

HUMAN CAPITAL 5.0 CONFERENCE 2026

25 - 26 NOVEMBER 2026

INTERCONTINENTAL JOHANNESBURG
O.R. TAMBO AIRPORT BY IHG

FUTURE-READY HR: RESKILLING, REDEPLOYMENT & WORKFORCE AGILITY

-The future is intelligent

25 - 26
NOVEMBER 2026

InterContinental Johannesburg O.R.Tambo Airport by
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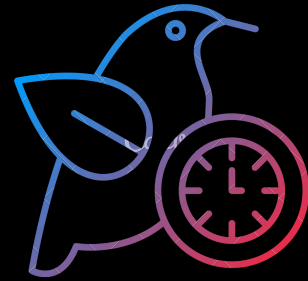
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Welcome to Future-Ready HR: Reskilling,
Redeployment & Workforce Agility Summit
2026

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Dear Delegate,

It is with great pleasure that we invite you to attend the **Human Capital 5.0 Conference: Future-Ready HR – Reskilling, Redeployment & Workforce Agility Summit 2026**, a forward-thinking gathering designed to explore how organisations can reimagine talent, workforce capability and human capital strategy in an era of rapid technological disruption and evolving work models.

This landmark event will take place from **25 - 26 November 2026** at the **InterContinental Johannesburg O.R. Tambo Airport by IHG**, bringing together HR leaders, CHROs, workforce strategists, policymakers, learning and development experts, and digital transformation specialists from across Africa.

Conference Overview

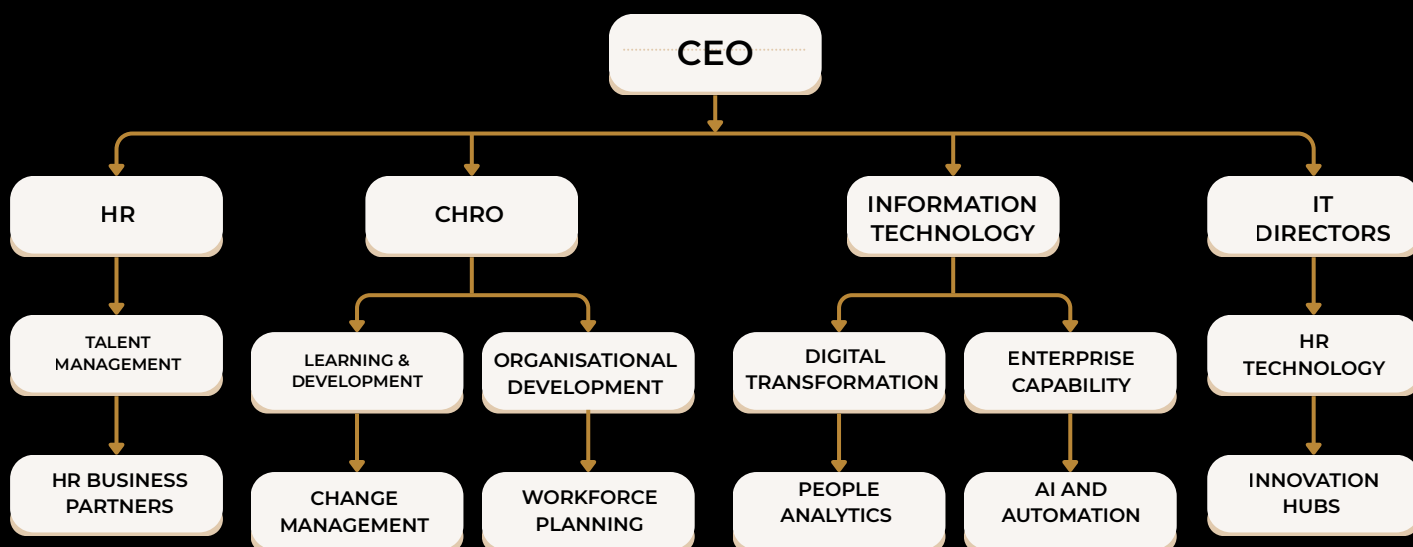
The **Human Capital 5.0 Conference** serves as a premier platform for thought leadership, strategic collaboration and practical engagement on the future of work and workforce transformation. As organisations navigate automation, AI adoption, changing employee expectations and shifting business models, the conference will unpack how HR can lead enterprise resilience through reskilling, agile talent redeployment, and workforce adaptability.

