



# STUDY TOUR IN EGYPT

## NAVIGATING SUCCESSION PLANNING

*This five-day study tour in Egypt aims to provide participants with the practical knowledge and skills needed to elevate organisational effectiveness through strategic talent management and seamless succession planning, ultimately resulting in enhanced business performance, refined recruitment practices, and elevated retention rates.*



**RADISSON BLU HOTEL,  
CAIRO HELIOPOLIS**



**SCHEDULE OPTIONS**  
1. 26TH NOV. - 30TH NOV. 2023  
2. 3RD DEC. - 7TH DEC. 2023



**3,950.00**

Enquiries

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# Program Overview 2023

Gaining insight into and championing the behaviors and values linked to your organisation's future objectives, while securing a workforce equipped with the competence, capability, and potential to step into future managerial and leadership roles, is of utmost importance.

This is a comprehensive five-day study tour in Egypt tailored for Board and business executives, focused on "Navigating Succession Planning." Throughout this training, participants will acquire the expertise needed to proactively identify and execute robust talent management and succession strategies, enhancing business performance, recruitment effectiveness, and employee retention. Participants will also develop crucial performance management competencies, fostering improved individual and team performance, as well as nurturing organisational talent. The training will include visits to the Port of Said, the Port of Alexandria and the Suez Canal to trade practices, enhance business connections and create an opportunity for participants to identify other business opportunities in Egypt.

## Agenda

Day 1: Training Session 1

Day 2: Training Session 2

Day 3: Training Session 3

Day 4: Visit to Port Said (West) & Suez Canal (includes Group Lunch)

Day 5: Visit to Port of Said (East) (includes Group Lunch)

# Workshop Modules

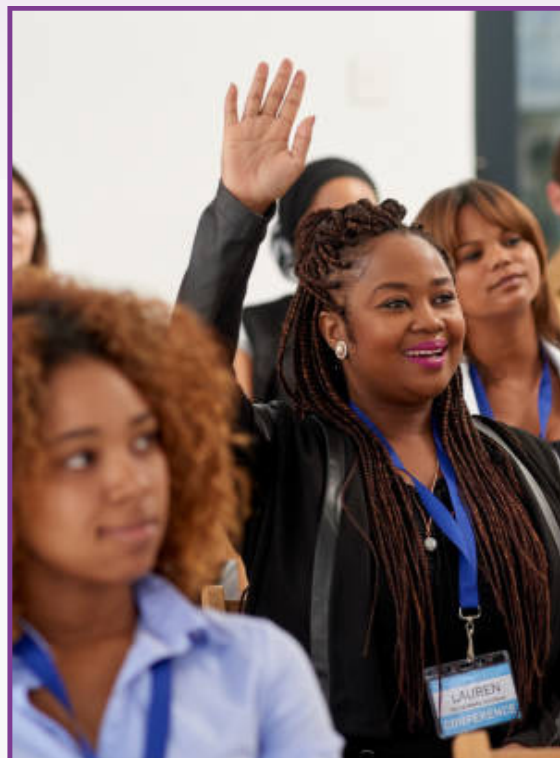
## Workshop Day 1

### Foundation of Strategic Workforce Management

- Understanding Current Workforce Strengths and Weaknesses
- Exploring the Significance of Workforce Planning and Talent Management
- Navigating the Landscape of Performance Management and Career Planning Processes

### Mastering Effective Succession Planning

- Unveiling the Essence of Succession Planning in Organisational Sustainability
- Developing Comprehensive Strategies for Identifying and Nurturing Future Leaders
- Integrating Talent Development with Succession Planning Initiatives



## Workshop Day 2

### Strategies for Talent Management and Development

- Harnessing the Power of Talent Management to Drive Business Growth
- Formulating Effective Talent Acquisition and Retention Strategies
- Designing Learning and Development Plans to Nurture Organisational Excellence

### Navigating Performance and Career Development

- Strengthening Performance Management through Targeted Feedback and Assessment
- Empowering Employees with Meaningful Career Planning and Growth Pathways
- Aligning Individual Aspirations with Organisational Goals for Enhanced Productivity

## Workshop Day 4

- Visit to Port Said (West) & Suez Canal (includes Group Lunch)

## Workshop Day 3

### Aligning Workforce Planning and Organisational Goals

- Linking Workforce Planning to Strategic Business Objectives
- Balancing Short-term Staffing Needs with Long-term Talent Development Goals
- Leveraging Data-driven Insights to Optimise Workforce Alignment

### Cultivating a Culture of Continuous Growth

- Fostering a Learning Culture that thrives on Innovation and Adaptability
- Nurturing an Environment of Continuous Learning, Skill Enhancement, and Agility
- Sustaining Momentum in Workforce Planning, Talent Management, and Career Development Efforts

## Workshop Day 5

- Visit to Port of Said (East) (includes Group Lunch)

# Consultants Profiles



## Florence Hope-Wudu

Managing Consultant (Purple Almond Consulting)

Florence Hope-Wudu is a recognised Corporate Governance Consultant by practice and a Chartered Accountant (ACCA UK) by profession. She is the Managing Consultant for Purple Almond Consulting, a firm that provides services in Training, Consulting, Research and Donor Development Projects.

Florence works with boards of financial and public institutions to provide support for their development in the form of training and advisory services. She leads teams to provide governance services to institutions through board evaluation, policy development and governance audit. She co-authored the national curriculum on Corporate Governance "Board Governance Toolkit" to train boards of Specified Entities and the author of "Training Skills Guide", a Resource kit for Adult facilitation.

