



The "Power" Conference for Women in Utilities 2018

26th ~ 27th September 2018

Riverside Incubation Hub, Fourways, Johannesburg, RSA

Speaker Lineup



Nelisiwe Magubane
Chairperson
Matleng Energy Solutions



Noxolo Kahlana
Chief Executive Officer/Board Member
Energy House ZA/City Power



Ayesha Hamid Laher
Managing Director
AHL Water



Sandisiwe Ncemane
Project Development Manager
COEGA



Zanele Luhabe
Managing Director
Mindcor Consulting



Ntombifuthi Ntuli
Board Member
South African Wind Energy Association



Lomile Modiselle
Deputy Director Energy and Electricity (Acting)
City of Tshwane



Nancy Maluleke
Group Executive Metering Services
City Power



Lerato Dikgole
Senior Manager: Mining, Oil and Gas
Standard Bank



Rehema Isa
Founder & CEC
Hadithi Media



Elsie Pule
Group Executive Human Resources
ESKOM



Tinneke du Plessis
Senior Researcher
Power Utility Leadership



Karen Stefiszyn
Gender Equality Specialist
USAID Engendering Utilities Program



Lohini Moodley
Partner
Consultant



Wendy Milnes
Acting Chief Advisor
Governance and Risk
Personal Capacity



Modiegi Mathaphuna
Chairperson Women's Forum
Randwater



Workshop Title: Neuroscience of Leadership
Queen Nkomo
Chief Executive Officer
Changing Levels Institute



Prisca Soko
Business Development Executive
WOESA



Dimakatso Manzini
Chief Audit Executive
Lepelle Northern Water



Suzie Nkambule
Managing Director
AVENG Water



Refilwe Mokgosi
Acting Director Bulk Supply Services (Energy Business Div.)
City of Tshwane



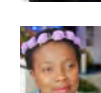
Corrie van der Wath
CEO
Pendo Energy Solutions



Mokwape Lekganyane
Senior Manager: HV Projects
eThewini Electricity



Tersia van Lelyveld
Regional Sales Manager
IBC SOLAR South Africa (Pty) Ltd



Mapula Mamejta
Audit Specialist: Audit Department
Rand Water

Media Partner



Associated Companies



Most Utilities lag behind in promoting women into C-Suites and leadership positions, yet those that do are more profitable than those that don't. First and foremost, women in leadership is a business issue. It's not a female issue nor it is an HR issue. It's a performance issue with bottom-line impact. The latest data shows that the percentage of women in senior management positions in SA has risen from 26% to 29%. This is according to the independent advisory firm's 2018 International Business Report focused on Women in Business. The survey covered majority of industry sectors in SA within the private sector economy, including utilities.

Given that women make up more than 50% of our population, 29% is actually dismal. When in a minority it is very difficult for women to make a meaningful difference i.e. there is power in numbers. To really start to see a meaningful change we need to see at least 30% of leadership positions held by women (in each organisation) and then strive to achieve the 50% mark. Research shows a change in policy but not reform. Companies are trying to pay lip service to the issue surrounding women in management positions. In reality, there is little change on the ground when it comes to having women in leadership positions.

However, in the energy business in South Africa, women are gaining traction in various sectors of renewable energy. The introduction of the Independent Power Producers Program has seen the rise of women in utilities and has helped women who can't make it to the C-suites become their own bosses. The Renewable Energy Independent Power Producer Program has shown government's commitment to empower women, with part of the 12% allocated to shareholding reserved for women and up to 5% of procurement exclusively set aside for women-owned vendors or business enterprise.

However, the question remains, Is this enough? This conference will focus on how utilities can carve career paths for women, including actionable strategies and tons of networking. It is aimed at connecting utility professionals with the knowledge, network, and resources to transform organisations from the front line to the C-Suites and further discuss business opportunities in utilities sector.

This 2-day conference themed '*from the front line-to the C-Suite*', will delve on, amongst other topics;

- Talent Acquisition-How do utilities make themselves attractive to top graduates?
- Establishing a Mentoring Program
- Leadership Training and Clear Career Paths
- Long term Planning-What's trending industry wise?
- What are boards looking for?
- Transformation
- Case Studies: ESKOM Women Advancement Program, Independent Power Producers Program (IPP), Women in African Power(WiAP) and USAID Engendering Utilities Program
- Panel of Discussion

This Conference is a Little Different Here is what you can expect....

