

5<sup>TH</sup> ANNUAL



**Strategic**  
HR Conference  
2022

**19 - 20**  
**October 2022**

Gaborone International Convention Centre  
**Gaborone, Botswana**

# The Great Reorganisation:

Building Winning Workplace Cultures  
In A World Transformed.

Organised By



**Progressive**Institute

Gateway to a Global Future

Hybrid Learning



PHYSICAL  
PARTICIPATION



VIRTUAL  
ATTENDANCE

CONFERENCE BROCHURE



## Introduction

Organisations have accelerated their business agility and speed by adopting new ways of working. Human Resources today is not just about recruitment, compensation, and compliance; it is about reshaping the workforce, leading employee engagement, fostering a culture of inclusion and belonging, and driving performance across the enterprise. Therefore, Digital and functional HR transformation is not an option anymore; it is critical for the business agenda. **Technological implementation bolstered by change management and forward-thinking strategies are imperative to nurture HR departments of the future.**

The CHRO of today is a business leader and stakeholder; leading conversations in the Boardroom and driving business outcomes. It is more important than ever for Human Capital leaders to stay relevant and adapt to the latest technologies and become more data-centric and business-driven than ever before.

**The Strategic HR Conference provides an unparalleled platform for CHROs looking to explore new age technologies and strategies that make a difference.**

# Unleash The True Potential Of Your Workforce!

**The Strategic HR Conference is an event focused on quality, not merely quantity.**

People in the business of people have witnessed painstakingly selected Speakers tell their honest, passionate and sometimes personal stories on how the turning points of their pasts changed the trajectory of the future.

Drawing hundreds of the HR leaders together to learn and do business, SHRC combines

carefully curated content with unrivalled opportunities to make connections. From Entrepreneurs to Administrators, HR Directors, Chief Executive Officers and Policymakers, all of our attendees are looking to stay on top of the latest trends, meet their next client or partner, and connect with other people interested in the future of technology, innovation, learning, strategy and imagination



## ACROSS MAJOR INDUSTRIES

Hospitality, FMCG, Government and Public Services, Oil, Gas and Energy, Manufacturing, Construction, Telecommunications, Consultancy, and more!



## FROM TOP EMPLOYERS INCLUDING

First National Bank, De Beers, Debswana Diamond Company, University of Botswana, Bank of Botswana, DPSM, First Capital Bank, Botswana Defence Force



## FROM EVERY BRANCH IN HR

HR strategy, Talent Management, HR admin, Recruitment and Acquisition, L&D, Organisational Development, Compensation and Benefits, People Analytics, Employee Engagement, Employee Experience

# 300+

ATTENDEES

# 20+

SPEAKERS

# 15+

HOURS OF CONTENT

# 40+

EXHIBITORS





# The Great Reorganisation: Building Winning Workplace Cultures In A World Transformed

Due to the COVID-19 pandemic crisis, the short-to-medium term diversification efforts from organizations towards achieving vision 2036 milestones have been interrupted. While the urgent introduction of measures aimed at mitigating the effects of the pandemic is priority, Botswana's long-term goals remain the same.

To achieve vision 2036 goals, the Government of Botswana is encouraging the redesigning

of the workforce through the Reset Agenda to cope with the new demands of the world. The ability to learn, adapt and continuously improve in the face of this challenge is vital. Organisations play a key role in preparing the workforce for the "new normal" through reskilling and upskilling for the future.

Following the huge success of last year's edition, where more than 150 HR and Line Managerial leaders from over 70 organisations in Botswana attended, Progressive Institute brings a bigger 5th Strategic HR Conference which continues to be the leading platform for Human Resource Management in Botswana.

# Conference Tracks

## HR Transformation Innovation

Learn how to make adaptive change a part of HR's functional DNA. There's a lot that's involved in HR's transformation efforts –spanning digitization, robotics & AI, culture, strategy, EX, innovation and much more.

## Organisation & Culture Innovation

Leverage on the innovative potential of talented employees and create the cultural blueprint that allows them to flourish.