Through executive keynotes, expert-led panels, case studies and immersive breakout sessions, delegates will gain critical insights into:

- How AI, automation and digital transformation are reshaping workforce structures and job roles
- Strategies for organisational-wide reskilling and upskilling to future-proof talent pipelines
- Workforce redeployment models that enhance organisational agility and retention
- Building adaptive leadership and change-ready cultures
- The evolving role of HR as a strategic driver of business continuity and innovation
- Case studies from leading organisations successfully navigating workforce transformation

Who Should Attend?

-The future is intelligent



What to expect

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Future-Ready HR: Reskilling, Redeployment & Workforce Agility

HOW DIGITAL TRANSFORMATION ARE RESHAPING WORKFORCE STRUCTURES AND JOB ROLES

Explore how emerging technologies are redefining role design, workforce composition, and the skills required to thrive in the future of work.



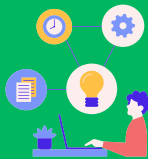
STRATEGIES FOR ORGANISATIONAL-WIDE RESKILLING AND UPSKILLING

Learn how leading organisations are building scalable learning ecosystems that continuously develop critical capabilities aligned to evolving business priorities.



BUILDING ADAPTIVE LEADERSHIP AND CHANGE-READY CULTURES

Gain insights into how leaders can foster resilience, agility, and a culture of continuous transformation across teams and organisational systems.



THE EVOLVING ROLE OF HR AS A STRATEGIC DRIVER OF BUSINESS CONTINUITY AND INNOVATION

Examine how HR is moving beyond traditional people management to become a central force in enterprise strategy, risk mitigation, and innovation enablement.



CASE STUDIES FROM LEADING ORGANISATIONS SUCCESSFULLY NAVIGATING WORKFORCE TRANSFORMATION

Unpack real-world lessons, proven frameworks, and measurable outcomes from organisations that are successfully transforming their workforce models.



SKILLS INTELLIGENCE AND WORKFORCE ANALYTICS FOR FUTURE CAPABILITY PLANNING

See how advanced people analytics and skills intelligence platforms are enabling smarter workforce decisions, forecasting, and talent investment.



WORKFORCE REDEPLOYMENT MODELS THAT ENHANCE ORGANISATIONAL AGILITY AND RETENTION

Discover practical approaches to redeploying talent across functions and business units to preserve institutional knowledge while increasing workforce flexibility.



HUMAN-MACHINE COLLABORATION AND JOB REDESIGN MODELS

Understand how organisations are redesigning workflows and roles to optimise collaboration between people, AI systems, and automation tools.



AGILE WORKFORCE ECOSYSTEMS AND INTERNAL TALENT MOBILITY

Explore how organisations are leveraging fluid talent models, internal marketplaces, and cross-functional mobility to respond faster to change.



RETENTION THROUGH CAREER REINVENTION AND TALENT MARKETPLACE STRATEGIES

Learn how career pathing, internal gig opportunities, and reinvention journeys can improve retention while unlocking hidden workforce potential.



Top Speakers

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25 - 26 NOVEMBER 2026

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ABOUT STEPHEN'S STORY

Keynote



Stephen McGown
Author: Six Years With Al Qaeda, South Africa

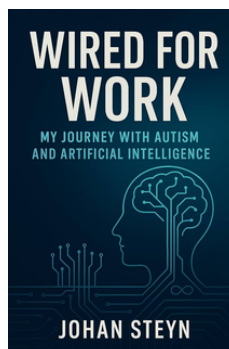


While riding his motorbike through Mali on his journey from London to Johannesburg, Stephen McGown was kidnapped in Timbuktu by Al Qaeda—an instant that changed his life forever. Held captive for six years, he endured a relentless battle of survival, resilience, and psychological endurance, while his family in Johannesburg worked tirelessly through diplomatic and back-channel efforts to secure his release. Six Years With Al Qaeda is a gripping account of extraordinary mental strength, human resilience, and a rare insider perspective on one of the world's most feared terrorist organisations.

