

8th Annual

Women in Engineering Conference 2015



Register four delegates and bring a young scholar at no cost - Mentor him/her through life experience stories case studies and networking with key speakers

Transforming the workplace: Capitalising on diversity

30-31 July 2015

Amabhubesi Conference centre
Randburg | Johannesburg

In a rapidly transforming work environment industry leaders need to not only adapt to change but create opportunities for betterment from their continuously diversifying workforce. Too long have industries viewed women as a homogenous group with identical challenges and compulsions rather than embracing and capitalising on diversity.

At our 8th Annual Women in Engineering conference a multitude of inventive working strategies and development tools will be explored and discussed to encourage the engineering sector, particularly in South Africa and the rest of Africa, to remain innovative and ensure our engineers develop into global thought leaders. This conference is for you if: you are determined to learn about the critical role of women in engineering; are interested in hearing from successful female leaders and; role models within the industry and would like to network and meet new people within the sector.

Dear Delegate

It is a pleasure that, on behalf of Amabhubesi Conferencing & Training, we invite you to attend our 8th annual Women in Engineering conference. In a rapidly changing world we are becoming increasingly exposed to new cultures, backgrounds and perspectives, this is particularly evident in our shifting workforce demographics. While these often challenge traditional organisational norms and values, it presents an exciting opportunity for not only change but more crucially development.

Key to developing extraordinary engineers is the need to continuously attract more individuals into the profession. This can be done by inspiring youth to follow their academic interests towards a career in engineering regardless of their nationality, religion, race, culture or (dis)abilities. Not only can this sector benefit from a larger influx of new engineers but a diversified sector will act as a guiding force of change, challenging the existing ways of thinking and acting as a conduit to innovation within the field.

Through this two day conference we will address various strategies for the advancement and innovation of the engineering sector. This drive initiated by Amabhubesi Conferencing is dedicated to promoting a diverse group of women, engineers and scientists in transforming and innovating the engineering sector through human capital development and thought leadership.

We are proud to be hosting this conference and look forward to warmly welcoming all delegates to Johannesburg, South Africa in July 2015.

Kind regards,

Cassandra Pireu
Conference Producer

Amabhubesi Conferencing & Training

WHO SHOULD ATTEND

- All Women in Engineering
- Chemical Engineers
- Engineering Metallurgists
- Civil Engineers
- Geometrics Engineers
- Extraction Metallurgists
- Environmental Engineers
- Electrical Engineers
- Mine Surveyors
- Mechanical Engineers
- Quantity Surveyors
- Biomedical Engineers
- Construction Engineers
- Land Surveyors
- Electronic Engineers
- Project Managers
- Industrial Engineers
- Scientists
- Technicians and technicians in training

ADDRESS



Prof. Hannelie Nel
Extraordinary Associate Professor
North-West University

Professor Hannelie Nel is a Senior Engineer with British International Engineers and an Extraordinary Associate Professor at North-West University in the Faculty of Engineering. She holds a Doctorate in Engineering Management and to date has spent seventeen years in both industry and academia. Her work entails strategy development and implementation, improvement of business management systems, technology transfer and the advancement of women in engineering. She founded the Women in Engineering and the Built Environment programme (WiEBE) at the University of Johannesburg in 2006 and currently serves as ex-officio Director of the Programme in partnership with Group Five. WiEBE supports both students and professional women engineers, technicians and technologists in South Africa. During her professional career Hannelie has received various national awards for her contribution to industry and academia, and was nominated as Finalist in the 2014 Standard Bank Top Women in Business Awards.

Professor Nel joined British International Engineers in 2010 after ten years at the University of Johannesburg where she worked as Vice Dean, Head of Department and Strategy Manager. Hannelie is a Fellow of the Southern African Institute for Industrial Engineering, and serves on the Boards of the South African Society for Engineering Education and the Metal Casting Technology Station at UJ. She is an international author and speaker in her field and her first book titled "Environmental Management and Profitability" was published in February 2015. She is excited to launch her second book "Leadership and Agency by Women Engineers in South Africa" in August 2015. Hannelie's work towards promoting engineering as a career of choice, and the advancement of women in this sector, continues indefinitely. She is the proud mom of a beautiful son, Michael, aged 12.



Diksha Somai
Processing Engineer
Exxaro Resources

Diksha has a BSc in Chemical Engineering and a Masters in Mechanical Engineering that focused on renewable and sustainable energy. She completed courses such as Project Finance through the International Advisory & Finance (IAF) and Renewable Energy Finance, she is currently pursuing a CFA and would like to study for her MBA. She was a speaker at the 2015 Woman in Mining Conference, a reference member of the Water Research Commission, and a thrust member for Exxaro's Future Mining project which aims at looking at innovate ways to mine. In her current role she developed financial models for various projects and project funding. Her main interests are in innovate mining, beneficiation of our resources (gas, coal, nuclear), and renewable energy. She has also worked on business development and compiled stakeholder engagement reports, completed 2 concept documents (200 MW Underground Coal Gasification and 20 000 bpd Gas to Liquids) that are now in prefeasibility stage and successfully piloted a 5000 litre per day passive water treatment plant.



