff from burning out under an increasing workload
- Gain effective strategies to manage staff performance
- Feel empowered to make the right decisions and take your HR function to the next level
- Attract, keep and develop the right talent through good HR practice
- Connect with other school leaders facing similar issues and challenges – network and build relationships. Learn from each other, exchange ideas and jointly address the challenges you face

## WHO SHOULD ATTEND

- Heads of HR
- Senior HR managers
- Principals
- Any school administrator involved in human resource management/ people development

## FEEDBACK FROM THE PAST TWO CONFERENCES (2017 AND 2018)

- *This event appealed to all types of schools.*
- *The speakers were great and gave us wonderful ideas to take back to work*
- *The conference provided a great opportunity to network.*
- *I found the programme very interesting and useful. I learnt a lot and will apply the information back into my work. The speakers were also on point and I learned a lot from them.*
- *The conference was well planned with a high calibre of speakers. It was informational and really worthwhile.*
- *All presentations were relevant and informative*

# HR IN SCHOOLS CONFERENCE 2019

23-24 JULY 2019 | RADISSON BLU GAUTRAIN HOTEL · SANDTON, JOHANNESBURG

## CONFERENCE PROGRAMME | DAY ONE • 23 JULY 2019

07:30–08:30	<b>REGISTRATION</b> · Meet and greet conference attendees, speakers and KR staff
08:30–08:45	<b>Welcome by the chairperson</b>
08:45–09:30	<b>The critical role of purpose and meaning at work: building a great place to work for all</b>
09:30–10:15	<b>Continuous professional development of staff and school leaders on a limited budget</b> <ul style="list-style-type: none"><li>• Why professional development is key in the Fourth Industrial Revolution</li><li>• A framework for professional development</li><li>• Low-cost ways to develop your staff and leaders.</li></ul> <p><i>Speaker</i>      <b>PHIONA MARTIN</b>, <i>Organisational Psychologist and Senior Manager: Career Development, Multichoice</i></p>
10:15–10:45	<b>MORNING BREAK</b> · Enjoy refreshments and network with conference attendees and speakers
10:45–11:30	<b>Supporting mental health and wellbeing at work: how to developing resilience, grit and help teachers cope with stress and burnout</b> <p>There is a growing concern regarding staff stress, anxiety, depression, treatment by parents and how staff can build their level of resilience as parental demands just get more and more. Adding to this, a teachers' job stress and workload are becoming a growing concern contributing to burnout. Teacher and school leaders are under significant pressure and are suffering from physical and mental exhaustion. In the medium to longer term this situation is not sustainable. Measures have to be put in place to ensure the support and enhancement of resilience, grit and courage of teachers. In this session Karina will offer some suggestions on how to build stamina and mitigate the impact of the continued and sometimes excessive demands placed on teachers.</p> <p><i>Speaker</i>      <b>DR KARINA DE BRUIN</b>, <i>Managing, Counselling Psychologist and Director, JvR Academy</i></p>
11:30–12:15	<b>How will the POPI Act and change in legislation affect independent schools</b> <ul style="list-style-type: none"><li>• Collection and storage of staff information</li><li>• Unnecessary personal information</li><li>• Obtaining and giving employment references</li></ul> <p><i>Speaker</i>      <b>IVAN ISRAELSTAM</b>, <i>CEO, Labour Law Advice</i> (<i>Author of Labour Landmines: 99 Ways to Win at the CCMA</i>)</p>
12:15–13:15	<b>LUNCH</b> · Learning conversations and connect over lunch with conference attendees and speakers

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## CONFERENCE PROGRAMME | DAY ONE • 23 JULY 2019

13:15–14:00

**Upskilling and reskilling the teaching community for a predominantly digital learning ecosystem**

*Speaker*      **TBC, Pearson**

14:00–14:15

**AFTERNOON BREAK** · Quick leg stretch and tea break

14:30–15:15

**Agile in Schools - How practices that create the 4th Industrial Revolution help to develop 21st Century skills**

- The 4th Industrial Revolution and the demands it will place on us (setting the scene)
- 21st Century skills and what we need to prepare children for
- Agile, enabler and the 4th Industrial Revolution – intro to Agile
- Agile in Education - how to introduce Agile in schools
- Case study

