

# Rising Star Summit debates issues of interest to businesses

The recent ArcelorMittal Rising Star Summit at the Wanderers Club, provided insight into the future of business and what issues need to be addressed. The forum attracted HR directors, managers and CEO throughout corporate South Africa.



Laura Barker, MD of BlackBark Productions (organisers of the Rising Star Programme), said: "Talented young people will be the natural leaders in this new world. The ArcelorMittal Rising Star Summit was therefore crucial in providing greater insight into these individuals. We're delighted that the event was such an enormous success and that valuable changes will be implemented by those who attended."

Marius Meyer, CEO of the SA Board for People Practices (SABPP), said that South Africa is the first country in the world with a talent management standard. The SABPP's mission is to establish, direct and sustain a high level of professionalism and ethical conduct in personnel practice.

Said Meyer: "We need to be passionate about talent and make it a national priority. As an example, there is a shortage of 12,000 pharmacists in South Africa, which is just one indicator that we need to ensure that there is a greater awareness of what skills are required, as well as how we need to ensure that opportunities are attractive enough so we don't lose local talent to other countries."

He further added that talent should not be seen as an HR issue, but a business issue. Meyer also stated that only 18% of CEOs feel comfortable and confident about the skills of their employees. "We therefore have to create a culture of excellence and double the elements of good leadership. Talent management is the key if we want to improve talent," he said.

## Move with the times

Bahle Goba, Group Manager: HR of ArcelorMittal SA, stressed how it is the employer's responsibility to move with the times. "The only constant is change itself, so businesses have to adapt and rise up to the challenge. Enterprises are often dealing with four different generations and it's crucial that each generation understands the other. We need to create the workplace of the future by knowing what attracts young talent to business, as well as looking at what business is doing for the community."

The Executive Chairman of the National Youth Development Agency (NYDA), Yershen Pillay, spoke about the role that government plays in supporting young talent. "The NYDA was established primarily to tackle challenges that the nation's youths are faced with. At present, 36% of the unemployed in South Africa are of a youthful age. One of the biggest problems we're facing is the transition from school to the workplace. There are very few programmes that enable that transition. Education and skills development therefore must be made a priority. Those who are employed shouldn't just claim their rights; they should claim and take ownership of their responsibilities."

Pillay further said that there is no culture of job creation versus job seeking in the country. "Health and wellbeing should also not be neglected. Of importance, however, is that we should turn the workplace into a training space and mentorship is therefore vital."

It was further discussed at the summit just how corporate agenda and talent aspirations can be aligned.

The ArcelorMittal Rising Star Summit forms part of the Rising Star Programme; a programme that recognises inspirational and passionate young individuals in a variety of business sectors who have a capacity for enormous achievement and success.

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