Elsa Venter
Deputy CEO
SEIFSA

Elsa Venter joined SEIFSA in 1983 as an Accountant. Over the last three decades she held various positions within the Federation, including the following roles: Association Administrator, Recruitment and Public Relations Officer, Manager: Finance and Marketing, Director: Support Services and her current position of Deputy Chief Executive Officer. A member of the Institute of Directors (IoDSA) and the Chairperson of the Metal Industries Provident Fund and Engineering Industries Pension Investment Committee, Venter holds Financial Management and Marketing Management Certificates and has completed courses in Scenario Planning and Strategic Thinking, Financial and Investment Analysis and Fundamentals of Financial Markets.



Kanyisa Diamond
Head of Programs
Rural Access Education Programme

Kanyisa grew up in the Eastern Cape and holds an undergraduate degree in Social Science with majors in Industrial Psychology and Industrial Sociology and has seven years of experience in the development sector, specifically within education. What motivates her about her job is the fact that she is deeply inspired by young people who want to better themselves and their circumstances through education. She joined REAP in 2008 as a Student Development Advisor and is now the Head of Programs at REAP which recruits young people for higher education and provides access through full cost funding, while offering psychosocial support to ensure their success. She is responsible for the strategic direction and implementation of programme objectives with a team of 15 people reporting to her.



Dr Karin Badenhorst
Founder and CEO
The Footsteps Foundation

Karin has 25+ years of research, consulting, executive management and socio-economic development experience. Having worked most of her initial career serving large corporate institutions in both the private and public sectors, across a wide range of industries, including mining, ICT and telecommunications, retail, banking, and state-owned enterprises, she spent the last 10 years to rethink, repack, redevelop and apply her experience to promote socio-economic and ecological innovation, entrepreneurship,

sustainability and a new kind of wisdom leadership. She is currently working on the re-novation of selected agricultural and other value chains to enable job creation and build greater resilience in vulnerable rural, small town and island communities. Karin has a PhD in ICT and an MBA from the Graduate School of Business in Cape Town. She was a partner with Arthur Andersen and then with Ernst & Young, before moving out in 2006 to work independently but in partnership with the big players, to help awaken their institutional conscience and explore alternative governance mechanisms to empower emerging institutional and social leaders, who will become the new great leaders of the future. She is a revolutionary at heart, loves the intellectual challenge of working with like-minded independent peers who, like her will continue to challenge the status quo and identify opportunities to make a difference where it matters most. She is the founder of the Footsteps Foundation and the MotherFox set of values based governance principles.



Katinka van Straaten
Research Specialist
The Technical Library

Katinka van Straaten is a qualified information management and research specialist, with over 20 years work experience with universities, engineering contractors and mining companies. Her main function at The Technical Library is undertaking in-depth literature searches on behalf of technical, commercial and legal professionals and across a broad spectrum of specialist fields. "I help people find the information they need – to me this is the crux of being a librarian. In this digital age, I can be instrumental in guiding my clients through the realms of online information to high quality, credible sources. There is nothing better than helping someone find something that they really need. I've developed so many useful skills in my role as a librarian – organisation, accuracy, research, customer service, administration and information and database management. These skills are varied as well as useful. I do dozens of different things every day – it's not a desk job and it's anything but routine – I work with people, changing technologies and new resources, so my job is never boring!"



Lorato Ntsie
SAICE JHB Chairperson
Civil Engineering Technologist
Remacon Products

Lorato is a civil engineering technologist at Remacon Products, specializing in retaining walls, with previous experience in structural engineering design. She graduated in 2010 and 2012 respectively from the University of Johannesburg, in National Diploma Civil Engineering, and B-tech: Civil, Construction management." She is currently studying Masters Philosophy: Engineering Management. She is passionate about people development and youth empowerment and has lectured at the University of Johannesburg as well as assisting senior lectures. She is the current chairperson for SAICE JHB Branch and also sits on the Youth Member's Panel committee. Lorato volunteered at Alex FM in 2013-2014, co-hosting a career guidance show to inform the youth of Alexandra about different career paths, coordinating career expos, job shadow programs and sourcing bursaries for the less fortunate with the dream of taking the initiatives to rural areas around the country. She is a board member of MM Tutors and homework center, in Alexandra that provides a safe and conducive studying environment for kids in Alexandra. Ambitious, goal-driven with a contagious positive energy, she finds contentment in motivating the youth and mentoring young girls in townships and rural areas. In 2014, Lorato won a WIEBE award, for Excellence in community service and was a finalist for most promising young engineer.



