



# ANNUAL EMPLOYMENT CONFERENCE

Unlocking Tomorrow's Workforce

19 March 2025

#AEC2025



Join us for an **unforgettable conclusion to our conference!**  
Be part of the exclusive launch of  
Jonathan Goldberg's latest book. Don't miss  
this unique opportunity to get your hands  
on a signed copy!

## THE BUSINESS OF ADAPTATION

Connecting the Dots of  
Entrepreneurial Success in  
Changing Times



JONATHAN  
GOLDBERG





**“Unlocking Tomorrow's Workforce”** captures South Africa's journey towards building a resilient, skilled, innovative and inclusive labour market that embraces both technological advancement and human potential. This encompasses Global Business Solutions' commitment to our clients to assist them with all aspects of **'minds', 'bytes' and 'rights'**.

Our speakers this year promise to encompass all of these vital elements of business success that will be required to thrive and survive as we move deeper into the 4th industrial revolution and approach the 5th industrial revolution.

So far on the line-up of experts we have: Jonathan Goldberg and Craig Kirchmann who will share their wealth of knowledge on the changing Labour Law Landscape given the massive labour law review coming out of NEDLAC. Courtenay Botha and John Botha will take an in-depth and practical look at Artificial Intelligence in the context of Human Resources and labour relations, by demonstrating a number of BOTS and the results of their ROI based on client feedback. Jaco Pretorius will discuss and give deep insight into the latest developments in economics and the labour market impact. In addition, we will be hearing from industry leaders including Thembi Chagonda, Mark Busson and more, on the latest developments in remuneration governance and transformation arising from the employment equity amendments.

The Annual Employment Conference (AEC) is the perfect way end Q1 of 2025 and to gain insight for the remainder of the year, offering an in-depth overview of the mega-trends shaping workplace and workforce developments. With leading economists, labour law experts, clinical psychologists, AI development and implementation experts in employment relations, and other industry specialists, the AEC is a must-attend.

Whether you're in human resources, employment relations, labour law, leadership, management, temporary employment services or transformation, this conference will be a game changer for both your career and your business.

**#AEC2025**







# DETAILS

## Virtual

Date: 19 March 2025

Platform: MS Teams

Cost: R2 950 excl. VAT per delegate

CPD Certificate: R55 excl. VAT (SABPP)

## Live

Date: 19 March 2025

Venue: Maslow Hotel, Sandton

Cost: R3 950 excl. VAT per delegate

CPD Certificate: R55 excl. VAT (SABPP)

## CPD Points

We are proud to announce that the SA Board for People Practices (SABPP) has accredited this seminar 6 CPD HR points. This additional certificate is now available at a cost of R55 (excl. VAT) per delegate. SABPP is the professional body for HR practitioners in South Africa, as well as quality assurance body for HR learning provision. SABPP also accredits the HR academic programs of universities. Over 30 years, the SABPP has registered over 8000 HR professionals at the various registration levels. For more information visit [www.sabpp.co.za](http://www.sabpp.co.za)

# OUR SPEAKERS

## Thembi Chagonda

### **Joint CEO of Global Business Solutions**

Thembi is key advisor to several national and multi-national organizations on their employment equity strategies, policy development and compliance, as well as a Commissioner representing business in the Employment Equity Commission.



## Kholo Kunene

### **Africa Human Resources Director - Nissan Africa RBU & Board Member NSA**

Kholo is an experienced HR executive with nearly 24 years in HR management across various industries, including telecommunications, FMCG, and mining. She specialises in HR strategy, talent acquisition, change management, and organizational design, with a proven track record in leading large-scale projects and transformations.



## Sarah Luthuli

### **Executive Director of HR & Transformation - MAN Automotive South Africa**

With nearly three decades of experience across mining, chemicals, oil & gas, and the automotive industries, Sarah is a powerhouse in HR leadership, transformation, and strategic business development. In her current role Sarah has been an integral part of executive leadership teams, shaping commercial and people management strategies. A Stanford Business School Leadership Programme graduate and an INSEAD International Executive Programme alumna, Xoli has held multiple non-executive directorships, including at The Aurum Institute, MAN Truck & Bus Centurion, and NAAMSA.



# OUR SPEAKERS

## Nick Job

### **Director at Moore Debt Advisory**

Moore Debt Advisory is a leading South African financial services firm that specialises in raising capital for South African mid market clients. With over 25 years of South African and global investment banking experience as head of various debt focused transaction teams at Investec, Standard Chartered and HSBC. Nick looks to utilise his holistic understanding of the capital markets to assist clients in getting the best priced funding, from the best sources, on the best terms.