*Speakers*      **BIASE DE GREGORIO, Partner, IQ Business**  
**BRAND ZIETSMAN, Agile Consultant and Coach, IQ Business**

15:15–16:00

**HR trends impacting South Africa and the educational sector**

*Speaker*      **TUMELO SEAKETSO, Director, Deloitte**

16:00

**WRAP UP OF DAY ONE**



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# HR IN SCHOOLS CONFERENCE 2019

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## CONFERENCE PROGRAMME | DAY TWO • 24 JULY 2019

07:30–08:15

**MORNING REFRESHMENTS** · Reconnect with conference attendees, presenters and KR staff

08:15–08:30

**Welcome by the chairperson**

08:30–09:15

**Building engaged and thriving schools: Seeking the balance between commercial acumen and purpose-driven behaviour in private education**

- Know your “customer”
- Setting objectives and goal cascading
- Performance as a fundamental pillar of employee engagement
- Fit for purpose metrics
- Profiling the role of educators

*Speaker*      **OLIVIA HOSIE**, *Engagement Director, Beyond Engagement*

09:15–10:00

**Reward trends in the private school environment**

- Looking at pay for performance approach
- Job evaluation/job grading – where it can help you
- Engagement trends – lessons learnt in the national market

*Speaker*      **DR MARK BUSSIN**, *Chairperson, 21st Century*

10:00–10:30

**MORNING BREAK** · Enjoy refreshments and network with conference attendees and speakers

10:30–11:15

**The complexities of diversity and inclusion in recruitment and promotion: developing your EE talent pipeline**

*Speaker*      **ROY GLUCKMAN**, *CEO, Cohesion Collective*

11:15–12:00

**Change management: how to prepare your workforce for transition**

We've come to accept that just about the only thing that seems to be constant in this day and age is change. However, often we don't spend enough time thinking about how to manage change. Here are some practical things to keep in mind before undertaking any significant change within a school environment as well as things to consider during the change process.

*Speaker*      **BARBARA WALSH**, *Managing Director, Metaco (a Subsidiary of Comair)*

12:00–12:45

**Ensuring future sustainability and success: best practice succession planning and developing the talent pipeline**

*Speaker*      **ASHNIE MUTHUSAMY**, *Group Talent Manager, Sun International (Author of Succession Management: Definite do's and detrimental don'ts)*

12:45–13:30

**LUNCH** · Learning conversations and connect over lunch with conference attendees and speakers

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## CONFERENCE PROGRAMME | DAY TWO • 24 JULY 2019

13:30–14:15

**Extrinsic rewards and intrinsic motivation: recognising and rewarding staff that are already intrinsically motivated**

*Speaker*      **CAMRON PFAFFEROTT**, *Founder and General Manager, The Rewards Factory*

14:15–14:30

**AFTERNOON BREAK** · Quick leg stretch and tea break

14:30–15:15

**Partnering for success – building strategic partnerships with academic and support staff**

- The impact of having a clear purpose
- How to create shared meaning
- How to adopt servant leadership in building successful, healthy relationships

*Speaker*      **SHERVARNI GOVENDER**, *Executive Officer: Human Capital, LegalWise*

15:15–16:00

**New approaches and technologies in recruitment**

- How recruitment evolved
- The new approaches and strategies needed
- New technology tools ( Virtual Reality videos, etc).

*Speaker*      **ELMEN LAMPBRECHT**, *Founder and Managing Partner, Cogo People Analytics*

16:00

**WRAP UP AND CLOSE OF CONFERENCE**



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# CONFERENCE SPEAKERS



**PHIONA MARTIN**  
*Organisational Psychologist and Senior Manager: Career Development, Multichoice*

Phiona is a registered Industrial Psychologist with a special interest in Career, Talent and Leadership Development. Her key work experience has been within the consulting and education environment. As a consultant, Phiona applied psychological principles and tools to design and execute Leadership Development programs for mid to senior managers within the corporate sector. In the education space, she was key in developing a suite of career development services aimed at empowering university students from across 42 African countries, to transition into the world of work. Phiona is a Thought Leadership enthusiast and provides regular expert opinions on Career Development through various platforms. She is a frequent contributor to several publications within the career development space and occasionally speaks at conference events and other media platforms. She is employed at Multichoice where she is a Senior

Career Development Specialist. In this role Phiona develops solutions and provides advice to business on enhancing their Career development offerings and capabilities.