Makgola Makololo
Chief Director of Energy
Department of Public Enterprises

Makgola graduated with a Bachelor of Science, Electrical Engineering from University of KwaZulu-Natal. She worked as an electrical system engineer and in a management role for South African power utility, Eskom and also worked as a senior reliability engineer for gas giant Sasol. She obtained her MBA from GIBS, University of Pretoria. She is the current acting Deputy Director General for energy in the Department of Public Enterprises of the South African government with shareholder oversight on Eskom and PBMR. She also served as a non-executive director on the board of Zenzele Technology center, an incubator of SEDA that assists small scale miners develop mining technologies and build sustainable businesses. She is also a co-founder of "STEM-IT-FWD" an NGO that works to stimulate interest and support young black girls to take up a career in Science, Technology, Engineering and Mathematics. She was recently elected as one of the top 80 emerging leaders in science and technology in Africa and the Middle East and participated in TechWomen, an exchange program for women in STEM fields. Makgola is passionate about people development and is committed to excellence and good service. She enjoys engaging in politics, current debates, and motorsport and has recently taken up golf.



Makotsene Makgalemele
Associate Director
HHO Africa

Makotsene is an associate director and a shareholder. She graduated from the University of Cape Town in 2008 and thereafter started her career as a graduate in training at HHO Africa's Cape Town office in 2009, where she spent two years working in the Traffic and Transportation division. In 2011, Makgalemele transferred to the Johannesburg office, where she was exposed to training and mentorship in the roads division. She assisted with the detailed design (geometrics) of two rural road projects, namely: SANRAL - Rehabilitation of a 54km portion of road (Middelburg to Loskopdam); and RDA - Pedicle Road (70km in Zambia). In 2012/2013, Makgalemele undertook the detailed design, contract documentation and site supervision for the rehabilitation of various roads in Newclare as part of the Rea Vaya Bus Rapid Transport Project. Her previous work with organisations such as SAICE, CESA and SA Women speaks to her commitment to improve the sustainability and transformation of the industry within the African context. In 2014 she was awarded the CESA Aon Young Engineer of the Year Award.



Malani Padayachee-Saman
Founder and Director
MPA Consulting

Malani Padayachee-Saman is the Chief Executive Officer and founding member of a growing consulting civil engineering company, namely Malani Padayachee & Associates (Pty) Ltd better known as (MPA). Having been in the engineering sector for over 24 years, 18 of which have been spent running MPA, she offers a perspective on small consulting practices within the South African context. Malani has grown MPA in a very dynamic and challenging environment, and gained knowledge and experience to contribute significantly to the industry. She can be viewed as a role model in developing other small practices as well as ensuring more active participation by women engineers. Her more recent core focus area is in the identification and implementation of long term program driven approaches towards employment creation in the civil industry. She is married and has 3 children.



Mme Maphefo Mogodi
Director
UJ-Group Five Women in Engineering and the Built-Environment Programme

Maphefo Mogodi is Professional Quantity Surveyor (PrQS) and Lecturer in the Department of Construction Management and Quantity Surveying (CM & QS) at the University of Johannesburg (UJ). She holds a 4-year Bachelor of Science degree in Quantity Surveying from the University of Witwatersrand and is a recipient of the South African Quantity Surveyor's Book Prize Award for Best 3rd year Quantity Surveying Student. In her final year at Wits, she also received a Merit Award for her dissertation.

Maphefo served as a member of the Gauteng Housing Board representing the Built-Environment professions and actively participated in board's Projects Sub-committee responsible for monitoring implementation of housing projects. As a member of the South African Black Technical and Allied Careers Organisation (SABTACO) she served as provincial and later national treasurer, chairperson of the Education Subcommittee, secretary of the Consultants Forum and member of the Monitoring and Evaluation Task Team of the Department of Public Works responsible for the formulation, monitoring and evaluation of the Department's Roster Policy.

Maphefo was a council member of the South African Council for the Quantity Surveying Profession (SACQSP) for two terms (8 years); served on the Registration Committee as well as the Assessment of Professional Competence (APC) and Accreditation panels; represented the Council on the Department of Public Works' Professionals Bill and the Council for the Built-Environment (CBE) Registrar's Committee Task Teams. She still serves as a member on the APC panel.

Maphefo joined UJ in 2009, after 20 years in the industry where she worked as a quantity surveyor and project manager. She currently coordinates the Work-Based Learning Programme of the Department of Construction Management and Quantity Surveying and serves on the Department's sub-committee for the Advisory Committee. She was appointed Director for the University of Johannesburg-Group Five Women in Engineering and Built-Environment (WiEBE) Programme in 2012. She also serves as a trustee on Group Five Isakhiwo Educational Trust.

Maphefo is very passionate about women empowerment and advancement and believes that WiEBE is well-positioned to facilitate co-ordinated efforts of the public and private sectors as well as civil society to ensure that gender equality within the engineering and built-environment sectors becomes a reality.



Matlala Sathekge
Deputy Director
Department of Labour

Matlala holds a B-Tech in Mechanical Engineering from University of South Africa and she also holds a Government Certificate of Company for Mechanical Engineers. She started her career in 2004 as a Technician and moved to Eskom in 2006 as an Assistant Technologist. She joined the Department of Labour in 2010 in the Directorate Electrical and Mechanical Engineering as a Deputy Director. Her responsibility is the development of regulations relating to Pressure Equipment's and all general machineries including the incorporated health and safety standards related to the machineries. She's also administering the process for certificated engineers. Amongst all the duties, she also participate in committee of different stakeholders related to the PER and GCC related issues. Currently she's serving as a committee member for certificated engineers at ECSA. Empowering youth is one of her interests. She's very passionate about her job and also feels honoured to be part of the Occupational Health and Safety (OHS) team.



