

# How to put value to employer of choice in tough economic times

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Human resources is often seen as an insignificant part in most organisations, however, it has progressed from an admin-focused function to a strategic business effort and for that reason a significant number of individuals are pushing boundaries, which The Future of HR Awards in association with Careers24 recognise. The awards bring together some of the most highly acclaimed academics, industry leaders, private sector experts and public sector organisations to adjudicate South Africa's top organisations on how their strategies are impacting high performance and creating ever-rising imperative to be employer of choice.



“The new era of change is expected. The current economic climate demands smarter operational methods of business. We all understand that people are integral to business performance. If all our businesses succeed, then our economy and our nation succeed. Everything about business is people related. Whether we are speaking about staff, clients, customers, community, shareholders or any other stakeholder, these are all people,” says Shirley Zinn, Strategic Advisor to Topco Media.

Kay Vittee, CEO, Quest Staffing Solutions and one of the judges said, “Organisations have definitely recognised that people are their competitive asset and their programmes, incentive schemes and reward structures have represented that in the

judging process. When judging I look at the holistic approach, which has to encompass every element, not just recognition but also reward. But more importantly how does the programme ensure that there is business success both now and into the future.”

The Future of HR Awards entrants are individuals and organisations from both the public and private sector. The entrants have outlined their challenges, shown passion within their profession and worked tirelessly to innovate HR practices that drive high performance.

“HR will be judged by how well it enables the business strategy, optimises workforce performance and assists employees to thrive and achieve their full potential,” said Italia Boninelli, former Executive Vice President: People and Organisational Development at AngloGold Ashanti, and 2015 Lifetime Achiever Award Winner at the 2015 Future of HR Awards.

“We have seen some really amazing organisations that have entered – really quality entrants as far as organisations are concerned. People are doing fantastic stuff around HR practices. As judges we have to separate the best from the best,” said Sipiwe Moyo, Chairman, South African Board for People Practices (SABPP).

## Meet the Future of HR Awards finalists:

### Individual Awards

#### **HR Champion (CEO)**

Amatola Water – **Lefadi Makibinyane**

Boniswa Corporate Solution – **Lynette Magasa**

Cape Town International Convention Centre (CTICC) – **Julie-May Ellington**

merSETA – **Dr Raymond Patel**

Thebe Reed Exhibition – **Carol Weaving**

**HR Rising Star of the Year**

Argility – **Candice Booysen**

Bidvest Steiner – **Theo Tshanga**

Entelect Software – **Yatish Parshotam**

Eskom – **Mafeto Patrick Mailula**

Global Business Solutions – **Grant Wilkinson**

Home of Living Brands – **Nina Sternberg**

**HR Manager of the Year**

Accountability – **Heather Swinerd**

AOS Partners – **Aimee McNamara**

Automotive Industry Development Centre (AIDC) – **Portia Mkhabela**

Elgin Brown & Hamer – **Veni Gopalan**

Entelect Software – **Yatish Parshotam**

Schenker South Africa – **Isubel Venter**

SilverBridge Holdings – **Ruth Wotela**

The MSA Group – **Claire McMaster**

President Hotel – **Dee Orrie**

Trudon – **Mashudu Malivha**

Umsinsi Health Care – **Thomas Mphahlele**

Rand Water Board – **Hudson Maila**

**HR Director of the Year**

21st Century Pay Solutions – **Morag Phillips**

Aspen Pharmacare – **Gerhard Fouché**

Bidvest Steiner – **Theo Tshanga**

Department of Science & Technology – **Naledi Modibedi**

General Electric (Steam Power Systems) – **Matsiliso Eseu**

GIBB – **Philip Barnard**

HSBC Africa – **Sharmila Govind**

Liberty Group – **Nobantu Masebelanga**

Otis SA – **Loueen Jones-Paulsen**

Peermont Group – **Fihliwe Nkomo**

Sun International – **Verna Robson**

Trollope Mining Services – **Johan Momberg**

WSP Group Africa – **Shanitha Singh**

**Organisation Awards**

**Employer of Choice: Large Organisation**

Cape Town International Convention Centre

DHL Express

Eastvaal Motors

Ericsson

Hirsch's

Siemens SA

**Employer of Choice: Public Sector Organisation**

Amatola Water

Department of Science & Technology

merSETA  
Rand Water Board  
Water Research Commission

### **Best Workplace Diversity & Inclusion Strategy**

Accenture SA  
HSBC Africa  
Isilumko Staffing Solutions  
PwC  
Thebe Reed Exhibitions

### **Best HR Industry Innovation Using Technology**

Boniswa Corporate Solutions  
Coega Development Corporation  
Entelect Software  
HSBC Africa

### **Best Learning & Development Strategy**

Bowman Gilfillan  
Coega Development Corporation  
CTP Printers Cape Town  
Elgin Brown & Hamer  
merSETA

### **Best HR Team of the Year**

Accenture SA  
Eastvaal Motors  
PwC  
Rand Water Board

Winners will be announced on Thursday 21 July 2016 in Johannesburg. For more information, contact: Sheri Morgan on 086 000 9590 or e-mail: [sheri.morgan@topco.co.za](mailto:sheri.morgan@topco.co.za).

If you would like to book to attend, contact Rose Setshoge on 086 000 9590 or e-mail: [rose.setshoge@topco.co.za](mailto:rose.setshoge@topco.co.za).

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