## Learning & Talent Innovation

Embrace the influence of technology and social change in creating high performing organisations.

## Technology & Data Analytics

Discover how technology trends such as data integrity and artificial intelligence are impacting the world of Talent.

## Diversity, Equity & Inclusion

Learn best practices for building and engaging an inclusive, diverse and equitable workforce where everyone can thrive.

## Leadership & Development

Level up your leadership skills and learn the latest on employee growth.

## Talent Selection Process

Gain actionable insights to help support and improve the talent selection process in your workplace.

## Engagement & Retention

Gather resources to engage and retain top talent while driving performance.



### REASONS TO ATTEND

- Prepare for the Future of Work
- Unpack HR best practice and strategy
- Learn how to build an agile organisation
- Gain actionable insights on Ethics & Governance
- Understand HR's role in Digital Transformation
- Get guidance on managing a mobile workforce
- Explore the future of organisational learning
- Increase HR effectiveness in a digital world
- Get one-on-one coaching with industry experts
- Fast-track your HR career



### WHO SHOULD ATTEND

- Chief Executive Officers/ Managing Directors
- Permanent Secretaries/ Commanding Officers
- Learning & Development
- Directors / Senior Managers
- Corporate Services Directors
- HR Practitioners / Consultants
- HR Service Providers
- Line Managers / Supervisors
- Business Leaders



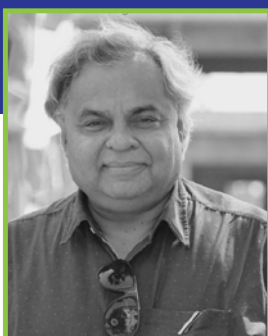
### VIRTUAL ATTENDEES' INFORMATION

As a virtual attendee, you will have access to all live general sessions and recorded sessions.

Connect with fellow attendees, exhibitors, sponsors and speakers through our virtual platform. With over

15 presentations to watch, block your time to participate and connect with speakers. For best success, schedule your time "out of the office" and fully participate during the conference dates

# International Keynote Speakers



**Pravin Rajpal**

International Keynote Speaker & Revolutionary Change Maker of India's Education System, Innovation Coach Fortune 500 Companies

## International Keynote: Technology and The Brain - Habits for the Brain to Think, Focus and Be Creative When Using Technology

**Pravin Rajpal** has emerged as one of the world's most impactful and sought-after innovation thought leaders. He is an eminent keynote speaker and invited by leading international conferences. Pravin is passionate about building brand India as a leading country of the world in building large scale innovation capacity at great speed with digital technologies. He has collaborated with Global Innovation Institute, GInI, USA for promoting the WIN platform in more than 40 countries. Innovation coach to Fortune 500 companies like Samsung, Dell, and CLAAS and helps them in creating new futures. He has developed Industry Innovation Framework for CII, which is the blueprint of innovation assessment, improvement, and wealth creation in the world.

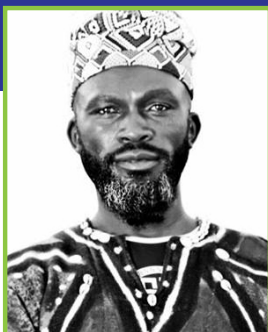


**Rachel Nyaradzo Adams**

TEDx Speaker, Founder of Narachi Leadership

## International Keynote! A crisis of courage. Authentic and Courageous Leadership

**Rachel Nyaradzo Adams** is the founder of Narachi Leadership, a leadership consultancy aimed at developing deep benches of leaders for the African continent. She works with corporations, entrepreneurs, teams and individuals, and emerging leaders across Africa (she has worked with emerging leaders from seventeen African countries thus far. Rachel is also passionate about expanding opportunities for growth and engagement within educational institutions. Her previous role was with Yale University where she led the launch of its Africa Initiative as Associate Director for Africa. Other roles were with McKinsey and Company as head of the McKinsey Leadership Program (MLP) which she co-designed, implemented and managed.



