



SABPP™

SA BOARD FOR
PEOPLE PRACTICES

Setting HR standards

Welcome to the **SABPP** HR Youth Council 2020





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PEOPLE PRACTICES

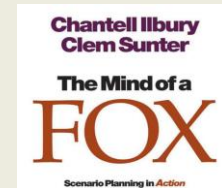
Setting HR standards

A Future Fit HR Youth Council



Our programme

08h30 – 08h40	Welcome and Opening	Ajay Jivan
08h40 - 09h00	SABPP CEO's Message	Xolani Mawande
09h00 – 10h00	Growing Foxes and Strategic Intelligence	Mitch and Chantell Illbury
10h00 - 10h15	Q & A	
10h15 – 11h15	Future Fit Scenarios	Student Chapter Chairpersons
11h15 – 11h30	Q & A	
11h30 – 12h30	HRYC Elections (3-minute presentations)	Renjini Joseph
12h30 – 12h35	Closing	Ajay Jivan



What do we mean by Future Fit?

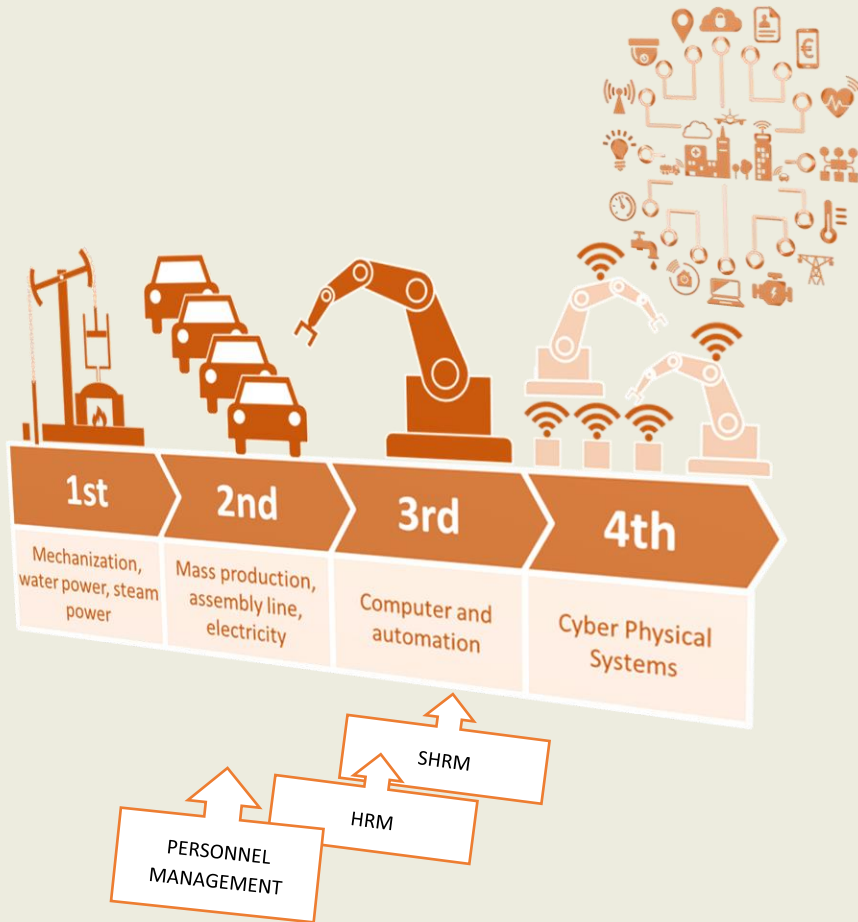


Dr Ajay Jivan

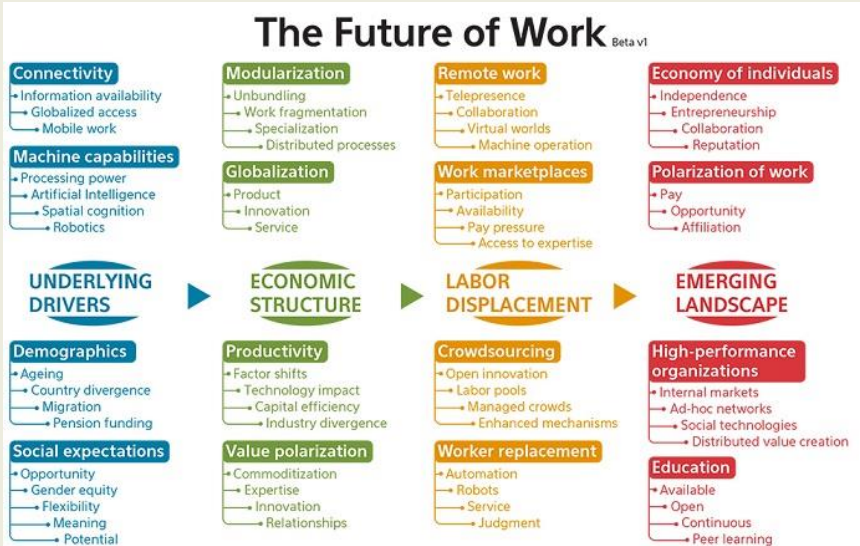
Head: Research, Quality Assurance, HR
Audits and Finance Controls



Images of Futures



Discourses on Futures



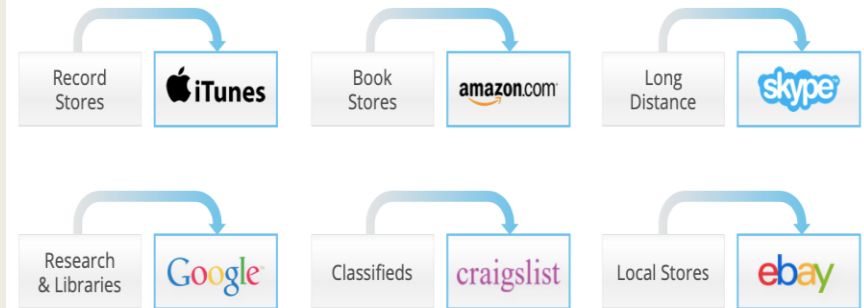
DEMATERIALIZED

Physical products **disappear** and **consolidate**



DEMONETIZE

The cost of products and services **decrease significantly**



Discourses on Futures



CLICK THESE HEADINGS TO JUMP TO SECTIONS	TECH FUSION AND UTOPIANISM	TECH DIFFUSION AND REALISM	TECH AS SOCIAL ARTEFACT
FRAMING OF TECHNOLOGY	Convergence	Incubation, transfer and diffusion	Tech as socially constructed and embedded
AGENCY OF TECHNOLOGY	Exponential universalism, utopianism and frontiers	Context-bound and contingent	Mutual influence and institutional-boundedness