Keynote



Johan Steyn
Human-Centered AI Advocate and AI & Automation consultant, South Africa



Johan Steyn is widely recognised as one of Africa's leading voices on artificial intelligence, helping organisations translate AI into practical business value. A former consultant with Accenture and PwC, he is an award-winning AI strategist, academic, prolific thought leader, Samsung Galaxy AI brand ambassador, and contributor to South Africa's national AI strategy discussions. His work spans executive education, responsible AI advocacy, global keynote speaking, and regular expert commentary across leading media platforms.

Keynote



Chester Missing
DON'T MISS South Africa's hottest political analyst



Conrad is South Africa's top comedy ventriloquist, and possibly the only one, and is a double International Emmy nominated comedian. His most famous puppet, Chester Missing, has won numerous awards in his own right, including being the first recipient of the Ahmed Kathrada Foundation's Anti-Racism Award. Chester Missing has interviewed most of South Africa's political elite and has held a number of regular radio and TV slots, and even wrote an award-winning book. Conrad's live shows have received wide political acclaim, and are a regular feature at arts and comedy festivals, including at the prestigious Just For Laughs Comedy Festival in Montreal.

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Top Speakers & Panelists

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Chester Missing

DON'T MISS South Africa's
hottest political analyst



Johan Steyn

Human-Centered AI Advocate
and AI & Automation
consultant, South Africa



Stephen McGown

Author: Six Years With Al
Qaeda, South Africa



Dr Sadrag Panduleni Shihomeka

Member of PRISA Education, Training &
Research Committee- Research
subcommittee (PRISA)



Kevin Govender

author of The Rise of the
Sharing Economy, Former
Partner/Director, Deloitte



Greig Bannatyne

Partner, Wemanity Reply
Netherlands



Jane Mutisya

Managing Director, Career
Management Centre, Kenya



Iain Campbell McKenna

Procurement SRM & AI
Enthusiast, Sourcing Solved,
United Kingdom



Dr Phumza Makgato-Khunou

Director, Instructional Support
Services, University of South
Africa



Victor Kgomoewana

Author: Africa is Open for
Business: Ten Years of Game-
changing Headlines



Tiale Mosimane

Founder and Managing
Director, Change Agility, south
Africa



Ulanda van Zijl

Change Management Office
Lead, PepsiCo South Africa



Andries Keun

Managing Partner: Africa &
Asia, eSkill



Joyce Nakalema

Chief Human Resource
Officer, Uganda Electricity
Generation Company Limited,



Kamala Pather

Head of School, Regenesys
Education



Margaret Ngari

Global Supply Chain
Executive: \$1.4B Procurement
Portfolio, Governance
Operational Excellence, Kenya



Chipo Pswarayi

Legal Expert, Quantum-
Resistant Financial Systems
(QRFS)



Prof Joseph Chisasa

School of Economic & Financial
Sciences, Department: Finance,
Risk Management and Banking,
UNISA



Maahierah Satardien

Head: Human Capital Strategic
Projects - Organisational
Design, Santan



Ronald Lephodisa

HR Manager at Botswana
Harvard Health Partnership



Charlene Nyembe

Managing Director: Southern
Labs Institute of Technology



Prof. Charles Nyoka

Associate Professor, University
of South Africa



Maryanne Obwaka

Global Ecosystem Influencer &
Sustainable Policy Developer,
Canada



Mike Lacey-Smith

Industrial Psychologist, Author
and Consultant, South Africa

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RETHINKING THE WORKFORCE IN AN AI-DRIVEN ERA

08h00 Registration, Morning Networking and Morning Refreshments

09h00 **Welcome From Event MC**

09h10 **Opening Keynote | A true survival story for the longest-held al-Qaeda captive**

Stephen McGown, who was kidnapped and held captive by Al-Qaeda for almost six years - A story like no other and not to be missed!!