**Mr. Joshua Maponga**

Author, Speaker & Philosopher

## The Voice Of The Employee: Leadership Practices That Make A Difference

**Joshua Maponga** is a Zimbabwean born public speaker, author, philosopher, leader, musician, and social entrepreneur. He lives and breathes change; his dynamic thinking has surely broken social, religious, economic, national boundaries. Maponga is the CEO of the institute Farmers Of Thought, who's core business is to build a consciousness and improve the quality of human experiences. He is a pragmatic African citizen with a global view, "think globally and act locally", as he says it. He plays a dozen musical instruments in addition to being a writer, speaker, life coach, and social entrepreneur - indeed he is a man of no limitations



**Dr Jerry Gule**

Chief Executive Officer – Institute of People Management (IPM)

## The Science of Future Workplaces of the 21st Century

**Dr Jerry Gule** is the CEO of the Institute of People Management (IPM). He has been a member in good standing with the IPM since the mid '80s. He is also a Fellow of the Institute of Directors, Southern Africa. Jerry established founder of Gule Executive Coaching (Pty) Limited in 2016 after successfully completing the International Coaching Federation (ICF) certified Coach Training programme at the University of Pretoria Gordon Institute of Business Science (GIBS) Professional Business Coaching Programme in 2015. During his career as an HR executive he was an internal coach and mentor to middle and senior managers.