Melanie Kemp Hofmeyr
Acting Chief Engineer, Network and Project Planning - Western Cape Government, Road Network Branch

Melanie Kemp Hofmeyr Completed her Master's Degree in Civil Engineering at the University of Stellenbosch, her thesis research was focused on Vehicleoperating Cost in a pavement management system. She is currently employed by the Western Cape Government, Road Network Branch as Acting Chief Engineer Network and Project Planning. Her portfolio includes numerous pavement management systems modules for theProvincial Government of the Western Cape (PGWC), mostly done while working in the private Sector. Melanie has worked in all works of engineering in the private sector she worked a few years as a residential engineer and was the youngest woman at the time to be able to attend the Construction Management Programme in Stellenbosch, a great learning school. In 2008 she moved into pavement design and asset management that was specifically focussed on roads. It is in this time she was Chair of CESA Western Cape Branch and involved in many industry associations. It is the love for her country, her province and the industry that has moved her to the Public sector early 2013, here she now works directly with asset management and projects for the Western Cape. Melanie does not just work in her field and has also been involved with many alternative projects one of these, the re-development of a residential block in Cape Town City centre and worked closely with a sustainability expert Vernon Collis (PrEng and PrArch) to broaden her horizons on sustainable development. Melanie also assists three developments in Cape Town on maintenance strategies and long-term planning on a pro bono basis, and has made sectional title history with a High Court application in one of these cases that may set a precedent for a success recipe for similar inner city developments.



Michele Kruger
Associate Director CSVWater

Dr. Michele Kruger completed her Bachelors, Master's and Doctorate Degrees in Civil engineering at the University of Johannesburg. Both her Master and Doctorate degrees focused on aspects of municipal water treatment. Michele won the Best Paper by a Young South African in the field of Water Science and Technology awarded by the UK Federation for Water Research for her doctoral research, presented at the WISA biennial conference, Cape Town 2004. In 2007 she won the title of "Young Engineer of the Year" awarded by Consulting Engineers South Africa (CESA) and in the same year she was recognized by the Women in Civil Engineering Award at the "Building Women Gala Dinner & Awards" held at Emperors Palace on the 1st of November 2007, sponsored by Building Women Magazine, ABSA and the Department of Public Works. After her post graduate studies Michele worked at various companies where her exposure ranged from sewer masterplanning, hydrology and mining. She now specializes in Water and Waste Water Treatment. She is currently an Associate Director at CSVwater where she is in charge of various water and waste water treatment projects. Michele is serving on the FIDIC's (International Federation of Consulting Engineers) Sustainable Development and Capacity Building Committees. She is also serving on the Engineering Council of South Africa(ECSA) Marketing Committee and the CESA's (Consulting Engineers South Africa) Board and Quality and Risk Management Committees. She

believes her involvement in these committees makes a difference in the lives of other Engineers.



Michelle Cilliers
Head of Projects Mitochondria Energy Company

Innovative and adaptable, Michelle has executed long-term, multi-disciplinary and cross-cultural projects, from scoping, through design and pilot testing, to implementation.

Project management experience includes FMCG, consulting, mining and services industries where integrated thinking has been applied for long term results. Recent focus has been on capability development, focusing on how best to grow and nurture our people to deliver the organisation's objectives.

A passionate industrial engineer and past President of the Southern African Institute for Industrial Engineering (SAIIE), Michelle enjoys mentoring young engineers, whether on their path to professional registration (Pr Eng) or in their careers.

She believes that strong linkages between academic institutions and industry are vital for the engineering profession. Michelle contributes through participation on various university engineering advisory boards, university accreditation and as an external examiner, with further strategic contributions through two terms of four years each on the board of the Engineering Council of South Africa (ECSA).

Michelle is the recipient of the 2014 Excellence in Engineering & Technology in Industry Award, from the University of Johannesburg and Group Five's WiEBE (Women in Engineering & the Built Environment).



Peta de Jager
Research Group Leader CSIR

Peta de Jager is currently a registered professional architect and research group leader in the field of building science and technology for the built environment unit

at the Council for Scientific and Industrial Research (CSIR). The Architectural Engineering research group specialises in social infrastructure - particularly healthcare and education buildings - focusing on the development and application of science to support service delivery as it pertains to immovable asset procurement, design, construction, operation, maintenance and strategic planning. This work focuses on the South African context for social and technical sustainability.

Peta has made numerous contributions to conferences and publications as author and co-author, both nationally and internationally. Formerly a lecturer and tutor at the University of Witwatersrand and currently presenting short modules, mentoring occasional students, and external examiner, Peta has extensive experience in the academic field and in human capital development. Peta is a member of South African Council for Architectural Profession (SACAP), member of Ethics Society of South Africa (ESSA) and is President of the South African Federation of Hospital Engineering (SAFHE).