One Track: You will participate in two-days of general session discussions-that's one presentation at a time in a linear, single track agenda. No break-outs, not separate tracks. Why? Because everyone participating in one conversation makes the discussion deeper, more relevant, more powerful, and more interactive.

Connect: Meet and connect with 40-50 utility professionals with the same or similar job title, challenges and company structure as you.

Arrive as strangers, depart as friends: We cap the number of registrants to create an intimate meeting setting. This "safe space" allow participants to open up about challenges, to share "here's what we tried", so you can learn first-hand from each other.



Facilitated Networking: We kick off the event with a “round robin “session where everyone in the room introduces themselves and share their biggest challenge.

Full Contact List: Meeting your industry colleagues is great. Staying in touch is even better

Event Resources: A few days' post-conference, we will send you a link to the conference “assets”-pdfs of the presentations, recommended books, videos, templates, and any other digital content shared at the conference.

You will meet Women Leaders and Energy Trailblazers from Utilities, Authorities, Regulators and Organisations from across Africa. This event will feature first hand case study presentations.

Who should attend?

Attendees are from utility industry (gas, electric (generation, prepaid services& distribution), telecommunications, water and diversified, investor- owned, parastatals and independent). Every part of the organisation and every level is encouraged to participate, with increased value for professionals with responsibilities in:

- Human Resources
- Transformation Managers
- Senior Management
- Business Unit Leaders
- Training and Development (Leadership and Workforce)
- Mentorship Programs
- Executive/Non-Executive Board Members
- Incubators
- Employee Engagement
- Organisational Development Managers
- Internal Communications
- Customer Service
- Shared Services
- Telecommunications
- Prepaid Services
- Marketing
- Self-Service Management

- Web and Mobile Services
- Customer Measurement
- Billing & Payments
- Strategy & Planning
- Regulatory Policy
- IT
- Academia

(Gas, electric (generation, prepaid services & distribution), telecoms, water and diversified, investor- owned, parastatals and independent)

- Electrical Engineers
- Mechanical Engineers
- Technicians
- Developers
- Distribution Engineers
- Project Coordinators/Managers
- Scientists
- Nuclear Power Employees

This conference is a must-attend event for companies and consultants that assist the utility industry in talent acquisition, developing and implementing leadership mentoring solutions, technologies, training and strategies.

Do You Provide Leadership Solutions?

Join us to showcase your products and services to utility decision makers and influencers. Empire Training's: The Power Conference for Women in Utilities 2018 offers you excellent exposure to maximise your 2018 marketing budget through these opportunities:

- Program Sponsorship
- Welcome Reception Host
- Luncheon Host
- Breakfast Host
- Networking Break Host
- Table Top Exhibits
- Lanyard Sponsorship
- Special Activity Host

Feature your company at this event. Confirm your sponsorship/exhibit by contacting: ryan@empiretraining.co.za

Agenda

07:30 – 08:15 **Registration & Arrival Tea/Coffee**

08:15 -08:30 **Welcome Address by the Host**

The host company will then introduce itself to the delegates, state future programs and also thank all the speakers who took time off from their busy schedules to come share their invaluable experiences in the sector with their peers and upcoming leaders.

To be facilitated by the Chairperson

08:30 – 08:45 **Conference Round Robin & Key Issues**

It's time to get to know each other! In this session, meet everyone in the room! Then, share with the audience what you seek to gain from the conference and your biggest challenges and what you aim to achieve in the future. What are you here to learn? What do you need? Information? Contacts? Benchmarking?

Be sure to participate in what is arguably the most significant session of the event!

To be facilitated by the Chairperson

08:45- 10:15 **Mini Workshop Neuroscience of Leadership**



Leaders and HR professionals are continuously searching for better ways to engage, connect, and lead others. New advances in the field of neuroscience may help us unravel the physiology of leadership and effectiveness. Although this emerging field is still in its infancy, new technologies have allowed scientists to develop a deeper understanding of the interconnectedness of the brain and behaviours. This mini-workshop will unwrap the role of neuroscience in leadership. It will also delve on diversity and inclusion.