# Conference Speakers and Contributors



**Ms Anna Mokgethi**  
Ministry of Employment, Labour  
Productivity and Skills Development



**Keamogetse Mpudi**  
Head Engineering Partnerships and  
Platform Delivery - Stanbic Bank



**Enoch Mosegofatsi Shabane**  
Head Of HR (A) – Debswana Diamond  
Company



**Cecilia Boitshepo Portgieter**  
Organisational Psychologist - Positive  
Performance



**Nelson Ramaotwana**  
Labour Law Specialist & Senior Partner –  
Ramaotwana Attorneys



**Dr Bambane Masame**  
Human Resources Manager - Babereki,  
Author & Trainer & Leadership Coach



**Tshepang Thapa**  
Head Of HR  
Local Enterprise Authority (LEA)



**Goitse Mabua**  
HR Director - MINET Botswana



**Dr Jeskinus Z Mukonoweshuro**  
Principal Consultant - Progressive  
Institute, HR Leadership Author & Trainer



**Ms. Regina Vaka**  
Seasoned Corporate Leader and  
Leadership Coach



**Dr Meshack Tafa**  
Chief Executive Officer (A)  
Human Resources Development Council



**Bame Lekoko**  
President - Human Resources  
Professional Society Botswana (HRPSB)



**Mokgosi Mokgosi**  
Head Of Digitization –  
Innolead Consulting



**Dr Alfred Mutanga, PhD**  
PMIITPSA  
University Of Botswana



**Mr. Nelson Letshwene**  
Certified Financial Planner, Author &  
MD - Moedi Learning Technologies



**Gape Sebonego**  
Chief HR Officer – Mascom Wireless



**Dr Malebogo Eluya PhD**  
Chief Executive Officer – Afiya Health &  
Dietic Consultants



**Mbakiso Magola**  
Labour Relations Consultant  
Starlight Consultants



**Gaone Macholo**  
Director – Directorate of Public Service  
Management (DPSM)



**Moemedi Tafa**  
Partner & Labour Law Specialist -  
Armstrong's Attorneys



**Darlington Hukuimwe**  
Director -  
Testrite Consulting

## Track Leads



**Tshepo Wadipeba**  
Head Of Human Capital  
Botswana Oil Limited



**Mmamotse Monageng**  
Head Of HR - Botswana  
Telecommunications Corporations  
Limited (BTCL)



**Thabile Moipolai**  
Head of Human Capital –  
Botswana Development  
Corporation



**Don Koogotsitse**  
HR Business Partner -  
Botswana Life



**Oankgoga Mongwaketsi**  
Talent Manager – De Beers Group



# Conference Agenda

Day 1 - Wednesday, 19 October 2022

TIME	ACTIVITY	PERSON
07.00 - 08.20	<b>Registration, Event Orientation, Networking and Musical Performance</b>	All
08.20 - 08.30	<b>Opening Remarks by Conference Chairperson</b>	 <b>Mmoloki Mmolotsi</b> Chief Executive Officer – Progressive Institute
08:30 - 09.00	<b>Keynote Address official Opening</b>	 <b>Ms Anna Mokgethi</b> Ministry of Employment, Labour Productivity and Skills Development
09.00 - 10.00	<b>International Keynote! A crisis of courage. Authentic and Courageous Leadership</b>  In this Presentation, Rachel Adams, will provide you with strategies, tactics and practical exercises that will allow you to learn new habits, attitudes and patterns that will help you begin to rewire your leadership behaviors for authenticity and courage. Authentic and Courageous leaders inspire engagement, trust, authenticity, commitment and productivity in the people they lead.	 <b>Rachel Nyaradzo Adams</b> TEDx Speaker, Founder of Narachi Leadership
10.00 - 10.40	<b>Coffee break</b>	All
10.40 - 11.20	<b>The Voice Of The Employee: Leadership Practices That Make A Difference</b>  A Voice of the Employee program gives employees opportunities to share their opinions with their organization. The company can then act on the (employee) feedback, creating a better workplace for their employees with business goals in mind. How can you benefit from a VoE program at your organization? Let's find out from Bishop Maponga	 <b>Mr. Joshua Maponga</b> Author, Speaker & Philosopher
11.20 - 12.00	<b>Human Capital Sustainability Dilemma For Botswana: Re-skilling &amp; Up-skilling the Local Workforce for Future World of Work</b>  The coronavirus pandemic has been sudden and significant. The transition from business as usual to crisis response has meant that daily routines are no longer routine and future planning is in a state of constant revision. We are learning new ways to source essential goods and connect with people. The same applies to organisations. A new generation of skills and a lifelong learning ecosystem need to be jointly developed and implemented to ensure a just and inclusive transition to a future of work that contributes to sustainable development in its economic, social and environmental dimensions.	 <b>Dr Meshack Tafa</b> Chief Executive Officer (A) - Human Resources Development Council (HRDC)



# Conference Agenda

Day 1 - Wednesday, 19 October 2022

## Track Lead



**Mmamotse Monageng**  
Head Of HR – Botswana  
Telecommunications  
Corporations Limited  
(BTCL)

## Panelists



**Rachel Nyaradzo  
Adams**  
TEDx Speaker, Founder  
of Narachi Leadership



**Mr. Joshua Maponga**  
Author, Speaker &  
Philosopher



**Dr Meshack Tafa**  
Chief Executive Officer  
(A) - Human Resources  
Development Council  
(HRDC)



**Enoch Mosegofatsi  
Shabane**  
Head Of HR (A) –  
Debswana Diamond  
Company



**Gaone Macholo**  
Director – Directorate  
of Public Service  
Management (DPSM)

All



**Gaone Macholo**  
Director – Directorate  
of Public Service  
Management (DPSM)

12.00 – 13.00

## **Panel Discussion - The Great Reorganisation Debate!**

The environments surrounding companies and industrial structures are expected to change dramatically after the COVID-19 pandemic runs its course. As companies adopt new ways of working at speed, executives are also interested in moving to flatter, nonhierarchical structures, taking more radical approaches to decision making and ways of working.

13.00 - 14.00

## **Networking Lunch**

14.00 - 14.40

## **From Employees To Changemakers: Empowering Your People To Drive Organisational Transformation**

As leaders across industries and sectors grapple with the speed at which organizations are evolving to meet the demands of their stakeholders, one thing remains certain: employees must continue to be at the core of every decision leaders make and, whenever possible, involved in the process. Empowering your people and fostering a strong culture is critical to driving digital transformation in ways that will increase organizational effectiveness, enhance outputs, and develop organizational resilience.

In this presentation, Gaone Macholo, Director – Directorate of Public Service Management (DPSM) will explore the importance of organizational agility, cultural transformation, and empowering people to drive change in navigating 2022 and beyond.