## Jonathan Goldberg

### **Chairman of Global Business Solutions**

Johnny has led in labor law for 30 years, negotiating at plant, industry, and NEDLAC levels. He advises clients on regulatory changes and is a sought-after speaker. Key roles include Commissioner on the National Minimum Wage Commission, Labour Market Convenor at NEDLAC, and representative on the Employment Services Board. He is also a Chartered Director of the Institute of Directors South Africa.



## Abey Kgotle

### **Executive Director of Human Relations and Corporate Affairs at Mercedes-Benz South**

Abey has over 20 years of executive experience across various industries, specializing in strategic HR management, labour relations, advanced negotiations, community investment, corporate communication, and stakeholder relations. At Mercedes-Benz South Africa, he has led transformative initiatives, including developing a digital HR organization. He also serves as the Chairperson of AMEO, the Automobile Manufacturers Employers Organisation of South Africa.





# OUR SPEAKERS

## Saul Symanowitz

### **Director: Strategic Innovation, BEE 123**

An experienced attorney in the B-BBEE advisory space. He is a thought leader on the subject and has presented, lectured, and written extensively on B-BBEE and transformation. Saul assists businesses and organizations of all sizes with their B-BBEE compliancy requirements.



## Courtenay Botha & John Botha

**John Botha, Joint CEO of Global Business Solutions**, is an experienced strategist and advisor who designs workforce solutions and navigates South African labor policies.

**Courtenay Botha**, is a forward-thinking professional, leverages AI to drive business solutions and transform processes. As a thought leader, she shares insights on AI in human resources and business operations.



## Mark Bussin

### **Chairman of 21st Century**

Chair of 21st Century, Professor, and C-suite executive with extensive experience across 5 universities. Authored 22 textbooks, published 68 articles, and co-founded a 21st Century consultancy serving JSE-listed companies.



# OUR SPEAKERS

## Craig Kirchmann

### **Managing Director: Kirchmann's Inc**

Craig is an experienced Attorney and Labour Law Specialist who has represented major corporations across South Africa. He was the instructing attorney in the Free-Market Foundation case and the Assign Services Constitutional Court case.



## Prof. Haroon Borat

### **Professor of Economics and Director of the Development Policy Research Unit at UCT**

An economist with a PhD in Economics from Stellenbosch University has published over 150 academic journal articles, book chapters and working papers, and co-authored two books on labour market and poverty issues in SA.



## Dr Simon Du Plooy

### **Portfolio Manager at Corion Capital**

Over 20 years' experience in financial markets and is responsible for Corion's strategic and tactical asset allocation. In this role Simon is instrumental in allocating over R13bn of investments among different local and global equities, bonds, commodities, and fixed interest.



# PROGRAMME

- 09:00 - 09:05:** Grant Wilkinson: Welcome
- 09:05 - 09:25:** John Botha: The radical response to disruption when there seems to be no way out.
- 09:25 - 10:00:** Prof Haroon Borat: Government of National Unity & Business Opportunities
- 10:00 – 10:15:** Saul Symanowitz: Leveraging software for effective EE management and compliance: an overview of the EE123 tool
- 10:15 - 10:30:** Tea Break
- 10:30 - 11:00:** Courtenay Botha: World first AI in Business, HR & LR
- 11:00 - 11:20:** Nick Job: Dimension Data - a BEE cautionary tale
- 11:20 - 11:55:** Mark Bussin: The latest developments in remuneration governance and transformation
- 11:55 - 12:30:** Jonathan Goldberg & Craig Kirchmann: Labour Law Game Changers
- 12:30 - 13:30:** Lunch Break:
- 13:30 - 14:10:** Abey Kgotle: Navigating the future of Manufacturing in South Africa
- 14:10 - 14:50:** Dr Simon du Plooy: From Policy to Paycheques: Economic Trends Shaping the Workforce
- 14:50 - 15:05:** Afternoon Tea Break
- 15:05 - 15:45:** Panel Discussion: Thembi Chagonda, Kholo Kunene and Sarah Luthuli: Strategic HRBP Best Practices – Globally and nationally, lessons learnt
- 15:45 - 15:55:** Jonathan Goldberg: The Business of Adaptation
- 15:55 – 16:00:** Charles Nupen: The Business of Adaption
- 16:00 – 17:30:** Cocktails and book signing