IMPACT	Tech-based disruption	Disruption and integration	Value creation
POLICY FOCUS AND STRATEGIC CHOICES	New economies	Evolving hybrid economies	Patterns of infrastructure, structure, discourses and practices
HR'S PLACE AND STRATEGIC CHOICES	HR disrupted	HR fit for the digital age	HR value creation and citizenry for future

<ul style="list-style-type: none"> • unbundling of HR function, practices and processes • from lean, agile organisations to commons and decentralised, autonomous, protocol-based organisations • universalistic and best practice approaches 	<ul style="list-style-type: none"> • reinventing work, workforce, workplace and organisations • building and developing firm-level ecosystems and value chains • contingency, contextualised and configuration approaches; best (internal and external) fit approaches; fit and flexibility/agility; outside in HR; strategic agility 	<ul style="list-style-type: none"> • reinventing industries, economies, institutions and macro-level ecosystems and value chains • mission-orientated projects within public and value chain investments • people custodian, ethically-centred governance, sustainability and citizenship for the future
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Fears of Futures

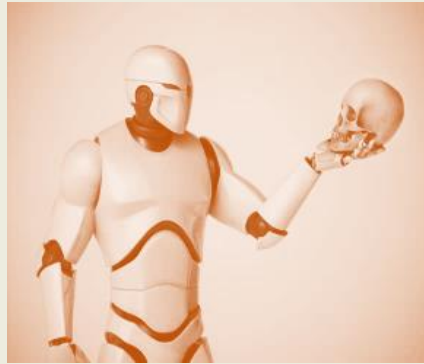


Chart 1

Easing off

Productivity growth has slowed dramatically around the world in recent years, especially since the global financial crisis.