Phuti Seopa
Bridge Engineer
Royal Haskoning DHV
Chairperson 2015 – SAICE YMP

Phuti Seopa graduated from University of Cape Town in 2008 and has 6 years post-graduate experience in structures and roads disciplines. She is currently employed at Royal Haskoning DHV as a Bridge Engineer in the Transport and Planning Business Unit and she is also part of the Strategic Planning and Road Asset Management (RAMS) Systems Team, which is a Technical Support Unit to National Department of Transport. Her experience comprehends structural design and site monitoring of structures and road engineering works. Phuti has been involved with bridge designs, in KwaZulu Natal, Botswana, and Eskom Medupi Power station, Impumelelo Sasol, Elias Motswaledi Diepkloof Spruit, Rea Vaya BRT Section 8A, Sandton to Alexandra Bridge and currently project manager and designer of Highway Bridges and Hydraulic Structures on the R61 Port Edward Interchange KNZ. She is also passionate about the growth and development of young engineers in South Africa and therefore she has been involved with South African Institute of Civil Engineers (SAICE) activities since 2010 and was recently elected as Chairperson of the SAICE Young Member's Panel (YMP) 2015.



Palesa Segano
Mine Overseer Projects
Anglo American Thermal Coal

Palesa Segano currently working as a mine Overseer at Anglo coal Kriel colliery. She has experience in Mining Projects, Life of Mine planning and Production in both Open Cast and underground. She's a Wife and Mother of 2 boys



Prudence Madiba
Chairman - SAIEE Events and Marketing Committee
Eskom - Senior manager

Prudence Madiba is a Senior Manager for the Electrical and Control & Instrumentation (C&I) department at Eskom, She is a Professionally Registered engineer and a Senior Member of the South African Institute of Electrical Engineers (SAIEE). She serves on the Council of the SAIEE and is also an EXCO member of the institute. As part of her SAIEE activities, she is an ECSA (Engineering Council of South Africa) reviewer of electrical candidates intending to register professionally. In addition, she is on the ECSA Electrical Professional Advisory Committee that advises council on all matter related to Electrical Engineering. She was awarded an Excellence at Company Level Award from the 2014 UJ WIEBE (Women in Engineering and the Built Environment) Awards. She was also the winner of the 2014 SAIEE Excellence Award. In her current role she is accountable for the engineering delivery of the Electrical and C&I scope on the new build programme (Medupi, Kusile, Ingula) and the generation refurbishment projects. She is passionate about people development and mentors young women from the UJ Society for Women in Engineering and Technology.



Sharmila Chetty
Regional Managing Director - Africa at Duke Corporate Education

Sharmila Chetty is the Regional Managing Director for Duke Corporate Education, overseeing the Africa region. She serves on the board for Duke Corporate Education

Africa, Bigen Africa as a non-executive director and as a trustee on the board of black share scheme for AVI. She is member on the advisory board at the University of Technology of Tswana Business School and is a fellow on the Aspen Fellowship Programme. Her role is to lead and set strategic direction for Duke CE in Africa and thought leadership. Her expertise includes a strong focus on emerging markets, business acumen, human resources practices and processes, including executive education, organisational development, and talent management. Sharmila leads the client relationship management, advisory work and building client organisations' strategic capacity and capabilities. Her role is to help prepare leaders to face new challenges, solve business issues, and shape a better future for their organisations as well as contributing to the bench strength of the continent. She brings a "global" perspective to clients, merging global best perspectives with local understanding of the market. She has experience working in a range of industries including financial services, healthcare, mining, petroleum and FMCG.

Her passion includes working in the area of corporate social responsibilities and contributing to building the skills and development of the continent. Sharmila is innovative, a rule breaker and willing to change challenges into opportunities.



Winnie mutenhabundo
Lecturer
Harare Institute of Technology

Winnie Mutenhabundo has a B.Tech ProdEng. (Hon) from Chinhoyi University of Technology obtained in 2007. She worked for three years in the manufacturing industry. She worked for

one year as a trainee engineer whilst on attachment at Almin Metal Industries in the Process Engineering department. After completing undergraduate studies she was absorbed by the same company for the Graduate traineeship programme as a trainee process/projects engineer. She was then transferred to a subsidiary company by then Zimbabwe Copper Industries in 2008 where she worked as a projects engineer.

She enrolled for an MSc at the University of Zimbabwe in 2011, studying in Manufacturing Systems and Operations Management. She worked on a dissertation on Design for Environment for process optimisation in paint industry. She has also done an assessment on the impact of Cleaner Production technology in a local paint manufacturing plant and designed a handling. Winnie is currently a lecturer in Industrial and Manufacturing Engineering at Harare Institute of Technology.

AGENDA

Day 1 – 30 July 2015

08:00 – 08:30
REGISTRATION

08:30 – 08:40
WELCOME

08:40 – 09:25

Hannelie Nel – Extraordinary Associate Professor at North-West University

ADDRESS: DEVELOPING AN INTEGRATED APPROACH TO ADVANCING YOUNG PROFESSIONAL ENGINEERS

Hannelie will set the tone of this conference by exploring the need for diversification within the workplace and the various methods organisations and institutions can implement to develop an integrated strategy for encouraging the advancement of a diverse group of women within the engineering profession.