# Conference Agenda

Day 1 - Wednesday, 19 October 2022

14.40 - 15.20	<p><b>An Irresistible Employee Experience – Creating A World Class Experience For All Employees</b></p> <p>In a digital world with increasing transparency and the growing influence of Millennials, employees expect a productive, engaging, enjoyable work experience. Rather than focus narrowly on employee engagement and culture, organizations are developing an integrated focus on the entire employee experience, bringing together all the workplace, HR, and management practices that impact people on the job. A new marketplace of pulse feedback tools, wellness and fitness apps, and integrated employee self-service tools is helping HR departments understand and improve this experience.</p>	 <p><b>Enoch Mosegofatsi Shabane</b> Head Of HR (A) – Debswana Diamond Company</p>
15.20 - 16.30	<p><b>Break Away Session One – HR Technology &amp; Data Analytics</b></p> <p>It's no secret that today's advanced data analysis software can uncover highly useful business insights – still, many HR departments have been slow to adopt this technology for their own purposes. Companies that represent the cutting edge of “people analytics” use predictive analytics to learn more about everything from why effective employees quit, to which management practices work best. If used properly, this previously inaccessible data can lead to increased operational efficiency from the top to bottom of an organisation.</p>	<p><u>Track Lead</u></p>  <p><b>Gape Sebonego</b> Chief HR Officer – Mascom Wireless</p> <p><u>Panelists</u></p>  <p><b>Mokgosi Mokgosi</b> Head Of Digitization – Innolead Consulting</p>  <p><b>Dr Alfred Mutanga PhD, PMIITPSA</b> University Of Botswana</p>
15.20 - 16.30	<p><b>Break Away Session One – Workplace Culture, Empathy and Work Life Integration</b></p> <p>As we enter year three of the COVID-19 pandemic, the Great Enlightenment and Great Resignation are forcing employers to transform their talent attraction and retention strategies. Talent is in the driver's seat, and their expectations for their employers have changed drastically as they adapted to new ways of working</p> <p>Given the challenging environment, care must be taken to ensure an all-around wellbeing of every employee of the organization by offering various activities such as consultations around wellness, diets, lifestyle concerns, etc</p>	<p><u>Track Lead</u></p>  <p><b>Thabile Moipolai</b> Head of Human Capital – Botswana Development Corporation</p> <p><u>Panelists</u></p>  <p><b>Mr. Nelson Letshwene</b> Certified Financial Planner, Author &amp; Managing Director – Moedi Learning Technologies</p>  <p><b>Bame Lekoko</b> President – Human Resources Professional Society Botswana (HRPSB)</p>  <p><b>Dr Malebogo Eluya PhD</b> Chief Executive Officer – Afiya Health &amp; Dietic Consultants</p>
	<p><b>Conference Ends – Day 1</b></p>	<p><b>All</b></p>

# Conference Agenda

Day 2 - Thursday, 20 October 2022

TIME	ACTIVITY	PERSON
07.00 - 08.20	<b>Registration, Networking and Musical Performance</b>	<b>All</b>
08.20 - 09.20	<p><b>CHRO Roundtable: The HR Operating Model Of The Future – Where Do We Go From Here</b></p> <p>The business environment is changing. Its fast pace, increasing technology use and rising cost pressures have shifted human resource department and organizational priorities. As a result, HR leaders are assessing HR function operating models to ensure agility, identify cost-reduction opportunities and address employee needs.</p> <p>In this session, CHRO's help us to determine how to best structure their human resources departments to better operate in today's environment and beyond.</p>	<p><u>Track Lead</u></p> <p> <b>Tshepo Wadipeba</b> Head Of Human Capital Botswana Oil Limited</p> <p><u>Panelists</u></p> <p> <b>Tshepang Thapa</b> Head Of HR Local Enterprise Authority (LEA)</p> <p> <b>Goitse Mabua</b> HR Director- MINET Botswana</p> <p> <b>Keamogetse Mpudi</b> Head Engineering Partnerships and Platform Delivery - Stanbic Bank</p> <p> <b>Gape Sebonego</b> Chief HR Officer – Mascom Wireless</p> <p> <b>Darlington Hukuimwe</b> Director - Testrite Consulting</p>
09.20 - 10.00	<p><b>Tranforming Leaders And Teams From The Inside Out: Lessons from Stanbic Bank Botswana</b></p> <p>In this session, Keamogetse Mpudi, Head Engineering Partnerships and Platform Delivery at Stanbic Bank takes us through Stanbic bank's journey in creating productive workplaces that taps limitless creativity, innovation and inspires new ways of working. Keamogetse is a collaboration catalyst, connecting ideas, passions and people for change.</p>	<p> <b>Keamogetse Mpudi</b> Head Engineering Partnerships and Platform Delivery - Stanbic Bank</p>
10.00 - 10:45	<b>Coffee break</b>	<b>All</b>