**IVAN ISRAELSTAM**  
*CEO, Labour Law Advice*

Ivan is the Chief Executive Officer of Labour Law Management Consulting. He is known as a leading practitioner in labour law and pragmatic labour relations management with many years' experience in corporate industrial relations management. He writes a weekly labour law column for The Star newspaper's Workplace, has been a CCMA Commissioner and is the Chairperson of the South African Chamber of Commerce and Industry's Labour Affairs Committee. With over 25 years' experience, he brings competitiveness and unique approach to addressing Labour laws. He is the author of "Labour Landmines: 99 Ways to Win at the CCMA", recently released published and released by KR. He also authored "Walking the New Labour Law Tightrope", "Labour Law for Managers Practical Handbook", "Making Workplace Forums

Work" and "The Gold Future or the Cold Future." Ivan speaks on television and radio and is a regular speaker at conferences and seminars. In recognition of his contribution in this field Ivan has been featured in "Who's Who in Southern Africa". He has an honours degree from The University of the Witwatersrand and an IPM diploma in Personnel Management and in Training.



**DR MARK BUSSIN**  
*Chairperson, 21st Century*

Dr Mark Bussin has a doctorate in commerce and is the Chairperson of 21st Century Pay Solutions Group. Mark has over 20 years of remuneration experience across all industry sectors. He has experience in running large projects for more than half the companies listed on the Johannesburg Stock Exchange. He serves on numerous boards and remuneration committees and has worked for clients in 22 countries over the last 5 years. He supervises Master's and Doctoral theses, and is a guest lecturer at several academic institutions around the country. He is the author of numerous books with the latest being "The New World

of Work: An SOS Call to Management", published by Knowledge Resources.



**TUMELO SEAKETSO**  
*Director, Deloitte*

Tumelo is the Talent Strategies leader for the Human Capital Southern Africa practice. She has expertise in driving talent and performance management, organisation design, remuneration and change management initiatives. Her core capabilities lie in advising and supporting clients to implement sustainable talent strategies with end-to-end solutions; enabling them to attract, develop and retain talent across their organisation. Tumelo has worked with both private and public sector clients to apply people and talent strategies into a total reward strategy philosophy inclusive of aligning performance measures to short and long term incentives. Tumelo has over 20 years' experience having worked in both an internal human capital capacity and in client advisory roles. As a result of her extensive knowledge and expertise in this field she leads the new performance management solution for the South African market.

# CONFERENCE SPEAKERS



**BIASE DE GREGORIO**  
*Partner, IQ Business*

Biase is a Managing Partner at IQ Business, and has taken over the Human Performance practice lead role from August 2018; he was previously running the Agile practice. He began his career at the company as a developer in 2000, but quickly became involved in project and programme management, as well as software and technology enablement. Together with his team, Biase has now trained close to 5 000 people on Agile, and has been involved in some large transformations in various industries, with a core focus on banking and finance. Biase's professional expertise and interests include project management (PMP and Prince2), Software Development Life Cycle (SDLC), Agile approaches – including Scrum, Kanban Software Development, DevOps, Scaling Agile – Scaled Agile Framework (SAFe), business analysis, quality assurance, project governance, and process improvement. With a Postgraduate and Advanced Diploma in Project Management and an Honours Degree in Informatics under his belt, Biase's primary area of focus is project and programme

management in IT. His love for delivery has driven him to uncover new and better ways to deliver products and services.



**BRAND ZIETSMAN**  
*Agile Consultant and Coach, IQ Business*

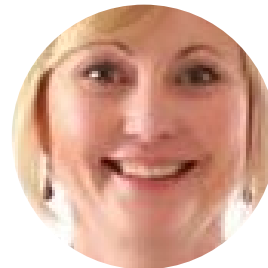
Brand started his career as a Mechanical Engineer in the mining industry. His love of technology led him to a career in software development. More than a decade later he still loves great products but has a passion for teams and what makes them great. He has moved from process and technology to a focus on people. Over the years Brand has worked for companies like MiWay, 3Fifteen, Paracon and others.



