



## **THE AMERICAN CHAMBER OF COMMERCE SOUTH AFRICA**

### **PEOPLE FORUM EVENT ONE**

**TITLE: AmCham People Forum People Practices to Consider for 2024**

**VENUE: Coca cola Africa Offices**

**DATE: January 23, 2024**

**TTIME: 09h00 -14H00**

### **EVENT TEAM**

Kalane Rampai People Forum Board Patron

Michelle Constant: AmCham CEO

Charlotte Gurhoo: Coca-Cola Africa

Forum Chairperson: Mike Beaumont

Forum Vice Chairperson: Cherilyn Milner

Forum Coordinator: Tshepo Mohale

Communications Coordinator: Sneziwe Dube

The American Chamber of Commerce (AmCham) hosted a dynamic event as the first of our People Forum series for 2024. The event, held in partnership with Coca-Cola Africa, brought together a diverse panel of speakers and engaged attendees in a discussion that spanned macro-economic issues, workplace culture, diversity and inclusion, technology, and collaborative efforts to address unemployment.

The Event Commenced with an welcome Organizer's Welcome by Cherilyn Milner, Operations Director Fragomen & Vice Chairperson of People Forum outlining the objective of the newly restructured AmCham People Forum Which included : to address issues relating to workplace people management and skills development; Diversity, Equity, Inclusion and Belonging (DEIB)

### **SETTING THE SCENE: THE SOUTH AFRICAN LANDSCAPE**

The event Conversation commenced with an exploration of South African political and economic landscape by AmCham, CEO Michelle Constant – the impact of global geopolitics and geo conflicts, the global and local elections, on trade agreements and business confidence.

### **PANEL 1: TITLE "CRACKING THE CULTURE CODE**

Moderator: Mike Beaumont, Chairperson of the People Forum & Director of HR IR Consultancy

Speakers:

- Caroline Kanzara, Fragomen Africa, DEI lead for MEA
- Nana Phiri, RMB, Head of Corporate Clients Group & AmCham Board Member
- Tsepo Kotoane, Fragomen Africa, Fragomen Immigration Hub, Immigration Consultant
- Thando Mahlo, Coca-Cola Africa, Head of Culture & Transformation

The panel, consisting of experts from various fields, addressed a range of pertinent topics. Workplace culture took center stage, with discussions on fostering inclusive environments that cater to different generations in the workplace. The speakers emphasized the importance of embracing diversity and inclusion as fundamental elements for a thriving and innovative work environment. The key takeaway from the conversation was how a culture of belonging can create an innovative work environment

## **PPANEL 2: THE COMPETITION FOR TALENT IN AFRICA**

Mike Beaumont, Chairperson of the People Forum & Director of HR IR Consultancy

Speakers:

- Shalini Bhateja, Coca-Cola, VP of HR for Africa
- Kalane Rampai, Managing Director Microsoft SA & Amcham Board Member
- Johannes Tiba, Fragomen Africa, Director Government Strategy and Corporate Compliance
- Tarissa Wareley, Fragomen Africa, Immigration Manager, Africa Coordination

Visa-related issues, including VISA support and the practical relevance of the newly announced critical skills list, were also extensively discussed. The speakers delved into the challenges businesses face in navigating visa processes and how strategic solutions can be employed to address these hurdles

Technology and artificial intelligence (AI) in the workplace were key points of interest, with insights provided on how organizations of different sizes can harness these tools to enhance productivity and efficiency. The discussions offered a forward-looking perspective on the integration of technology into various business functions.

## **PANEL 3 | BEATING THE JOB FREEZE BY CREATING NEW AGE JOBS IN SOCIETY**

Moderator: Mike Beaumont, Chairperson of the People Forum & Director of HR IR Consultancy

- Frans Swart, Stakeholder Engagement at Harambee
- Michelle Armugam, Country Lead for Capability & Skills Development
- Babongile Mandela, Senior Director of Public Affairs, Communication & Sustainability at Coca-Cola Africa (Pty) Ltd & AmCham Board Member

A notable aspect of the event was the emphasis on collaboration to bridge the gap of unemployment in the country. The panel explored ways in which businesses, irrespective of their size, can work together to create opportunities and contribute to the growth of the workforce.

AmCham expressed gratitude to the distinguished speakers for sharing their wealth of knowledge and expertise. The depth of insights provided by each speaker contributed to a comprehensive understanding of the complex landscape of people practices in 2024.

#### **VOTE OF THANKS**

The event concluded with a heartfelt acknowledgment by AmCham CEO Michelle Constant, of the Organisers, speakers and the all the attendees whose active participation and thoughtful questions added immense value to the discussions. AmCham and Coca-Cola Africa expressed their appreciation for the continued support of the business community in fostering dialogue and collaboration on critical issues.

The "People Practices to Consider for 2024" event proved to be a resounding success, leaving participants with valuable insights and a heightened awareness of the key considerations for navigating the evolving landscape of the business world.