

# **AFRICA HR FORUM HR TRAINING WEBINARS**

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## **SUMMARY REPORT**

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**SUBJECT:** SUMMARY REPORT OF AHRF HR TRAINING WEBINARS

**DATE:** FROM NOVEMBER 2020 TO APRIL 2021

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### **1. Introduction**

The Africa HR Training webinars initiative was pioneered by the Government of Equatorial Guinea and ICUBEFARM and co-organized with the African HR Confederation. These 30 minutes virtual webinar series provided a platform for training and professional exchange between Human Resource managers, professionals and business directors.

The Africa HR Forum HR Training Webinars were launched in a bid to address topical HR issues and provide a platform for the exchange and sharing of ideas and experiences that will result in the identification of practical advice and guidance.

This summary report is a result of the following webinars that took place from the period of November 2020 to April 2021 on the following dates: AHRF HR Training WEBINAR SESSION OF November 5, 2020: BUSINESS RESTRUCTURING; AHRF HR Training WEBINAR SESSION OF DECEMBER 2, 2020: New Challenges in the Human Resources Function; AHRF HR Training WEBINAR SESSION OF January 7, 2021: High Impact Team Player; AHRF WEBINAR HR Training WEBINAR SESSION OF FEBRUARY 4, 2021: The Importance of Ethics in HR; AHRF WEBINAR HR Training WEBINAR SESSION OF MARCH 4, 2021: HR Role in Shaping the Digital Transformation Journey; AHRF WEBINAR HR Training WEBINAR SESSION OF APRIL 1, 2021: Modern Trends in Recruitment: The most important pillar in Business.

The AHRF HR Training Webinars were led by experienced HR leaders, including business owners and managers, HR specialists, etc. all of whom are from different regions of Africa. All sessions were attended by a wide array of HR leaders and professionals from countries across the continent and internationally, including Cameroon, South Africa, Equatorial Guinea, Malawi, Egypt, Zambia, United States, etc. The average number of participants per webinar was 50 people.

Below is a summary of these interactive virtual training webinars. All session ran for a duration of 30 minutes per session with the exception of the final session “Modern trends of Recruitment: The most important pillar in Business” which was held for one hour due to the applicability of the topic of recruitment during these uncertain and unprecedented times, and the request from professionals to address this branch in HR.

## **2. Summary of AHRF HR Training Webinars**

### **➤ Business Restructuring**

The first AHRF Training session explored the effects of COVID-19 on workplace organizational structure and the resulting effects and changes to the approach and implementation of effectively changing and adapting your company's organizational structure in response to the crisis. Mr. Areff Salauroo, President of the African HR Confederation, launched the HR Training Series tackling this pertinent topic.

The first AHRF HR Training garnered high interest from the workforce and was well attended by HR professionals and business leaders from numerous countries across the continent as well as internationally.

Watch the full webinar on the Africa HR Forum YouTube channel, <https://www.youtube.com/watch?v=PAwn1ebFJiM>

### **➤ New Challenges in the Human Resources Function**

The necessity and importance of business owners and managers being aware and keeping up to date with challenges in the HR Function cannot be over-emphasized. It is important to know the new HR challenges and be rapidly responsive in implementing the appropriate policies and procedures in order to meet organizational goals.

The 2<sup>nd</sup> HR Training webinar was led by Mr. Areff Salauroo, President of the African HR Confederation and was well attended by professionals and managers, including participants from the previous webinar as well as newcomers.

Watch the full webinar on the Africa HR Forum YouTube channel: <https://www.youtube.com/watch?v=Hc3yOOGLyNg>

### **➤ High Impact Team Player**

Every company seeks to develop teams who are highly focused and outperform in anticipated productivity and within these teams, each individual aims to be a valuable asset by maximizing the use of their proficiencies for the overall growth of the company. Ms. Mavis Ureke, OD Consultant on Diversity, Equity and Inclusion at William James College, USA, led the discussion on the requirements of being a high impact team player and how to maximize individual competencies, especially when dealing with accelerated change.

The webinar was well attended by a varied audience from all regions of the continent.

Watch the full webinar on the Africa HR Forum YouTube channel: <https://www.youtube.com/watch?v=7lt2zqF20K4>

### **➤ The Importance of Ethics in HR**

HR has an important role to play in monitoring how ethical values are embedded within all departments in an organization and a company's ethics and HR functions need to work

effectively together to ensure sustainable HR practices through the application of consistent ethical values.

This session explored HR ethical dilemma, ethical leadership, ethical practices in the time of COVID-19. The webinar was led by Ms. Lerato Mgidlana, Managing Director of Prugen Management Consulting and was as usual dynamic due to the interaction from the varied attendees who posed diverse questions.

Watch the full webinar on the Africa HR Forum HR Training YouTube channel:  
<https://www.youtube.com/watch?v=S1Nt--2PVwM>

➤ **HR Role in Shaping the Digital Transformation Journey**

Digitization results in change and innovation in HR which enhances business value. During this session, Ms. Faith Nhlapo, Organizational Development and Change Lead Consultant as well as the Founder of Verve Employeez, discussed the essence in companies maximizing their productivity by shaping and embedding digital culture, positioning new technologies, operating models, organizational strategies for large scale programs/projects.

Watch the full webinar on the Africa HR Forum YouTube channel:  
<https://www.youtube.com/watch?v=rwE5uW6sun4>

➤ **Modern Trends in Recruitment: The most important pillar in Business**

The final HR Training webinar, which was requested by our HR Training audience explored an essential and topical branch of HR. Prior to the webinar, the previous AHRF participants had the opportunity to fill out an open-ended survey, providing their opinions on relevant issues related to recruitment in today's professional market. The opinions were subsequently submitted to the Speaker and were addressed during the training webinar.

The webinar was led by Dr. Tarek Dessouki, International HR Consultant and Founder of Human Capital Forums-Mondo-Africa who drew on his significant experience to illuminate the audience on this topic, who in turn posed their queries to the Dr. Dessouki.

Watch the full webinar on the Africa HR Forum YouTube channel:  
<https://www.youtube.com/watch?v=1XUMUfSHz1U>

### **3. Conclusion**

The Africa HR Forum webinars on the whole delved into relevant HR challenges that are currently being experienced by the Pan-African workforce. Our experienced and knowledgeable speakers contributed their significant knowledge to an inquisitive and dynamic audience which resulted in interactive sessions, which dissected and provided solutions to applicable branches of HR and ultimately resulted new perspectives and solutions to address HR challenges that will enhance the Pan-African workforce.