**OLIVIA HOSIE**  
*Engagement Director, Beyond Engagement*

Olivia grew up in Australia and came to travel in Africa after school, and never left. Having fallen in love with the continent and the people, Olivia settled in the city of gold – Johannesburg in 2000 and embarked

on a career within Talent Acquisition and Management. She then held two career defining roles as Head of Talent for AVI Limited, before business process re-engineering Talent within Nestle for the ZAR Region. In 2015, Olivia joined Nando's Southern Africa as the Head of Talent, OD and Change Management, during which time she built a business case for the impact of employee engagement from analytics to remediation – with results that were impossible to ignore. Determined to take this to a broader audience where change impact could be realised throughout Africa, Olivia founded Beyond Engagement. Olivia is passionate about bridging the education deficit, reaching the unreachable and enabling companies to achieve business excellence through purpose-driven people.



**BARBARA WALSH**  
*Managing Director, Metaco*

Barbara is a Master Executive and Systemic Leadership Team Coach with a background of over 30 years in initiating and managing change, innovation and business growth in organisations of all sizes. Barbara is the MD of Metaco which is a

subsidiary of the Comair Group, part of its growth strategy to diversify its services beyond aviation into other key industries. My clients are predominantly Senior Leadership and Boards (teams and individuals), both in the private and public sectors. With a business background spanning 35 years, Barbara has a solid understanding of what it takes to succeed through the consistent rapid change, uncertainty and complexity that business and leaders face in these times. During her career she has worked throughout South Africa, across Sub-Saharan Africa and abroad and best describes her approach as Systemic Relational. Barbara brings the combination of over 8000 hours of recorded coaching experience, academic study and extensive practitioner training to her coaching, consulting and facilitation. She has a MSc in Coaching & Behavioural Change through Henley Business School (University of Reading) in the United Kingdom, alongside several recognised practitioner coaching qualifications, including a Master Practitioner Diploma in Systemic Team Coaching. Additionally, she is registered with the SA Board for People Practices as a Master HR Practitioner: Learning and Development.



# CONFERENCE SPEAKERS



**ROY GLUCKMAN**  
CEO, *Cohesion Collective*

Roy Gluckman is a qualified attorney of the High Court of South Africa and the CEO of Cohesion Collective, an Equality, Diversity & Inclusions consulting and implementation firm. Roy has been speaking professionally on issues relating to Equality, Diversity & Inclusion since 2010 and has since developed into an exceptionally engaging, highly sophisticated and passionate speaker and facilitator. Roy believes in having tough conversations; approaching his material with an honesty, authenticity and simplicity. Roy has mastered the art of making the difficult subject matter of Equality, Diversity and Inclusion easily digestible for audiences of all types and all occasions. As a keynote speaker, panelist, programme director and facilitator Roy continues to captivate and challenge audiences to pause and introspect, something he believes we do not do enough of. Roy is committed to the creation of social cohesion (teams, organisations, communities, nations). He inspires others to

better understand themselves and one another by engaging with their differences, as opposed to ignoring them, so that we they may actually come together and co-build a future for ALL of us.



**ASHNIE MUTHUSAMY**  
Group Talent Manager, *Sun International*  
(Author of *Succession Management: Definite do's and detrimental don'ts*)

Ashnie Muthusamy is presently the Group Manager in Talent Management for Sun International. Ashnie has a Honours Degree in Psychology, a Masters Diploma in HR Management and, a Master's Degree in Leadership. She is a master practitioner in Neurolinguistics programming (NLP). She is a registered counsellor in Psychometry with the HPCSA. For the last 20 years she has worked in many large organisations in various group HR roles working in the field of Talent Management. She is passionate about education and is proud to have been a Partner for Possibility. She is also the author of the book *Succession Management Definite Do's and detrimental Don'ts*.



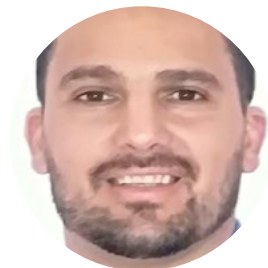
**SHERVARNI GOVENDER**  
Executive Officer:  
*Human Capital, LegalWise*

Shervarni heads up the HR function (HR and L &D) at Legal Wise where she is accountable for the overall strategic decision making of the Human Capital function in the organisation. She is a dynamic and passionate human capital generalist, skilled in end-to-end human capital functions and practices including change management, industrial relations, talent management, organisational design, performance management and skills development. She is a Registered Psychometrist in Independent Practice with the HPCSA.

talent strategies with the aim to gain competitive advantage and reduce talent costs. He expertise is in Artificial Intelligence for the full Talent Life-Cycle, latest technology developments in the HR Sector, developing and executing employer branding strategies, improving efficiencies & reducing the costs associated with Talent Attraction and Acquisition, and supporting companies to confidently prepare for the Future of Work. Elmen has a honours degree in Psychology from UJ.



