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The **CONFIDANT** Group



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## LINGA LEADERSHIP ROUNDTABLE

IN PARTNERSHIP WITH



The **CONFIDANT** Group



## **EXECUTIVE SUMMARY**

Business Captains, or owners, are not except from pressure, but as one Executive responded, “I can’t complain! Even if I did, who would listen?” Executives largely do not have a safe space. Whether as Mentor or Mentee, Coach or Protégé, Linga Leadership Roundtable provides a space for Executives to exchange Best Practices on issues and safe space for learning from peers.

The 1<sup>st</sup> Roundtable event captures 2 globally trending matters that can be game-changers in our organization considered by many Fortune 500 companies.

### **Mental Health**

Factors affecting our wellbeing are many. Factors affecting our own mental health and those of our subordinates, or employees, or families are also increasing. Executives are looked up to at home, in society and at work. Pressures from staff on one side and from our Boards are exponential. Mental Health issues can no longer be ignored in the present environment, and having a Corporate Wellness Program and / or access to Private Professional Counseling for Executives and their staff, is vital to maintaining a sustainable business.

### **Talent Optimization**

More than 50% of business owners confirm that they cannot deliver on strategic outcomes as a result of miscommunication, misalignment and the inability of teams to contribute effectively towards a common goal. The overwhelming majority of business owners, be it SME’s or large multinationals, create a business strategy with the aim of producing a desired set of results. This strategy is then handed to the business, as a whole, to execute and the results are monitored. If the business, however, is not functioning optimally as a result of people misalignment with a job, a manager, a team or company culture, business owners blame the strategy for being wrong instead of investigating the execution, or lack thereof.

Talent Optimization can change this picture by aligning an organization’s people strategy with the business strategy. It is a 4-part discipline with, at its core, the process of collecting, analyzing and further application of people data to ensure the best talent for the position is hired, resulting in timeous execution of business strategy and delivering results as outcomes.

This highly successful global movement will transform the way your company operates.



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| <u>PROGRAM</u>                                                                                                                           |                         |                                |                                                                                                                                                                     |
|------------------------------------------------------------------------------------------------------------------------------------------|-------------------------|--------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|                                                                                                                                          |                         |                                |                                                                                                                                                                     |
| <u>Date</u>                                                                                                                              | <u>Time</u>             | <u>Facilitator</u>             | <u>Event</u>                                                                                                                                                        |
| <b>25<sup>th</sup> July 2023 (Capital Hotel, Lilongwe)</b><br><br><b>and</b><br><br><b>27<sup>th</sup> July 2023 (Mount Soche Hotel)</b> | <b>08:00 - 08:30 am</b> | <b>Linga</b>                   | <b>Registration</b>                                                                                                                                                 |
|                                                                                                                                          |                         |                                |                                                                                                                                                                     |
|                                                                                                                                          | <b>08:30 - 09:00 am</b> | <b>Irene / Mwanto</b>          | <b>Introductions and Speeches</b> <ul style="list-style-type: none"> <li>• Linga &amp; Confidant</li> <li>• Guest of Honor</li> <li>• Self-introductions</li> </ul> |
|                                                                                                                                          |                         |                                |                                                                                                                                                                     |
|                                                                                                                                          | <b>09:00 – 09:40 am</b> | <b>Chantal Walley</b>          | <b>Getting the Most from your Talent Pool</b>                                                                                                                       |
|                                                                                                                                          |                         |                                |                                                                                                                                                                     |
|                                                                                                                                          | <b>09:40 – 09:55 am</b> | <b>Irene / Mwanto</b>          | <b>Unwind</b>                                                                                                                                                       |
|                                                                                                                                          |                         |                                |                                                                                                                                                                     |
|                                                                                                                                          | <b>09:55 – 10:30</b>    | <b>Bianca Theron</b>           | <b>The Trending Challenge in Optimizing Talent</b>                                                                                                                  |
|                                                                                                                                          |                         |                                |                                                                                                                                                                     |
|                                                                                                                                          | <b>10:30 - 10:45 am</b> | <b>Linga</b>                   | <b>Tea Break</b>                                                                                                                                                    |
|                                                                                                                                          |                         |                                |                                                                                                                                                                     |
|                                                                                                                                          | <b>10:45 - 11:20 am</b> | <b>Adela Chokotho</b>          | <b>Corporate Wellness</b>                                                                                                                                           |
|                                                                                                                                          |                         |                                |                                                                                                                                                                     |
|                                                                                                                                          | <b>11:20 - 11:30 am</b> | <b>Irene / Mwanto</b>          | <b>Unwind</b>                                                                                                                                                       |
|                                                                                                                                          |                         |                                |                                                                                                                                                                     |
|                                                                                                                                          | <b>11:30 - 12:10 am</b> | <b>Panelists From Industry</b> | <b>Panel Discussion</b>                                                                                                                                             |
|                                                                                                                                          |                         |                                |                                                                                                                                                                     |
|                                                                                                                                          | <b>12:10 - 12:30 am</b> | <b>Linga &amp; Confidant</b>   | <b>Plenary</b>                                                                                                                                                      |
|                                                                                                                                          |                         |                                |                                                                                                                                                                     |
|                                                                                                                                          | <b>12:30am</b>          | <b>Linga &amp; Confidant</b>   | <ul style="list-style-type: none"> <li>• Closing remarks</li> <li>• Lunch is served</li> </ul>                                                                      |

## **MEET THE SPEAKERS**

### **Chantal WALLEY**



Chantal Walley is the CEO of the Confidant Group (Predictive Index South Africa).