Stephen McGown
Author: Six Years With Al Qaeda, South Africa

10h00 **Human Capital 5.0: Why reinvention is no longer optional**

A scene setting presentation on why African organisations must rethink workforce models now, balancing the opportunities of AI with the responsibility of creating meaningful work.

Outcome: Gain a clear mandate for transforming your workforce while protecting and generating jobs.



Jane Mutisya
Managing Director, Career Management Centre, Kenya

10h20 **The Workforce Reset: AI, automation and the new job landscape**

Explore how AI is reshaping roles, teams and skills across African economies, and how organisations can embrace change without eroding employment opportunities.

Outcome: See how to design workforce structures that integrate AI but safeguard and create new roles.



Johan Steyn
Human-Centered AI Advocate and AI & Automation consultant, South Africa

11h00 **Mid-Morning Break**

11h30 **Top Dialogue: From jobs to skills - Building a future-fit talent model**

Learn how leading organisations are moving from rigid job structures to flexible, skills-based systems that support growth and employability.

Outcome: Leave with a framework to future-proof talent while expanding workforce opportunities.



Moderator
Chipo Pswarayi
Legal Expert, Quantum-Resistant Financial Systems (QRFS)

Panelists:



Dr Sadrag Panduleni Shihomeka
Member of PRISA Education, Training & Research Committee-Research subcommittee (PRISA)



Margaret Ngari
Global Supply Chain Executive: \$1.4B Procurement Portfolio, Governance Operational Excellence, Kenya



Maahierah Satardien
Head: Human Capital Strategic Projects - Organisational Design, Santam

12h30 **Adaptive Leadership for the African Context**

How can leaders cultivate resilience and agility in teams when technology is changing the work environment rapidly, yet there is a mandate to expand employment?

Outcome: Understand leadership strategies that drive adaptability while supporting workforce growth.



Victor Kgomo
Author: Africa is Open for Business: Ten Years of Game-changing Headlines

13h00 **Lunch and networking**

14h00 **Leading the digital transformation: HR as a strategic driver of growth and opportunity**

Discover how HR can play a central role in shaping enterprise resilience, innovation, and new job creation in AI-integrated organisations.

Outcome: Reframe HR as a force for both transformation and meaningful employment.



Ulanda van Zijl
Change Management Office Lead, PepsiCo South Africa

14h00 **Top Dialogue: Humans and Machines: Redesigning Work for African Organisations**

Discussion on practical ways to integrate AI into workflows without displacing critical human roles, with examples from organisations across the continent.

Outcome: Identify approaches to optimise productivity while maintaining and creating employment.



Moderator
Andries Keun
Managing Partner: Africa & Asia, eSkill

Panelists:



Kamala Pather
Head of School, Regenesys Education



Dr Phumza Makgato-Khunou
Director, Instructional Support Services, University of South Africa



Joyce Nakalema
Chief Human Resource Officer, Uganda Electricity Generation Company Limited,

15h00

CASE STUDY: Success Stories in Workforce Transformation

Learn from African and global organisations that have managed AI integration and workforce change while generating new opportunities for employees.

Outcome: Benchmark your transformation plans against proven models that balance innovation and jobs.

**Kevin Govender**

Author of The Rise of the Sharing Economy, Former Partner/Director, Deloitte

15h45

Closing and Engagements - What models can you adopt?

A sharp closing reflection designed to crystallise the day's most significant insights, challenge assumptions and help delegates identify the workforce models, leadership practices and talent strategies most applicable to their own organisations. The session will also create space for peer engagement, final reflections, and a clear bridge into the next day's conversations.

Outcome: Leave with a shortlist of practical Human Capital 5.0 models that can be adapted immediately within your organisational context.