# Conference Agenda

Day 2 - Thursday, 20 October 2022

10:45 - 11:30	<p><b>Becoming A Healthy Organisation - What Are Leading Organisations Doing To Build A Healthy And Energetic Workforce</b></p> <p>Today, there are many more risks to consider. All employees have been threatened by the COVID-19 pandemic, pushing the topic of health straight to the CEO. HR executives and business leaders know this trend only too well: nearly all companies now have programs for resilience, wellbeing, mental health, or stress reduction. Company leaders are adding new vacation policies, giving people apps and relaxation tools, and lavishing wellbeing benefits on their teams. But are they really creating a “healthy” organization?</p>	 <p><b>Cecilia Boitshepo Portgieter</b> Organisational Psychologist - Positive Performance</p>
11.30 - 12.20	<p><b>International Keynote: Technology and The Brain - Habits for the Brain to Think, Focus and Be Creative When Using Technology</b></p> <p>In this international keynote, Award-winning technology, innovation and creativity Changemaker, Pravin Rajpal helps you to connect and succeed in the era of the metaverse</p>	 <p><b>Pravin Rajpal</b> International Keynote Speaker &amp; Revolutionary Change Maker of India's Education System, Innovation Coach Fortune 500 Companies</p>
12:20 - 1300	<p><b>Labour Law Updates For 2022</b></p> <p>Latest employment law updates in Botswana. In this session, Seasoned Labour Law Expert, Moemedi Tafa of Armstrongs and Partners Keeps you up to date with the most recent changes Government made during and after the COVID-19 crisis.</p>	 <p><b>Moemedi Tafa</b> Partner &amp; Labour Law Specialist - Armstrongs Attorneys</p>
1300 - 1400	<p><b>Networking Lunch</b></p>	<p>All</p>
1400 - 15.00	<p><b>Break Away Panel Discussion - Employment Law &amp; Regulations</b></p> <p>Since March 2020, employers have been navigating COVID-19 and its impact on the workplace. Employers have had to adapt how they operate in the face of an unpredictable virus and ever-evolving laws, including, in many cases, shifting to remote work. Now, as vaccination becomes more widespread and a return to normalcy seems in sight, many employers are considering a return to the workplace and must decide what that will look like.</p>	<p><u>Track Lead</u></p>  <p><b>Don Koogotsitse</b> HR Business Partner Botswana Life</p> <p><u>Panelists</u></p>  <p><b>Nelson Ramaotwana</b> Labour Law Specialist &amp; Senior Partner – Ramaotwana Attorneys</p>  <p><b>Mbakiso Magola</b> Labour Relations Consultant Starlight Consultants</p>



