

# HR INDABA AFRICA

SANDTON CONVENTION CENTRE  
16-17 OCTOBER 2019

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## The Big Recruitment Debate



**Roland Glass -  
TalentSmith**



**Lerato Semanya -  
TalentCru**



**Jonnathan Koch -  
TalentGenie**



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Head of talent FNB**

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The Big Recruitment Debate

**Never outsource your talent  
acquisition, your culture  
depends on it!**

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The background of the image is a high-angle, wide shot of a large, modern convention hall filled with people. The hall has a high ceiling with exposed structural elements and large pillars. People are seen walking, talking in groups, and sitting at tables. In the upper left, a large banner features the 'HR INDABA AFRICA' logo and the text 'ROCK YOUR TRUE POTENTIAL' and 'Visit HR-Indaba.co.za'. To the right, another banner displays the 'workday' logo. The overall atmosphere is busy and professional.

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The Big Recruitment Debate

It is not about who you hire - it is  
about who you fire.

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The background of the image is a high-angle, slightly blurred photograph of a large, crowded exhibition hall. People are seen walking, talking, and interacting. In the upper left, a large banner features the text 'HR INDABA AFRICA' in bold white and yellow letters, with 'SANDTON CONVENTION CENTRE' and '16-17 OCTOBER 2019' below it. To the right of the banner, the 'workday' logo is visible. The overall atmosphere is professional and busy.

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The Big Recruitment Debate

**Recruitment is dull and repetitive work,  
just think about all the CVs you need to  
read! I would automate and digitalise  
that work as soon as possible.**

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A high-angle, wide shot of a busy convention hall filled with people in business attire. The hall is brightly lit with overhead lights. In the background, there are various exhibition booths and banners. One prominent banner on the left features the text 'HR INDABA AFRICA' and 'SANDTON CONVENTION CENTRE 16-17 OCTOBER 2019'. Another banner in the center has the 'workday' logo. The overall atmosphere is professional and energetic.

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The Big Recruitment Debate

If you want to find talented  
people - just offer more benefits,  
it's easier than you think

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The Big Recruitment Debate

**The moment you start using Chatbots to talk to your future employees is the moment your organisation loses its soul. It is a people business and we need people for that.**

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The background of the slide is a high-angle, slightly blurred photograph of a busy exhibition hall. Numerous people in professional attire are seen walking, talking, and networking. Large banners and posters are visible in the background, including one for 'workday' and another with the text 'ROCK YOUR TRUE POTENTIAL'. The overall atmosphere is that of a large-scale professional conference.

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We are so busy recruiting from the outside, that we forget to develop our exciting employees, so don't spend money on a recruiter, spend it on talent development.

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The background of the slide is a photograph of a busy exhibition hall at the Sandton Convention Centre. Numerous people are seen walking through the aisles, some in business attire and others in more casual wear. Large banners for 'HR INDABA AFRICA' and 'workday' are visible in the background. The overall atmosphere is that of a large-scale professional event.

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## The Big Recruitment Debate

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**We are all looking for young people that have the skills that are needed in the age of the 4th industrial revolution. Our seasoned old fashioned recruiters don't have a clue about those skills. So how will they be able to help?**

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The Big Recruitment Debate

**The AI and analytics skills of LinkedIn,  
Google and Apple will take over;  
recruiters are toast.**

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The Big Recruitment Debate

**Recruitment should be the  
responsibility of the CMO - it is all  
about targeting the right audience and  
selling the job to the right people.**

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In which stage(s) of the recruitment lifecycle should AI be deployed in order to benefit business and still ensure a great candidate experience?

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**We are on the cusp of the 4th industrial revolution. In this new world, which talent finding strategy should we be considering? Should we be turning to active or passive talent sourcing or both? And how might this strategy change in the years ahead?**

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# Q&A

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