09:25 - 09:45

Katinka van Straaten - Researcher at the Techninical Library

TECHNICAL INFORMATION: ADDING VALUE TO PROJECT SUCCESS

Businesses rely on the right data delivered at the right time to remain profitable and successful. Libraries can be instrumental in delivering the right content, at the time of need or even prior to the user recognising the need. Anticipating needs is a significant factor in delivering valuable services and if a library professional is included in the initial project meeting we can suggest how information services can support it through resources and staff expertise.

09:45 - 10:30

Dr Karin Badenhorst – Founder and CEO of the Footsteps Foundation
TECHNOLOGY AND INNOVATION AS EFFECTIVE ENABLERS IN THE HANDS OF WOMEN LEADERS

Karin will discuss the challenges and opportunities for women leaders through the development and application of innovation and technology in especially emerging economies for the benefit of vulnerable communities. She will explore qualities in women leaders that set them apart from their male counterparts not only in engineering, science and technology, but also in business science, government and social sciences. From her background, research and work in ICT, risk and governance, she will focus specifically on ICT as an enabler with reference to a study she did in 2013 on behalf of the Indian Ocean Commission and its five Indian Ocean Island member states. She will then briefly discuss specific opportunities that women leaders have to make a difference in this regard in the region, with lessons learnt from other developing regions and vulnerable states in the world.

10:30 - 10:45

NETWORKING OVER TEA/COFFEE WITH SPEAKERS.

10:45 - 11:30

Sharmla Chetty – Regional Managing Director, Africa at Duke Corporate Education

LEADERSHIP IN CONTEXT

Sharmla will address the challenges emerging markets are faced with in developing the skill sets of their employees. She will also unpack the potential value women and diverse groups can add to the workforce, specifically within the engineering and mining sectors.

11:30 - 12:15

Malani Padayachee-Saman – Founder and Director of MPA Consulting

THE MASCULINE IDENTITY OF ENGINEERING

Engineering, particularly civil engineering, is typically viewed as a masculine industry and as such traditional parents often do not encourage (some actively discouraging) their daughters to aspire

to become an engineer. Based on Malani's experience she will explore what needs to be done to address this stereotype and the strategies that can be developed to support young female engineers particularly those that face familial or community resistance.

12:15 - 13:00

Palesa Segano – Mine Overseer Projects at Anglo American Thermal Coal

THE ROLE OF WOMEN IN MINING

Palesa will explore the need for role models and mentorship programs to not only encourage but support and develop young female engineers. To this end she will unpack the challenges that are unique to young women and how they can be overcome. Specifically she will consider the qualities important for leadership and how these can be taught. She

will also examine the value women can add to mining and the role they can potentially play in developing and innovating the mining industry.

13:00 - 14:00

NETWORKING OVER LUNCH WITH SPEAKERS.

14:00 - 14:45

Peta de Jager – Research Group Leader at CSIR

CLINICAL AND HOSPITAL ENGINEERING IN CONTEXT: ITS CHALLENGES AND SUCCESS

Peta will provide an overview of the condition of clinical and hospital engineering sector in South Africa, touching specifically on the challenges it faces and the advancements this industry has made. She will consider the extent to which professional associations can contribute towards developing engineers and whether there is an advantage to networking and shared learning initiatives.

14:45 - 15:30

Prudence Madiba – Vice-Chairperson of SAIEE

THE TRANSFORMATION OF THE ELECTRICAL ENGINEERING SECTOR IN RECENT YEARS

Prudence will explore how professional associations add to the development of engineers and the engineering profession, focusing specifically on the electrical engineering sector and the unique challenges it faces. In doing so, Prudence will contextualise the electrical engineering sector within South Africa and the advantages of networking with and learning from foreign engineers.

15:30 - 15:45

NETWORKING OVER TEA/COFFEE WITH SPEAKERS.

15:45 - 16:30

Elsa Venter – Deputy CEO of SEIFSA

THE STATE OF THE STEEL AND ENGINEERING INDUSTRY AND THE ROLE OF PROFESSIONAL ASSOCIATIONS

Elsa will explore the current state of the steel and engineering sector in South Africa and how it has transformed in recent times. She will examine the role professional associations play in developing this sector and the drivers of transformation and innovation.

16:30 - 17:15

Makgola Makololo – Chief Director of Energy at the Department of Public Enterprises

THE TRANSFORMATIVE ROLE OF GOVERNMENT IN THE ENGINEERING SECTOR

As a government representative Makgola will dissect government's role, both current and prospective, in diversifying the workplace in the context of South Africa's National Development Plan (NDP) goals. Based on previous initiatives, policies and programs she will surmise what strategies have proved successful in this regard. She will also address the role of Private-Public Partnerships in delivering initiatives that improve science and mathematics learning in schools and support prospective and young qualified engineer.