Equipped with 30+ years of Talent Optimization, leadership development, business and sales consulting expertise, operating with a strong relating talent, objective listening & investigation skills. She is a Certified Partner and facilitator of Leadership Transition & Development, Talent Optimization Mastery and Customer Focus Selling. Together with vast consulting and facilitating track record. She openly shares her experience, in an advisory capacity, as well as when invited as a speaker at numerous Conferences including Human Resources and Leadership Conventions (across a range of sectors including Architectural, Medical, ROI Summit and the Pan Africa HR Convention).

She has enjoyed such opportunities with audiences in multiple USA locations, Dubai and South Africa. Also facilitating leadership development workshops across most of Sub-Saharan Africa, Morocco, Dubai, Saudi Arabia, London, New York, Bangkok, Panama, Australia and Singapore. She has enabled leadership to:

- \* Implement & benefit from, world-class talent Optimization solutions and expertise
- \* Entrenchment of globally acclaimed Specialist & Leadership Pipeline Development models
- \* Enabling alignment of Talent Strategy to Business Plan.
- \* Transferring Leadership, Talent Strategy and Optimization competencies creating self-reliance for the professionals and in-company expertise.

In her capacity as CEO The CONFIDANT Group has been awarded:

- Award of Excellence



- Multiple Founders Club Awards
- The Dinah Daniels Spirit Award (presented once only in the history of PI)

### **Bianca THERON (PhD)**



With over 10 years' experience, Bianca is an Industrial Psychologist and Talent Optimization Specialist (Organizational Psychologist) at The Confidant Group in Johannesburg, South Africa. The concept of Talent Optimization enables organizations to align their people strategy with their business strategy. It is a 4-part discipline with the process of collecting, analyzing, and application of people data to ensure the best talent for the position is hired, people are inspired to do their best work, dream teams are driving goals, and engagement is sustained for the long-haul. She enables clients to implement the Talent Optimization methodology by empowering them to design compelling jobs that are aligned to their organizational objectives, hire the best talent with intent, empower leaders to inspire others to exceptional performance, implement strategies to effect strategy execution, and diagnose the success of the preceding initiatives using people data.

She has presented at International conferences, amongst others at the European First-Year Experience Conference in Belgium in 2016, and has published a paper in the South African Journal of Industrial Psychology.



She holds a Doctoral degree in Industrial/Organizational Psychology from the North-West University in South Africa and is a registered Industrial/Organizational Psychologist.

**Adela CHOKOTHO (BAppSocSci - RSA)**



With over 5 years of work experience, Adela is a qualified Counsellor. She has worked at St. John's Hospital which is a specialist hospital for mental health rehabilitation.

Adela is a writer, International TV Director and Host, International Speaker and holds a BA degree in Applied Social Science (Psychology and Counselling Major). Away from her professional pursuit, she is a content creator and personal development enthusiast.

Adela has produced and hosted her own TV series that was motivated by the desire to identify talent and empower youth and also coach youth on life skills.

**Irene MAFULEKA (Add Photo)**

With 16 years of managerial experience in the sales industry, Irene has exceptional communication skills, is enthusiastic, results oriented, and adapts easily to the ever changing business environments.

Her diligent attitude to work saw Irene successful represent her former employer at various International fora. She has also represented Sub Sahara Africa in North America several times. She is certified with an International Sales Management Excellence Award.



Irene has worked with top leading Automotive brands in both Malawi and Zambia. Managing teams at various levels. Irene instills zeal for success and constantly challenges those around her to innovate and pursue excellence.

Irene's strength is derived not only from her capability to listen but also her ability in ensuring Clients needs are prioritized. Irene has over the years earned trust from national and international Clients and has maintained strong Client relationships that generate new and repeat business.

### **Mwanto CHISENGA (PGDPC, Dip.SW - Zambia)**



With 11 years Managerial experience, including with a Fortune 500 company, Mwanto is qualified in clinical counseling, and Social Work and continues to pursue qualifications in Human Resource Management.

"I believe that everyone is good at something, but sometimes, we find ourselves in the wrong position which restricts us from using our talents and showing our full potential. I love working with people and helping them find solutions to their problems and my background in Social Work and Psychosocial Counseling allowed me to take part in some wonderful projects."

Mwanto has successfully conducted several workshops including, but not exclusive to:

- "Helping Clients Succeed"
- "Child Counseling" lasting ten days
- Child Psychosocial Counseling lasting five days.