# Conference Agenda

Day 2 - Thursday, 20 October 2022

<p>14.00 - 15.00</p>	<p><b>Break Away Panel Discussion Two - Diversity, Equity &amp; Inclusion</b></p> <p>In the complex, dynamic and diverse world we live in today, the more interconnected we seem to get, the more polarised or segmented our communities have seem to become. Which makes it standard for HR policy to state, "We are an equal opportunity employer. We believe in diversity and believe in creating inclusive cultures." While these buzzwords are casually used in daily corporate lingo, actively incorporating Diversity, Equity, and Inclusion in the workplace is crucial for enterprises to succeed.</p>	<p><u>Track Lead</u></p>  <p><b>Oankgoga Mongwaketsi</b> Talent Manager – De Beers Group</p> <p><u>Panelists</u></p>  <p><b>Dr Bambane Masame</b> Human Resources Manager – Babereki, Author &amp; Trainer &amp; Leadership Coach</p>  <p><b>Cecilia Boitshepo Portgieter</b> Organisational Psychologist - Positive Performance</p>
<p>15.00 - 15.40</p>	<p><b>Organisation &amp; Culture Innovation: What It Takes To Create A Coaching Culture</b></p> <p>The organisation ahead will unquestionably be different. It will require new skills, new processes, new structures, and new ways of thinking. No one is going to have all the answers. And that's why creating a coaching culture is going to be crucial to thriving in the new organization. People will need to offer each other a little more understanding and empathy, supporting each other more to forge the path ahead</p>	 <p><b>Ms. Regina Vaka</b> A seasoned corporate leader and Founder of Bona Life Insurance, Former CEO of MVA Fund, Botswana Life Insurance and BIHL. Leadership Coach</p>
<p>15.40 - 16.20</p>	<p><b>The Science of Future Workplaces of the 21<sup>st</sup> Century</b></p> <p>Every day, workplace decisions are made that directly impact and change the workforce of tomorrow. From the way we are managed to the rewards we receive, all aspects of our work life are determined by the changing dynamics of the workplace. Recent concerns about globalisation, productivity and the introduction of new technologies have raised questions about the future of the workforce and job security.</p>	 <p><b>Dr Jerry Gule</b> Chief Executive Officer – Institute of People Management (IPM)</p>
<p>16:20</p>	<p><b>Closing Remarks: Reinventing Work, The Workplace And Ourselves</b></p>	 <p><b>Dr Jeskinus Z Mukonoweshuro</b> Principal Consultant - Progressive Institute, HR Leadership Author &amp; Trainer</p>

# What to Expect



## A Community

Network with 350+ like-minded peers from across the region – whether you're strengthening current relationships, meeting new contacts or reigniting old connections.



## Exhibition

Hear exclusive product announcements, get hands-on demonstrations and receive practical advice from companies on the exhibition floor. The SHRC offers valuable networking and business opportunities for suppliers and buyers to collaborate.



## Actionable Insights

Focus on what really matters to you. Each year, the SHRC attracts an unrivalled speaker lineup of established practitioners and thought leaders to deliver presentations that are intricately designed in response to your working needs and challenges.

# Our Speakers



Focus on what really matters to you. This year the SHRC has attracted an unrivalled speaker lineup of established practitioners and thought leaders from around the globe to deliver presentations that are intricately designed in response to your working needs and challenges. You'll be empowered with inspiration, fresh ideas and practical tools and takeaways to apply in your own work the very next day.

# Testimonials



DE BEERS  
GROUP OF COMPANIES

## Matlhogonolo Mponang

Head of HR - Diamond Trading De Beers Group of Companies

"I have been attending the event since the last three years and the conference has moved a level up with content and quality of attendees, the topics discussed are very relevant and the conference has grown not only in number but also in quality. For me networking is as important as listening to the speakers, over two days I have met leaders from organisations in Botswana."



BOCRA

## Peter Tladinyane

Director, Corporate Services Botswana Communications Regulatory Authority (BOCRA)

"The HR Conference is the best place to improve HR processes and prepare organizations for the future. What is important for us is having the right conversations with the right people, it clearly defined whom we are going to meet. The delegates have a plan and objective for attending the event and are looking for HR solutions & services and the conference is the right place to meet them!"



CAA  
BOTSWANA  
CIVIL AVIATION AUTHORITY OF BOTSWANA

## Shado Radira

Director, Human Capital Civil Aviation Authority Botswana (CAAB)

"The Strategic HR Conference is a great platform for sharing knowledge, experiences, networking and hearing out companies from neighbouring countries on the challenges faced and work out on solutions together to take the region to the next level in terms of capability development. As a region, we share the same experiences, and can adapt to innovative solutions which put our people first."