*Facilitator: Queen Nkomo
Chief Executive Officer
Changing Levels Institute*

10:15 – 10:45 **Networking Break**

10:45 – 11:30 **The Current State of Utilities & How Future Utilities Should Look Like 'Diversity and Line Culture'**

The number of women in this industry or should I say utilities sector is still marginal, with most of the representation coming from receptionists and secretaries/administrators and not at the top levels. This session explores some human dynamics that limit our collective ability to maintain a highly-skilled workforce that is diversely represented.

*Presenter: Noxolo Kahlana
Chief Executive Officer
Energy House ZA*

11:30 – 12:15 **Creating a Smart Future for Women in Utilities**

Digital is transforming companies across diverse sectors, societies and lives. All this is taking place thanks to the connected era of devices, human-machine interface, intelligent systems and products. The same is true for the power sector as well, which was traditionally asset focused and utility driven. As consumers gain significant bargaining power in the coming years, they are likely to become the focal point of the power value chain. Utilities need to realign their future business models in order to meet the heightened consumer expectations, to remain relevant and to create value. It is therefore important to start by understanding the needs of the consumers of

tomorrow. Tersia will discuss on how women can bring in a mother's touch to innovation within the utilities sector.

*Tersia van Lelyveld
Regional Sales Manager
IBC SOLAR South Africa (Pty) Ltd*

12:15 – 13:00 **What it takes to make it to the Top in Water Utilities**

Becoming a CEO is the greatest leap that an executive can make in his or her career. What makes it such an extraordinary transition, of course, is the complexity of the role and the skill that is required to manage that complexity successfully. So, what exactly do CEOs have that other leaders don't? In this session Suzie will engage delegates on what it takes to make it to the top.

*Presenter: Suzie Nkambule
Managing Director
Aveng Water*

13:00 – 14:00 **Networking Lunch**

14:00 -14:45 **Case Study: Randwater Women's Forum**

The Women, Youth and Children Programme is one of the seven key focus programmes implementing the Rand Water Foundation strategy. The Programme implements projects that are benefiting women youth and orphaned and vulnerable children. The projects are aimed at promoting healthy lifestyle among women as well as providing psychosocial support to the orphaned and vulnerable children

*Presenter: Modiegi Mathaphuna & Mapula Mameitja
Randwater*

14:45 – 15:30 **How can I Be Wrong? A Perspective Journey to Your Success**

What you think about yourself says a lot about. It also informs your path. How are you presenting yourself to the world? How do you perceive your skills compared to others? This presentation taps a key factor of success-how you see yourself. Highly successful people regularly take honest self-assessments to truly understand what needs to be improved.

*Presenter: Ayesha Hamid Laher
Managing Director
AHL Water*

15:30 – 16:15 **Case Study: COEGA Mentorship Program**

Globally, small business employs the greatest number of people, yet a large percentage of small businesses fail in the critical first years of operation. Through enterprise development COEGA Human Capital Solutions works with government and private institutions to help emerging businesses meet their contractual obligations and become sustainable into the future. In this session Sandisiwe will unwrap what COEGA has been doing to enhance entrepreneurship skills to women in the utilities sector.

*Presenter: Sandisiwe Ncemane
Project Development Manager
COEGA*

16:15 – 17:00 **Case Study: Women in African Power(WiAP) and USAID Engendering Utilities Program**

Women have a significant role to play in the power sector — from policy makers and executives of private sector partners, to utility managers and employees of power plants and distribution systems, to renewable energy entrepreneurs and customers of electricity services. This session will look at the work that USAID has been doing across the continent to empower women

CONTINUES TO NEXT PAGE...

Agenda

in the power sector.

*Presenter: Karen Stefiszyn
Gender & Energy Advisor
Power Africa Transactions and Reforms Program (PATRP)
Power Africa Contractor*

17:00 – 17:45 How We Can Create More Opportunities for Women in The Energy

Gender integration within the African energy sector will not only create immediate opportunities for women, but will also strengthen this sector. The African energy sector currently fails to meet the needs or capitalise on the talents of the female population on the continent. Gender integration within the African energy sector will not only create immediate opportunities for women, but will also strengthen this sector.