**Jane Mutisya**

Managing Director, Career Management Centre, Kenya

16h00

End of Day

AGENDA DAY 2

BUILDING AGILITY, MOBILITY AND EMPLOYMENT OPPORTUNITIES

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CONFERENCE

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BUILDING AGILITY, MOBILITY AND EMPLOYMENT OPPORTUNITIES

08h00 Registration, Morning Networking and Morning Refreshments

09h00 **Welcome From Event MC**09h10 **Strategy Keynote | Redeploy, don't replace: Maximising workforce value**

Learn practical redeployment strategies that retain talent, protect institutional knowledge, and expand career opportunities for employees.

Outcome: Walk away with a blueprint for moving talent where it adds maximum value without reducing employment.

**Kamala Pather**

Head of School, Regenesys Education

09h45 **Innovation Keynote | The Internal talent marketplace: Career reinvention and retention**

Discover how career reinvention pathways and internal gig opportunities can strengthen retention and create meaningful work across forward looking organisations.

Outcome: Build a model that improves employee engagement while opening new roles

**Charlene Nyembe**

Managing Director: Southern Labs Institute of Technology

10h15 **Top Level Keynote | Boards, Strategy and the Future-Ready Workforce**

Boards expect measurable workforce resilience, clear talent pipelines, and evidence of job creation in AI-augmented organisations.

Outcome: Understand what boards expect from HR in balancing technology with employment growth.

**Roger Hitchcock**

Author of Flourishing: The Ultimate Guide to Working ON your Business. Strategic Governance Advisor

11h00 **Mid-Morning Break**11h30 **Top Dialogue: The Workforce of Tomorrow: 36-Month Perspective**

Consider the future of your organisation's workforce with AI as an enabler, not a replacement, and explore practical strategies for job creation alongside technological adoption.

Outcome: Craft a vision that combines AI advantage with meaningful work creation.

Panelists:**Maryanne Obwaka**

Global Ecosystem Influencer & Sustainable Policy Developer, Canada

**Iain Campbell McKenna**

Procurement SRM & AI Enthusiast, Sourcing Solved, United Kingdom

**Ronald Liohodisa**

HR Manager, Botswana Harvard Health Partnership

**Moderator****Greig Bannatyne**

Partner, Wemanity Reply Netherlands



12h30

Leadership Strategy Session: Leading the Human Side of Transformation: Change Management in the Age of AI

AI transformation does not fail because of technology alone; it falters when people are not brought meaningfully into the journey. This session explores practical change management approaches that help leaders build trust, reduce resistance, strengthen adoption, and guide teams through workforce redesign while protecting morale, inclusion, and long-term employability.

Outcome: Gain a practical change management model to lead workforce transition with confidence, buy-in, and measurable adoption.



Tiale Mosimane

Founder and Managing Director, Change Agility, south Africa

13h00

Lunch and networking

14h00

Workshop - Human Capital 5.0 Blueprint: From Insight to Action

This 1hr15min practical session helps delegates consolidate learning into a roadmap for workforce transformation. Participants will design actionable strategies that align AI adoption with reskilling, redeployment, internal mobility, culture, and job creation.

Outcome: Leave with a detailed, practical blueprint ready to implement Human Capital 5.0 in your organisation.



Prof Joseph Chisasa

College of Economic and Management Sciences, School of Economic and Financial Sciences
Department: Finance, Risk Management and Banking, UNISA

15h15

CLOSING COMEDY SHOW | Side splitting commentary on current state of affairs - DON'T MISS South Africa's hottest political analyst

Chester Missing is the world's first political analyst puppet, on a mission to get South Africans laughing at people with power. As a political analyst come weekly columnist for award winning news site ZA News – Mr Chester Missing has broken new ground with his outrageous, hard-hitting, funny and frank interviews with South Africa's political elite. Ironically Chester belongs to SA's top ventriloquist, Conrad Koch.



Chester Missing

DON'T MISS South Africa's hottest political analyst

16h00

End of Conference

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Authorising Contact Person Details:

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Contact Number:.....Email:.....
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The signatory must be authorised to sign on behalf of the company. I.....
acknowledge that I have read and understood the above terms and conditions and that I am authorised to sign on behalf
of the company.

SIGNATURE:.....Signed on:.....

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