Florence consults on Corporate Governance for the International Financial Corporation (IFC), World Bank, the German Development Corporation (GIZ), and reputable institutions in Ghana. Florence is an IFC Certified Board Governance Trainer. She started her career with KPMG providing Audit and Advisory services to clients in the financial and non-financial sectors. She holds a Masters from Edinburgh Business School, Scotland-UK, a Professional Executive Masters in ADR and is pursuing a Doctorate Program in Corporate Governance at the University of Edinburgh-UK.

## Dr. Victor Prozesky

Succession and Talent Management Consultant

Victor Prozesky is a Partner and Founder of The Board Practice, a company that focuses on Board, Chair and Director effectiveness in all areas of Board operations. His focus is on the softer issues of performance, such as leadership, culture and interaction in the boardroom.

With a PhD in Nuclear Physics, he started his career in Materials Physics research. His career spans from the physical sciences to the management of research, after which he became the Chief Operating Officer of the London-based Senior Executive Learning Systems. He joined Heidrick & Struggles as a partner in 2005 in Johannesburg and London until 2012.

He is an experienced leader and leadership adviser and has supported a wide range of companies in the areas of leadership evaluation and development, succession, cultural transformation and team effectiveness. This is complemented by strong expertise in the link between strategy implementation and leadership. Victor regularly consults at Board and C-level, ranging from current leadership issues, Board-level strategy, decision-making, conflict resolution and individual and team performance.

An area of specialisation is Board performance evaluation and development. Victor has either led or been part of Board performance programs in more than 120 instances for large listed, public sector and not-for-profit companies, ranging across continents and industries.

A heritage of working in both developing and advanced economies has equipped Victor with an understanding of the subtle differences in the ways Boards work. In addition, he has worked with family-influenced companies in various countries, especially in developing Chairs and family directors to become effective Board Members.

Fluent in English, German and Afrikaans, with a working knowledge of Dutch, Victor has lived and worked internationally throughout his career.



# Consultants Profiles



## Jan De Wachter Leadership Consultant

Mr. Jan De Wachter is a highly accomplished professional with a diverse range of qualifications and extensive experience in the field of human resources. He holds certificates in Productivity Development instrumentation courses, Transformational leadership training programs, and facilitation courses to apply SAP HR in organisations. With a background in military training from the S.A. Defense Force, he has honed his skills in various computer courses and is proficient in MS Office Suite, SAP, Pastel, WordPerfect, and specialized hearing aid programs.

Mr. De Wachter holds a B. Com. Personnel Management Degree from the University of Pretoria and a B. Com. (Hons) Industrial Psychology Degree from the Rand Afrikaans University.

He has undergone training in facilitation skills, team building, organizational development, Myers and Briggs certification, and Firo B certification. As a registered psychometrist, he possesses over 22 years of experience in multiple areas, including administration, recruitment, selection, training, organizational development, facilitation, industrial relations, and change management.

Throughout his career, Mr. De Wachter has worked both as an employee in corporate environments and as a consultant, nationally and internationally. He has been involved in the development and implementation of various software packages, including HR, business administration, and performance management systems. He has also gained extensive knowledge and experience in South African labor and tax laws.

With a strong focus on recruitment and selection, organizational development, compensation and benefits, training and development, performance evaluation, and strategic management, Mr. De Wachter has made significant contributions to the companies and organizations he has served. His expertise extends to providing consultations, management and leadership training, and disciplinary issue resolution.

Notably, Mr. De Wachter has held positions such as HR and Administration Manager, Human Resources Director, Group HR Consultant, CEO, and Managing Director for reputable companies. He has successfully undertaken projects involving structuring administration processes, streamlining visa processes, centralizing recruitment and selection functions, developing job grading frameworks, implementing organizational development cycles, and establishing performance management frameworks.

Currently, as the Director and Managing Partner at Bchange Management Consulting Middle East, Mr. De Wachter continues to excel in his profession. He has also been involved in special advisory roles and holds the position of Human Resources and Administration Manager for AMI Middle East and AMI Worldwide, part of the Ceva Logistics group.

In addition to his contributions in the field of HR, Mr. De Wachter engages in research and management of investment opportunities in various locations, including the Middle East, Singapore, and South Africa. His exceptional expertise, combined with his dedication and accomplishments, solidifies his reputation as a highly regarded professional in the industry.

# Registration

- All Fees are exclusive of Taxes and do not include Accommodation, Ticket & Visa Processing.
- The Fees cover Tuition, Training Materials, Snacks and Lunch for three (3) days, out-of-hotel group lunches for two (2) days and all logistical costs for Port Visits.
- Full Payment is required within 4-5 business days from the date of invoice. Fees are inclusive of programme digital materials.

**NOTE: All Payments should be made in US Dollars.**

**Full Payment must be received prior to the Training dates.**

## Forms

## Fee

\$ 3,950.00 per Participant

## Payment Details

**Name: Purple Almond Consulting Services**

**Bank Name: GT Bank (Ghana)**

**Account Number: 220105254220**

**Branch: Spintex**

## Cancellation Policy

To obtain a full refund if any, cancellations must be received in writing by email two (2) weeks before training dates

Cancellation fees shall be:

- 50% of total fees a week to training date
- 70% of total fees 1-2 days to training date
- 80% of total fees for no show and no notice

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## Organisation Details and Authorisation

Please send the invoice to: .....

Company Name: .....

Authorised by: .....

Designation: .....

Email: .....

Company Postal Address: .....

Telephone No.: .....