*Presenter: Nelisiwe Magubane
Chairperson
Matleng Energy Solutions*

17:45 -19:30 Networking Cocktail Party-Sponsorship open! "Who am I" and "Pursuing my Purpose".

*Presenter: Corrie van der Wath
CEO
Pendo Energy Solutions*

Day 2

07:45 – 08:30 Registration & Breakfast

08:30 – 09:15 What are Boards looking for?

More utilities are seeking to improve board diversity, but the top ask is still for CEO and CFO experience and that population is still primarily male. It's only up to until recently that Africa has seen a female leader in utilities, when Kenya Power Generation appointed Rebecca Miano to the position of Managing Director/CEO. It's always exciting and rewarding when we see progress by strong, capable, motivated, ambitious women. In this session Zanele will look into how women can develop their skill sets to make it to the top.

*Presenter: Zanele Luhabe
Managing Director
Mindcor*

09:15 – 10:00 Case Study: Eskom Women Advancement Program (EWAP) 'Advancing Women in South Africa'

As utility companies continue to develop more women, Eskom has been the shining light in the continent and the globe. Eskom is currently sixth in the world when it comes to Power and Utilities that have more women in senior positions. This session will look into how Eskom has managed thus far, and what the future holds for women in utilities.

*Presenter: Elsie Pule
Group Executive Human Resources
ESKOM*

10:00 – 10:30 Networking Break

10:30 – 11:15 Case Study: Excel in Leadership in Male-Dominated Industries

Eager to become a leader, but you not sure how? How can you develop a leadership style that helps you and your organisation advance? In this session, Rehema will emphasise the importance of knowing-and growing-your authentic leadership style, learning to be comfortable with the uncomfortable, and embracing purpose.

*Presenter: Rehema Isa
Founder/CEO
Hadithi Media*

11:15– 12:00 Funding Models for Women in Oil & Gas

New prospecting, drilling and refining technologies combined with increased global energy consumption supported by Africa's increasingly positive demographic and legislative environments are breathing new life – and

significant investment – into Africa's growing oil and gas sector. Motsei look at the funding models available for women venturing into the oil & gas sector..

*Presenter: Lerato Dikgole
Senior Manager: Mining, Oil and Gas
Standard Bank*

12:00 – 13:00 Panel of Discussion



"The Future of Women in Utilities"

Panelist:

- City of Tshwane-Refilwe Mokgosi (Director Energy Business)
- SAWEA - Ntombifuthi Ntuli
- ESKOM-Elsie Pule (Group Executive HR)
- WOESA-Prisca Soko (Business Development Executive)
- McKinsey & Company (Lohini Moodley)
- City Power - Nancy Maluleke

13:00 – 14:00 Lunch Break

14:00 – 14:45 How to Harness Power to Advance

To advance women in leadership roles within our corporations, governments and communities, we need to tap into women's inherent powers to solve problems and foster collaboration. This session will focus on;

- Building awareness of key leadership qualities
- Uncovering social bias
- Changing the micro-behaviours that inhibit women's advancement

*Presenter: Dimakatso Manzini
Chief Audit Executive
Lepelle Northern Water*

14:45 – 15:30 Personal Leadership IQ

As a leader, you likely know how to lead your company or department. But how are you doing in terms of your personal leadership? When you practice personal leadership, you use every ounce of your potential with inspiration instead of perspiration, synergy instead of sacrifice, and wisdom instead of work. In this session Tinneke will delve on how women in utilities can apply a personal touch to their leadership.

*Presenter: Tinneke du Plessis
Senior Researcher
Power Utility Leadership*

15:30 – 16:15 Mentoring and Leadership Development in Utilities 'Harness your energy to Lead with Impact and value'

As woman leader of the 21st century, you are called upon to engage, collaborate, innovate and positively influence the organisational cultures in which you have been entrusted to provide leadership. Leading this way is impactful and adds tremendous value to your organisation. Through collaborative dialogue and engagement, participants will explore and share ways in which energy is harnessed from within and leveraged to lead with both impact and value.

*Presenter: Mokwape Lekganyane
Senior Manager HV Projects
EThekwin Municipality*

End of Conference