AGENDA

17:15 - 18:00

Michelle Cilliers – General Manager at Cillutions

STRATEGIES FOR SUPPORTING EFFECTIVE DEVELOPMENT

Michelle will explore what we can do to work towards delivering effective strategies for encouraging the development and advancement of diverse young professionals within the engineering sector.

Day 2 – 31 July 2015

08:00 – 08:30

REGISTRATION & WELCOME

08:30 – 09:15

Mme Maphefo Mogodi –Quantity Surveyor and lecturer at the University of Johannesburg

ADDRESSING THE 2015 UN DEVELOPMENT GOALS

At the 2005 World Summit the United Nations Millennium Development Goals committed itself to promote gender equality and female empowerment by 2015. It is now 2015 and time for a serious assessment of the progress that has been made in this regard. Maphefo will explore how far South Africa has come to accomplishing these goals and what still needs to be done. She will draw from the past decade of transformation to develop an understanding of what has/has not worked and what strategies should be implanted to continue to promote gender equality particularly within the Engineering and Built Environment sector.

09:15 - 10:00

Diksha Somai – Processing Engineer at Exxaro Resources

TAKING ACCOUNTABILITY: FOCUSING ON SUSTAINABLE, GREEN ENGINEERING

Diksha will explore the current and possible innovations that have transformed both the mining sector as a whole as well as its workspace. She will discuss issues of social and environmental responsibility, the challenges, opportunities and role-players.

10:00 - 10:15

NETWORKING OVER TEA/COFFEE WITH SPEAKERS.

10:15 - 11:00

Phuti Seopa – Civil Engineer at Royal HaskoningDHV

THE IMPORTANCE OF CROSS-GENERATIONAL SKILLS TRANSFER

Phuti will unpack the nature of shared learning within industries and the value of cross-generational skills transfer. She will explore the hindrances of the lack of adequate skill transfer in engineering and examine what role professionals of the industry can play in creating environments conducive to skill transfer and skill development

11:00 - 11:45

Matlala Sathekge – Deputy Director at Department of Labour

THE ROLE OF WOMEN IN THE OHS ENVIRONMENT

Matlala will explore Occupational Health and Safety (OHS) and its role in the workplace and how it relates to the engineering sector. She will also discuss the challenges that government is facing in their attempts to encourage engineers to participate and obtain a Government certificate of Competency. She will critically evaluate the ways that these challenges can be addressed.

11:45 - 12:30

Melanie Kemp Hofmeyr – Structural Engineer at SNA Civil and Structural Engineers

SHARED LEARNING INITIATIVES

Melanie will draw from her own experiences as a young female engineer having worked with both the private sector and local government to evaluate the usefulness of shared learning initiatives and workshops, both local and international. She will also suggest shortages that need to be addressed by the government, private

sector, public sector and/or professional associations in their endeavours to encourage ongoing post-graduation learning from colleagues and peers.

12:30 - 13:30

NETWORKING OVER LUNCH WITH SPEAKERS.

13:30 - 14:15

Michele Kruger – Associate Director at CSVWater

NURTURING YOUNG PROFESSIONALS

Michele will explore how pivotal industry role-players (private companies, the public sector and government) can assist young potential and current professional engineers. Focusing on the challenges young professional are experiencing in this sector, specifically young women, and address what strategies can be implemented to assist in resolving these and drive the sector forward.

14:15 - 15:00

Makotsene Makgalemele – Associate Director at HHO

A FOCUSED VISION - THE OPPORTUNITIES FOR A DIVERSIFIED ENGINEERING CAREER

As the 2014 Aon Young Engineer of the Year Award, Makotsene will share her story in the hope of shedding light on the challenges and opportunities that currently exist in the sector. She will explore what initiatives and institutions have assisted her and what strategies have proved ineffective.

15:00 - 15:15

NETWORKING OVER TEA/COFFEE WITH SPEAKERS.

15:15 - 16:00

Kanyisa Diamond – Head of Programs at Rural Education Access Program (REAP)

SUPPORTING POOR RURAL SCHOLARS

As head of Head of Programs at REAP, Kanyisa will explain the obstacles that face youth in rural areas of South Africa that often bar them from entering Universities and studying towards a career in engineering. She will touch on, the current state of education in poor rural communities and the type of assistance (financial, social, psychological, etc) rural scholars need when coming to successfully study at university.

16:00 - 16:45

Lorato Ntsie – Engineering technologist at Remacon Products

WINDOWS OF OPPORTUNITY THROUGH YOUTH EMPOWERMENT

With youth making up the largest demographic of unemployment in South Africa, Lorato will examine the assorted challenges that primary and secondary school scholars in South Africa are faced with. She will focus particularly on poor, marginalised scholars whose ambition it is to study towards an engineering degree and the strategies that have/should be implement to efficiently assist potential young engineers and to encourage pupils towards an engineering career.

16:45 - 17:30

Winnie mutenhabundo - Lecturer – Harare Institute of Technology

RETURNSHIP PROGRAMS FOR WOMEN ENGINEERS

Winnie will explore why qualified female engineering professionals choose to leave the industry and what can be done to prevent this turnover. She will then explore the various ways in which organisations and government can act to encourage these women to return to the sector and how to facilitate this process.