GAMBLING  
AUTHORITY

## Peter Kesitilwe

Chief Financial Officer Gambling Authority

"At Strategic HR conferences, you'll find objective insights, strategic advice and practical tools to help you achieve your most critical priorities."



Letshego

## Willard Machado

Head of HR Letshego

"One of the great experiences; it was a good networking opportunity, I met many experts in business HR services, also it's a learning for future challenges and the best strategies that we can implement to overcome them."



Botswana Life

## Don Koogotsitse

HR Business Partner Botswana Life

"It's been a wonderful experience, we have met many partners and delegates and have had some wonderful business conversations. They are extremely passionate about HR and we had genuine meetings on how as an organisation we can engage and collaborate with them. We would love to participate again this year."



# List Of Companies Who Attended The Strategic HR Conference In 2021

- ABSA Botswana
- Bank of Botswana
- BLLAHWU
- Boitekanelo College
- Botswana Communications Regulatory Authority
- Botswana Development Corporation
- Botswana Life
- Botswana Meat Commission
- Botswana Oil Limited
- Botswana Pensions Officers Public Fund
- Botswana Unified Revenue Services
- Botswana University Of Agriculture and Natural Resources
- Citizen Enterprenurial Development Agency
- De Beers Global Sightholders
- Debswana Diamond Company – Head Office
- Debswana Diamond Company - Orapa
- Department of Town & Country Planning

- Diamond Trading Company Botswana
- Gambling Authority
- Ghanzi Landboard
- Industrial Court
- Innolead Consulting
- Institute of Development Management
- Kgalagadi District Council
- Kgalagadi Land Board
- Local Enterprise Agency
- Mascom Wireless
- Minerals Development Company Botswana
- Ministry of International Affairs & Corporation
- Ministry of Youth, Sports & Culture
- Morupule Coal Mine
- Motor Vehicle Accident Fund
- National Strategy Office
- Public Procurement & Asset Disposal Board
- Water Utilities Corporation

## About Us

Progress Institute is a premier HR and business advisory firm based in Gaborone, Botswana. With our close connection to the industry amassed through work experience in Government, Private Sector, Parastatal organizations and consulting in large enterprise clients, we have gained a great understanding of common workplace challenges. As a result, this has allowed us to create solution driven products in the people management space. Established in 2016, we saw a gap in the market which we felt we could fill by providing innovative solutions to the market. We are a growth company, expanding organically.

**Our growth has earned us the reputation of producing the fastest growing HR events in Botswana.**

## Our Thought – Leading Events

Progressive Institute organizes the Career Elevation Summit and the Strategic HR Conference on an annual basis since 2016. These two-day events bring together hundreds of mid to senior –level decision makers across all industry to learn from and be inspired by some of the world's most renowned figures in business.

**Offering a unique blend of ideas, these events focus on issues most relevant to today's workplace, stimulating new thinking and motivating action.**



# Our Past Events In Pictures





# Our Past Speakers

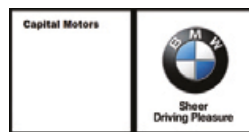
Our events have evolved into a community of Executives, Entrepreneurs and Change-makers. The gatherings are curated experiences that feature world class speakers who help us build a future we aspire for as Botswana.

Here is a look at some of our past speakers.



# A Few Of Our Past Partners

Here are just a few companies which have partnered with Progressive Institute to reach Botswana's most senior community of decision makers.



# Delegate Packages (VAT Exclusive)

## In Person Packages

**1**

**Delegate**  
P6, 500

**5**

**Delegate**  
P31, 250

**10**

**Delegate**  
P60, 000

## Online Packages

**1**

**Delegate**  
P5, 500

**5**

**Delegate**  
P26, 250

**10**

**Delegate**  
P50, 000

## TICKETS INCLUDE

Conference kit  
Access to the event  
Pre-Conference Activities  
Coffee Break  
Interaction With Speakers  
Dedicated Registration  
Deluxe Catering



**SECURE  
NOW!**



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