

## Media Release

For immediate release  
20 September 2021

**CHANGE IS THE ONLY CONSTANT.** *In a world turned upside down by the pandemic and technology, how do you effectively manage talent?*

**JOHANNESBURG, South Africa – 20 September 2021.** While remote working and the impact of 4IR have been with us for a while, the pace in which it has changed and impacted organisations has increased due to the pandemic. Last year saw many organisations scrambling to understand just how to manage people in never-before experienced situations.

The South African Local Government Association’s (SALGA) 3<sup>rd</sup> Annual Local Government Talent Management Seminar seeks to unpack this, under the theme “***Managing Talent for Resilience in the Era of Change***”. Just what does resilience mean in today’s working world? It’s defined as being able to recover and adapt quickly from a traumatic event or stressor – and this relates to being able to face difficult situations with ease.

Mr. Rio Nolutshungu, Chief Officer: Municipal Capabilities & Governance at SALGA, says that - “Municipalities have faced numerous challenges due to the different lockdowns – ensuring seamless service delivery while adhering to the disaster management restrictions meant that adaptability and agility had to be in play. With the majority of municipal worker unable to work remotely, managing productivity and team cohesion has become a vital component.”

There is no doubt that the working force has faced difficult and traumatic events over the past 18 months – many people are grieving the loss of life of friends, loved ones and colleagues, while also having to continue producing work in difficult circumstances. The seminar seeks to unpack key talent management value chain elements such as, managing productivity talent acquisition, talent on-boarding and other COVID-19 induced dynamics ranging from digital transformation to employee wellbeing.

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Additionally, the aim is to provide and unearth insights on how best to respond to Organisational Design (OD) demands, responding to the new concepts of work brought about by the pandemic through capitalising on technology developments and 4IR opportunities.

The lessons learned since the outbreak of the pandemic and its impact on organisations around the world have indicated that resilience is a key factor in ensuring the workforce can continue to operate optimally.

The two-day online seminar kicks off on the 21<sup>st</sup> of September and has already attracted over 500 municipal employees within the HR space. The programme includes specialist speakers who will ensure delegates are given the very best advice, tips and methodologies to move into the future.

Since 2018, SALGA has delivered this seminar as an annual offering. Since inception the seminar has sought to provide municipal practitioners with the necessary tools to manage a dynamic talent management environment through a range of effective approaches and programme for business continuity and instil an organisational culture of high performance, more so in the face of a fast-changing world of work exacerbated by the advent of the COVID-19 pandemic.

As part of its strategic agenda, SALGA continuously formulates and implements a range of municipal leadership focused interventions aimed at enhancing the capacity of municipalities to adequately respond to the challenges facing local government.

Brought to municipalities as a value-add service under the auspices of the SALGA Centre for Leadership and Governance (SCLG), this seminar is an integral part of a suite of capacity building continuous professional development offerings.

**ENDS**

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