



# 2008 Global Symposium

Johannesburg, South Africa | August 6-8



## Marketplace, Talent, Culture & WorkLife

With the growth of global market share comes an increased responsibility to enhance public commitment and private investment in corporate diversity strategies and programs. Our 2008 Global Symposium offers a powerful deep dive into the best practices of South Africa particularly pertaining to the status of women, racial consideration, legal issues, business etiquette and strategy. Over this three day event, participants will learn from experts who have gained first hand experience in this country and be able to apply valuable lessons learned to other regions of the world. Cutting edge discussions, roundtables and keynotes analyze marketplace, talent and culture through the diversity lens. Maximize profitability and achieve your global diversity goals by increasing your global diversity know-how.

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### Thursday, August 7<sup>th</sup>

8:00 am – 5:30 pm

**DBP Business Immersion Day – Michelangelo Hotel**

8:00 am - 9:00 am

**Breakfast, Welcome and Overview of the Day**

Welcome: *Carol Evans, CEO and Gwen Crider, Executive Director – Diversity Best Practices*

Moderator: *Philip Berry, Managing Principal – Berry Block & Bernstein, LLC*

9:00 am – 9:50 am

**The Many Dimensions of South Africa and its Unique Positioning: Demographic, Health, Social and Economic Facets**

*Ambassador Barbara Masekela*

South Africa is the economic, financial and technology hub of southern Africa. It has the largest and most diversified economy on the African continent and through its geographic position offers access to markets, not only in Africa, but also throughout the Southern Hemisphere. South Africa has also the largest number of HIV infected citizens in the world with more than 5 million. AIDS is the leading cause of death in the country. Its demographic makeup in 2007 shows that blacks compose about 79.7% of the population and represent different ethnic groups, including Zulu, Xhosa, Ndebele, Pedi and Sotho. Whites compose 9.1%. And Coloureds, or people of mixed-race, comprise 8.8%. Correlating these facets will set the stage for a full day of learning and set the parameter from which we operate.

9:50 am – 10:40 am

**KPMG –Innovation and Global Diversity**

*Moses Kgosana, Chief Executive and Chairman – KPMG Africa*

In today's global market place, diversity and inclusion must be part of an organization's overall global business strategy. KPMG's efforts in South Africa go beyond traditional focus areas such as race and gender and begin focusing on the many other elements of human difference. As a professional service provider to global and diverse clients, KPMG fosters an environment where professional staff feel included and where people leverage their differences for success. Gain insight into KPMG's innovative approaches globally and in South Africa.



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## Thursday, August 7<sup>th</sup>

10:40 am – 11:30 am

### **Diversity and Inclusion: Cases Surrounding Black Economic Empowerment (BEE)**

*Michael Beaumont, Chairman –  
BEE Committee of the American Chamber of Commerce*

BEE is a program launched by the South African government to redress the inequalities of apartheid by giving previously disadvantaged groups (black Africans, Coloureds and Indians who are South African citizens) economic opportunities previously not available to them. It includes measures pertaining to employment equity, skills development, reverse racism, ownership, management, socio-economic development and preferential procurement. Learn from the American Chamber of Commerce what issues surround BEE from a corporate social responsibility perspective.

11:30 am – 11:40 am

Break

11:40 am – 12:30 pm

### **Gender and Race in South Africa: Building an Inclusive Workforce**

*Muriel Sokkie, Human Resources Manager – Africa – General Electric*

Unemployment rates in South Africa are highest for African people and lowest for whites, and higher for women than men in any race group. In 1995, 47% of economically active African women and 29% of African men were unemployed, compared to only 4% of white men and 8% of white women. Female workers are generally paid less than male workers. On average, women earn only 72-85% of what men with similar education earn. Much of the difference is because women and men do different jobs and work in different sectors. Given these inequalities, learn what steps to take to build towards an inclusive workforce.

1:00 pm - 2:30 pm

### **Lunch with Keynote: The Marketplace**

*Mark Harris, Managing Director - IBM South Africa (Pty) Ltd.  
Introduced by: Ronald C. Glover, Ronald C. Glover, Vice President, Diversity & Workforce Programs Human Resources - IBM*

With approximately 700 companies in South Africa, the US is the second largest investor in South Africa behind the UK. South African society reflects a very skewed income distribution, where 50% of the population earn only 11% of total domestic income. Therefore South Africa has a dualist economy with high consumption patterns. Learn about the various aspects of the market place as it relates to South Africa's social and consumer base. Source: US American Chamber of Commerce

2:30 pm – 3:30 pm

### **Talent: A Perspective from Human Resource Leaders**

What are the greatest hurdles in South Africa global companies are facing in regards to the talent pool? This panel will examine challenges and share proven solutions from the South African perspective.

Moderator:

*Essie Calhoun, Chief Diversity & Community Affairs Officer Vice President –  
Eastman Kodak Company*

Panelists:

*Ingrid Gabler, Director National People – KPMG  
Yegs Ramiah, Director and Legal Council - Merrill Lynch South Africa (Pty) Limited*



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## Thursday, August 7

3:30 pm – 4:30 pm

### Roundtable Sessions

Join these intimate discussions via a deep dive on:

Black Economic Empowerment

*Carima Cowan, BEE Leader - General Electric*

Race and Gender

*Dr. Kedibone Letlaka-Rennert, Diversity Advisor – International Monetary Fund*

4:30 pm - 4:40 pm

Break

4:40 pm - 5:30 pm

### Roundtable Sessions – Continued

6:30 pm

Transportation departs for Leadership Dinner from the Johannesburg Sandton Towers Hotel, Corner Alice and Maude Street

6:30 pm – 9:00 pm

### Leadership Dinner

Moyo Restaurant in Zoo Lake, Park 1 Prince of Wales Drive, Parkview.

In celebration of our global initiative we will enjoy a special African-themed meal.