

2024 sagea DEVELOPMENT CONFERENCE

Call for **Presenters**

SAGEA is delighted to announce that we will be hosting our 2024 Conference which will be taking place in-person (with a digital option, of course!)

20th NOV

WEDNESDAY

from

11h00-17h00

JOHANNESBURG

21st NOV

THURSDAY

from

09h00-16h00



The conference planning team would like to **invite proposals to present TED-style talks***, case-studies, panels or debates on new and emerging thinking in young talent development, based on the themes outlined below.

Conference Themes to be addressed

Artificial Intelligence: The next Superpower?

A recent *WEF article* suggests that “AI skills are becoming more important than job experience”. With exponential growth in the use of generative AI at work, there is little doubt that the use of AI to manage workloads and increase efficiency and creativity will create advantages for workers who know how to deploy AI to their advantage. What are we, as a community of Employers and Higher Education Institutions doing to define entry-level AI skills and ensure that we grow these as part of early career development?



DEI as core to your development strategy

Diversity, Equity and Inclusion (DEI) should underpin an organization’s Employee Development Strategy by serving as guiding principles throughout every stage of the development process. When creating individualized development plans for employees, do you consider their unique backgrounds, experiences, and aspirations? Are you providing development opportunities that are accessible and relevant to all employees? And have you identified and addressed systemic barriers that may hinder the advancement of underrepresented groups within the organization?



Using Development and Assessment to carve unique career paths for young graduates - A case study

Employers make extensive use of assessments at the selection phase of the employment lifecycle - but how often are assessment outcomes being used effectively to guide the career paths of young talent, based on their strengths, interests and aspirations - whilst meeting the evolving needs of the organisation? If you have success stories to share, we’d love to hear them!



Using Behavioural Science to create a high performance but nurturing environment in which graduates will thrive

Together with AI, Behavioural Science is the new kid on the block. By understanding and positively influencing the principles that drive motivation, engagement and productivity employers can build a high-performance culture that promotes autonomy, collaboration, a growth mindset, constructive feedback and psychological safety - and ultimately the success of the organization.



**TED-style talks are a popular online talk format, in which ideas are delivered in a concise and powerful style - usually in 18 minutes or less. Examples of TED-talks can be viewed at www.ted.com*

How do you develop Line Managers to become your talent-builder magnets?

Great managers and leaders engender loyalty and often hold the power to positively influence retention. Young professionals are drawn to workplaces where they feel valued, supported, and empowered to grow. Leaders and managers who can create a positive work environment that resonates with young talent will not only enhance your employee value proposition and attractiveness as an employer of choice – it will also ensure that young talent thrives in the organisation.



Adapting a global development programme to suit a South African market – Case Study

As a global organisation there will be many instances in which policies and programmes that come from the centre don't necessarily cater for the nuances of the South African culture and "way of doing things". When it comes to development programmes, how can you preserve the best global content and repurpose it for local conditions?



Elevating the Young Talent Agenda through multiple pathways

Is your organisation embracing a "build" strategy that has dedicated support and resources? Does the organisation have a clear vision for building talent from the bottom up, and is there an openness to building different pathways for young talent that looks beyond formal graduate programmes and caters for the missing middle?



Talent Management and Succession for Early Careers Professionals

Career management, internal mobility, and early careers are prevalent on the talent agenda as organisations recognise the strategic imperative of investing in early talent. However, there are persisting career mobility challenges for our senior talent which makes succession planning and the mobilisation of young talent challenging. How do we solve for this?



Shifting the focus from GPA Scores and Qualifications to Skill-Based Recruiting

In the US 43,9% of employers use GPA scores as part of their selection criteria when recruiting young talent – whilst we are starting to recognise the benefits of assessing and selecting candidates based on their skills/capabilities we still tend to hold on to GPA scores. Similarly, we rely on qualification more than potential when hiring young talent. Why is this the case and how do we shift the dial?



ESG and Sustainability – how does this fit into Graduate Development?

There is mounting pressure for organisations to embed sustainability into their core practices – going beyond environmental conservation to embrace a holistic approach that includes ethical sourcing, social equity, and economic viability. Cultivating a sustainability mindset among graduates, will empower them to become responsible leaders who contribute positively to both organizations and society as a whole. How do we build this into curricula and ensure that we embed sustainability in organisational DNA?



Presenting Opportunities

Sessions that involve current employer practices and highlight models and skills that will create a learning experience for delegates will be given priority. Sessions that are led by employers or include employers as co-presenters or part of a panel discussion are most well received.

Sessions should be lively, inspiring and provide valuable take-aways. They should **not be regarded as sales pitches**.

Format for proposals:

A proposal to run a session providing details of:

- 01** Clearly defined learning outcomes and objectives
- 02** A clear session structure or talk “storyboard”
- 03** Which of the themes your talk will address?
- 04** Presenter information (name, job title, organisation, contact details etc.) The primary contact must please be clear. Please do not include names of presenters unless you are certain they are available and have agreed to participate. We reserve the right to cancel agreements if accepted proposals are changed in any substantial way.
- 05** Speaker biographies (max 75 words per presenter)
- 06** Feedback scores from previous events you may have spoken at

Please use this [link](#) to submit your proposal.

Our Submission Process

The conference planning team will review and select submissions, giving preference to those that demonstrate:



Originality of content



Originality of session delivery



Practical application



Relevance to the overall conference theme, aims and objectives

You will receive feedback on the eligibility of your submission within two weeks of our submission deadline.

NOTE: To ensure that intended results are delivered successful sessions will be partnered with a member of our selection team who will work with you in sound boarding content via a webinar demo of your session before the conference. We invite you to submit a detailed proposal.

Please **submit** your proposal by **23 August 2024**.