**CAMRON PFAFFEROTT**  
Founder and General Manager, *The Rewards Factory*



**ELMEN LAMPBRECHT**  
Founder and Managing Partner, *Cogo People Analytics*

With over 15 years' experience in Human Resources, Talent Attraction & Acquisition and Sales, Elmen consult's with a number of clients on developing and executing their

# Do you have a solution or product you want to exhibit and show to decision makers?

With over two decades of experience and a reputation for providing service of uncompromising quality with exceptional passion, our conferences attract large numbers of delegates from various fields, including Human Resources, Leadership, Marketing, Coaching and Mentoring, Remuneration, and more.

In addition, we present an annual line-up of C-Suite Conferences that are largely attended by executive level directors and business leaders from many of the top 500 companies across the country.

**Sponsors and exhibitors have the opportunity to network with many executive leaders and decision makers in business today. Use your presence and expose your brand at KR high level conferences to:**

- Increase brand awareness with exposure during pre-events and conferences
- Increase visibility in focused markets – as an exhibitor at an event, your stand will be strategically placed within the registration/refreshment area guaranteeing high volume delegate traffic
- Communicate your message to highly experienced authorities and executive leaders in business
- Enjoy unmatched opportunities to network with colleagues, customers and new prospects
- Generate sales leads and educate your target market
- Elevate your company profile
- Introduce or demonstrate your services and products to a captive audience and key target market

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### CONTACT INFORMATION

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## REGISTRATION INFORMATION

REGISTRATION FEE	2019 EXCL. VAT
23-24 July 2019   Two-day conference	R 4 300.00

Registration fee **excludes VAT**. INCLUDES speaker slides, parking, refreshments, snacks, lunch and conference material.

## HOW TO REGISTER

ONLINE	EMAIL	PHONE
WWW.KR.CO.ZA	Email completed form magdeline@knowres.co.za	MAGDELINE MATLATSE +27 (11) 706 6009

## SPECIAL OFFERS

- Register 3 delegates and the 4th delegate attends free of charge!
- HR Think Tank Members qualify for 20% discount – contact Zia Attlee for membership +27 (11) 706 6009 | zia@knowres.co.za
- Special discount for registered NPOs, small businesses (30 / less employees) & full-time lecturers at universities – contact us 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.
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## SETA GRANTS AND ACCREDITATION REQUIREMENTS

Many of our delegates enquire about the accreditation of our events. There is a misconception that organisations qualify for SETA grants only for accredited programmes. This is not correct. The payment of SETA grants is regulated by the Government Gazette, no. 9867, Vol. 570, 3 December 2012, no. 35940. These Regulations clearly state that the SETAs "must allocate a mandatory grant to a levy paying employer" that has submitted a WSP and ATR by the regulated date, has provided all the information required in the regulated template, and is up to date with skills levy payments. Furthermore, the template in the Regulations (Section C: Skills Development) allows employers to include ALL planned training in the report; not only accredited programmes.

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Contact **DEBBIE ATWELL** for more information +27 (83) 651 1664 | debbie@knowres.co.za

# HR IN SCHOOLS CONFERENCE 2019

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## REGISTRATION FORM

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 allowed entry to the event if payment has not been received.

### BOOKING MADE BY (NAME & SURNAME):

Company:

Company VAT number:

Email:

Postal address:

Postal code:

Date:

Department:

Phone:

Physical address:

Postal code:

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:

Dietary requirements:

### DELEGATE 2

Name:

Title: Mr / Mrs / Miss / Dr / Prof

Designation:

Email:

Phone:

Cellular:

Dietary requirements:

### DELEGATE 3

Name:

Title: Mr / Mrs / Miss / Dr / Prof

Designation:

Email:

Phone:

Cellular:

Dietary requirements:

### DELEGATE 4

Name:

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Designation:

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AMEX

DINERS

Cardholder:

Card number:

Date:

Expiry date:

Amount (Total incl. VAT):

Signature:

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