WRAP UP

AGENDA

Thursday

08:00 - 08:30 Registration
08:30 - 08:40 Welcome
08:40 - 09:25 Hannelie Nel
09:25 - 09:45 Katinka van Straaten
09:45 - 10:30 Karin Badenhorst
10:30 - 10:45 TEA
10:45 - 11:30 Sharmla Chetty
11:30 - 12:15 Malani Padayachee-Saman
12:15 - 13:00 Palesa Segano
13:00 - 14:00 LUNCH
14:00 - 14:45 Peta de Jager
14:45 - 15:30 Prudence Madiba
15:30 - 15:45 TEA
15:45 - 16:30 Elsa Venter
16:30 - 17:15 Makgola Makololo
17:15 - 18:00 Michelle Cilliers

Thursday

08:00 – 08:30 Registration
08:30 – 08:40 Welcome - Katinka
08:40 – 09:10 ADDRESS: DEVELOPING AN INTEGRATED APPROACH TO ADVANCING YOUNG PROFESSIONAL ENGINEERS
09:10 – 09:25 Q&A
09:25 – 09:45 TECHNICAL INFORMATION: ADDING VALUE TO PROJECT SUCCESS
09:45 – 10:15 TECHNOLOGY AND INNOVATION AS EFFECTIVE ENABLERS IN THE HANDS OF WOMEN LEADERS
10:15 – 10:30 Q&A
10:30 – 10:45 TEA
10:45 – 11:15 LEADERSHIP IN CONTEXT
11:15 – 11:30 Q&A
11:30 – 12:00 THE MASCULINE IDENTITY OF ENGINEERING
12:00 – 12:15 Q&A
12:15 – 12:45 THE ROLE OF WOMEN IN MINING
12:45 – 13:00 Q&A
13:00 – 14:00 LUNCH
14:00 – 14:30 CLINICAL AND HOSPITAL ENGINEERING IN CONTEXT: ITS CHALLENGES AND SUCCESS
14:30 – 14:45 Q&A
14:45 – 15:15 THE TRANSFORMATION OF THE ELECTRICAL ENGINEERING SECTOR IN RECENT YEARS
15:15 – 15:30 Q&A
15:30 – 15:45 TEA
15:45 – 16:15 THE STATE OF THE STEEL AND ENGINEERING INDUSTRY AND THE ROLE OF PROFESSIONAL ASSOCIATIONS
16:15 – 16:30 Q&A
16:30 – 17:00 THE TRANSFORMATIVE ROLE OF GOVERNMENT IN THE ENGINEERING SECTOR
17:00 – 17:15 Q&A
17:15 – 17:45 STRATEGIES FOR SUPPORTING EFFECTIVE DEVELOPMENT
17:45 – 18:00 Q&A

Friday

08:00 – 08:30 Registration
08:30 – 09:00 ADDRESSING THE 2015 UN DEVELOPMENT GOALS
09:00 – 09:15 Q&A
09:15 – 09:45 TAKING ACCOUNTABILITY: FOCUSING ON SUSTAINABLE, GREEN ENGINEERING
09:45 – 10:00 Q&A
10:00 – 10:15 TEA
10:15 – 10:45 THE IMPORTANCE OF CROSS-GENERATIONAL SKILLS TRANSFER
10:45 – 11:00 Q&A
11:00 – 11:30 THE ROLE OF WOMEN IN THE OHS ENVIRONMENT
11:30 – 11:45 Q&A
11:45 – 12:15 SHARED LEARNING INITIATIVES
12:15 – 12:30 Q&A
12:30 – 13:30 LUNCH
13:30 – 14:00 NURTURING YOUNG PROFESSIONALS
14:00 – 14:15 Q&A
14:15 – 14:45 A FOCUSED VISION - THE OPPORTUNITIES FOR A DIVERSIFIED ENGINEERING CAREER
14:45 – 15:00 Q&A
15:00 – 15:15 TEA
15:15 – 15:45 SUPPORTING POOR RURAL SCHOLARS
15:45 – 16:00 Q&A
16:00 – 16:30 WINDOWS OF OPPORTUNITY THROUGH YOUTH EMPOWERMENT
16:30 – 16:45 Q&A
16:45 – 17:15 RETURNSHIP PROGRAMS FOR WOMEN ENGINEERS
17:15 – 17:30 Q&A
WRAP - UP

Friday

08:00 - 08:30 Registration & Welcome
08:30 - 09:15 Mme Maphefo Mogodi
09:15 - 10:00 Diksha Somai
10:00 - 10:15 TEA
10:15 - 11:00 Phuti Seopa
11:00 - 11:45 Matlala Sathekge
11:45 - 12:30 Melanie Kemp Hofmeyr
12:30 - 13:30 LUNCH
13:30 - 14:15 Michele Kruger
14:15 - 15:00 Makotsene Makgalemele
15:00 - 15:15 TEA
15:15 - 16:00 Kanyisa Diamond
16:00 - 16:45 Lorato Ntsie
16:45 - 17:30 Winnie Mutenhabundo
WRAP - UP