(five-year average productivity growth rate, percent)



Sources: Penn World Tables 9.0; IMF, World Economic Outlook; and IMF staff calculations.
Note: Group averages are weighted using gross domestic product (purchasing power parity).

The Four Levels of Cognitive Automation

Level 0	Level 1	Level 2	Level 3
Unintelligent Automation	Language & Context Aware	Intelligent Process Awareness	Autonomous Process Optimization



Futures thinking and perspectives

🕒 Navigating RUPT

Center for
Creative Leadership

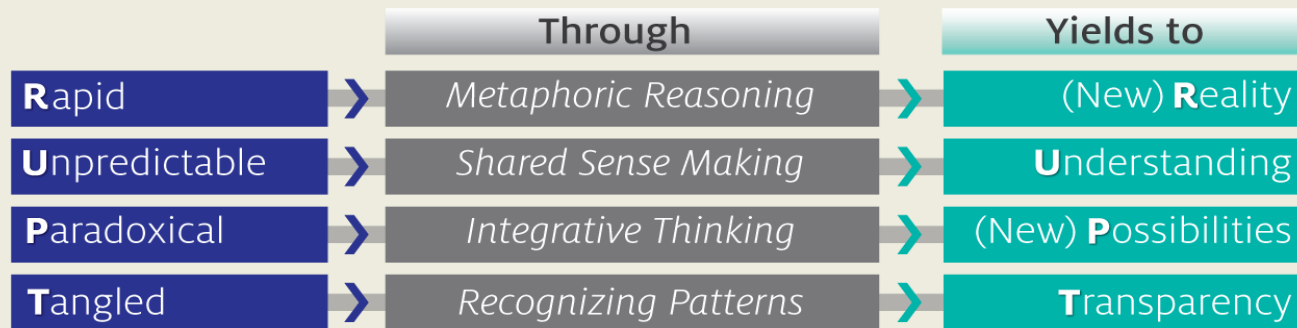
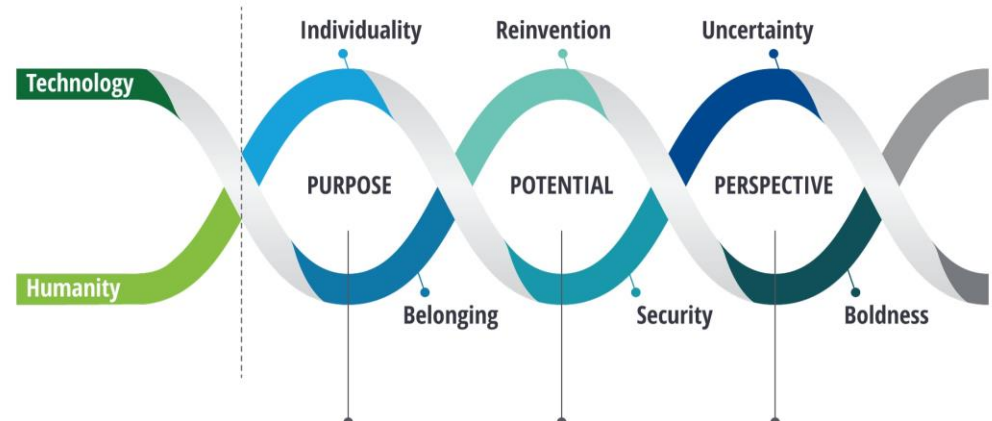
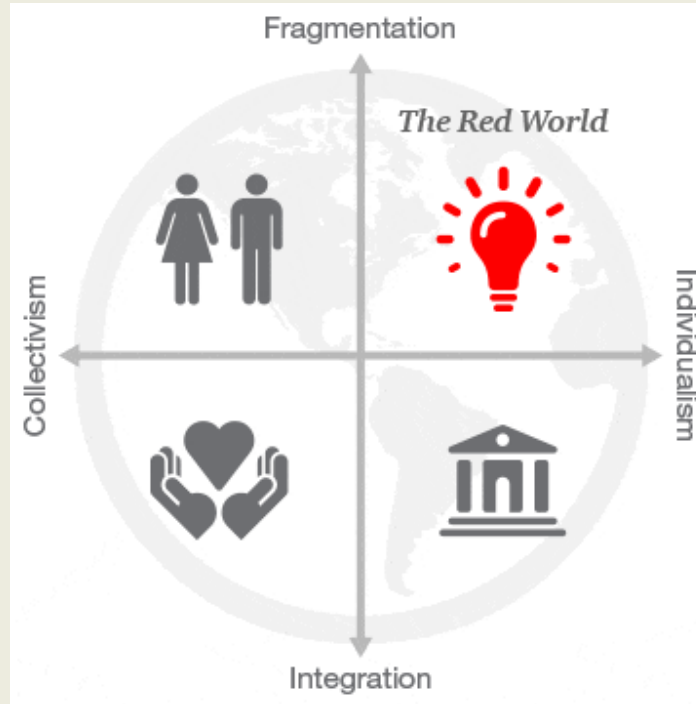


FIGURE 1

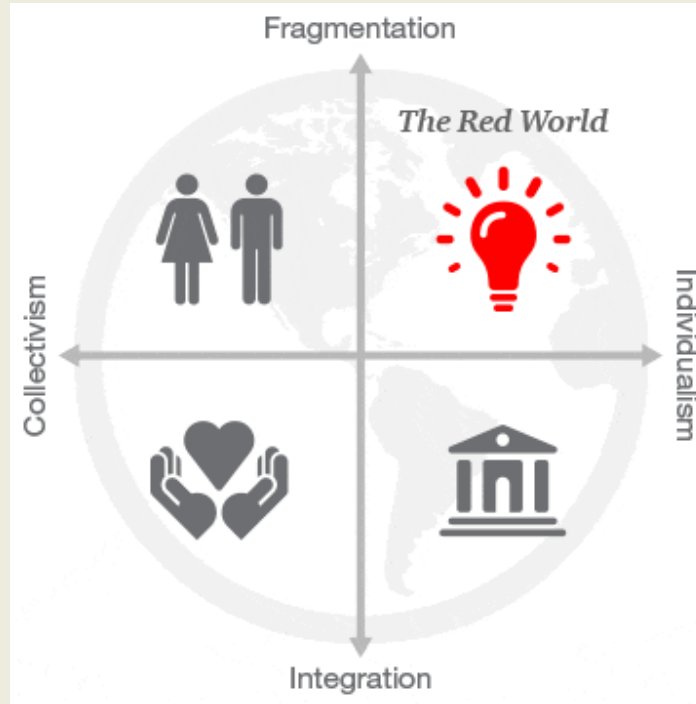
The social enterprise at work embodies a new set of attributes: purpose, potential, and perspective



Future Fit scenarios and strategies



Future Fit scenarios and strategies



Voice and agency of youth on the future?



SABPP HR Youth Council role



- ❖ Build a platform for the Voice, Agency, and HR Citizenry of the Youth

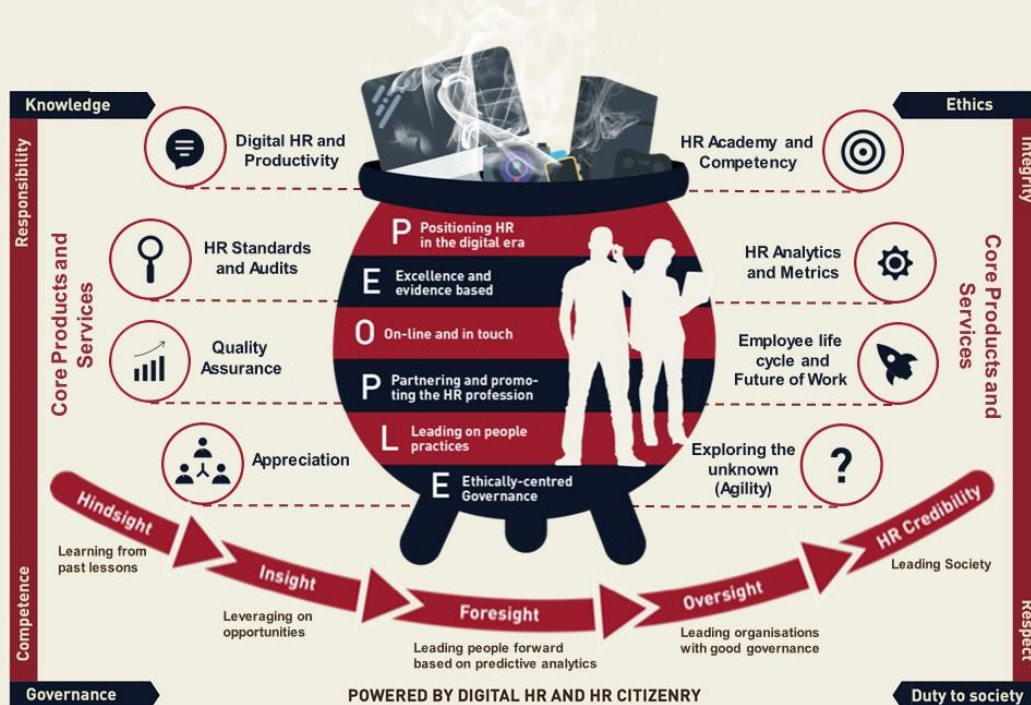
Core competency - Citizenship for future

- ❖ Help build and align Student Chapters
- ❖ Promote collaboration and networking between Student Chapters and universities
- ❖ Serve as an advisory body to the SABPP head office
- ❖ Create national awareness of the HR Profession and HR Standards and Competencies
- ❖ Create alliances that advance the interests of the profession and youth
- ❖ Promote academic excellence and research
- ❖ Create a platform for student research and collaborate with the SABPP HR Research Initiative Committee



SABPP HR Youth Council alignment

THE PEOPLE FACTOR STRATEGY #202030



Strategy

SABPP Board

SABPP Head Office

HR Youth Council

Student Chapters

Governance



SABPP new structure



UNVEILING OF THE NEW SABPP STRUCTURE 2020 / 2021



SABPP Board

SABPP Head Office

HR Youth Council

Student Chapters

SABPP and HR pipeline

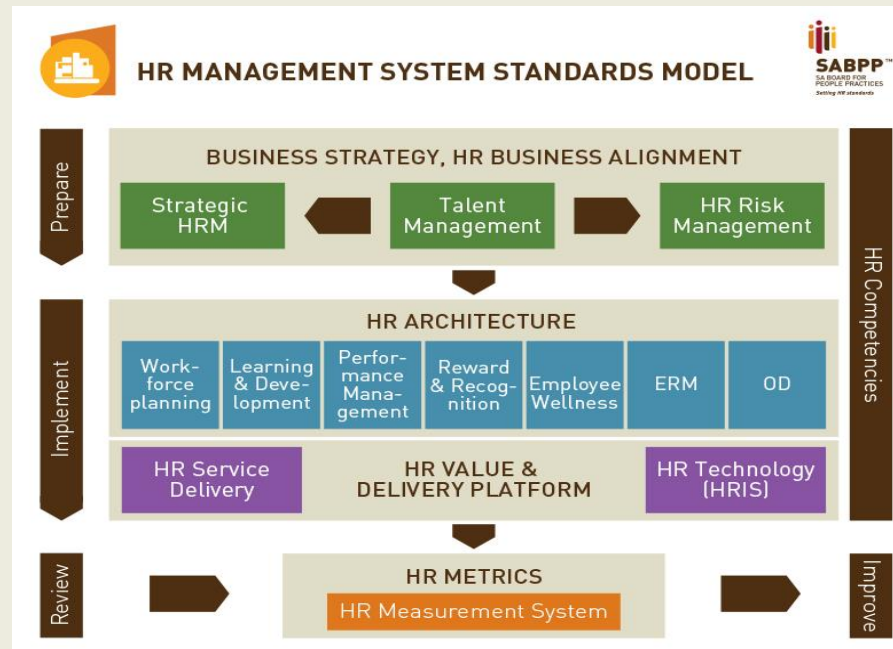
University
accreditation

Student
membership

Professional
membership

Professional
development

Professional
code



SOUTH AFRICAN HR COMPETENCY MODEL





THE COLORS HAVE BEEN ADAPTED FROM THE SABPP LOGO WHICH SIGNIFY:

ORANGE: SYMBOLIZES STRENGTH AND ENDURANCE AND HIGHLIGHTS OUR WORK

RED: SYMBOLIZES COURAGE, ACTION AND DETERMINATION TO CHAMPION THE HR PROFESSION

DARK BROWN/TAN: SYMBOLIZES THE AFRICAN SOIL WHICH DEPICTS A RICH PAST AND A SOLID FUTURE

YELLOW: SYMBOLIZES JOY, HAPPINESS, INTELLECT AND ENERGY