

SARA 2020 ANNUAL GENERAL MEETING

Presented by:
Martin Hopkins
SARA President

2 November 2020



PROMOTING AND DEVELOPING THE REWARD PROFESSION AND PRACTICES

SOUTH AFRICAN REWARD ASSOCIATION

2020 AGM PROGRAMME

- Welcome
- 2020: A Year Imprinted in History
- Key Initiatives and Highlights
- Key Achievements
- 2019 Financials
- Incoming President Address
- Closing

WELCOME

- **Welcome** to SARA's 2020 VIRTUAL AGM
- It is **fortunate** that we are able to connect at this time of year – in what has been a tumultuous year for us all
- While I'm sure we would all have liked to connect and network physically, I trust you will **embrace** the features of this conference platform, and make the best use of the opportunity to **connect** and **network** with each other and our sponsors over the next 5 days
- The platform is **quite easy to use** – so be sure to navigate around and make the most of it!!

2020: A YEAR IMPRINTED IN HISTORY

- Who could have IMAGINED that we would move

- from this



- to this



In just under 4 months from 1 January 2020?

2020: A YEAR IMPRINTED IN HISTORY

- And while the environment across the planet took a much needed reprieve



2019/2020 EXCO

Martin Hopkins
President



Lindiwe Sebesho
President Elect



Stakeholder Engagement &
Advocacy

Nazlie Samodien
Past-President



Pay Sustainability

Jerry Botha



Employee Benefits & Tax

Cynthia Badenhorst



General Secretary

Dr. Mark Bussin



Education & Africa Reward
Association

Laurence Grubb



Professionalisation

Yolanda Sedlmaier



Internship Programme

Yoliswa Mqoboli



Mentorship Programme

2019/2020 EXCO

Bukelwa Molefe



Conference & Reward Awards

Morag Phillips



Thought Leadership

Muhammed Goolab



Communications & Marketing

Prisa Ramiah



KZN Chair

Allen Lombard



COO

Nicol Mullins



International Mobility Group
(IMG)

Moagi Molefabangwe



State-Owned Enterprises

Peter Davison-Lancaster



Western Cape Chair

Debbie Lane-Mitchell



Project Manager

2020 INITIATIVES

- Some comments and feedback from the Mentorship Programme participants...



Thank you for the great opportunity to be part of the mentor programme.
I am looking forward to the next 8 months of the programme and I will make the best of the opportunity.

Thank you for this privilege.
I am honored to be part of this process.

Thank you for your work on this important initiative.
I look forward to a fruitful engagement with my mentee.
Wishing the cycle 2 mentees all the best

Incredible – thank you very much.
I look forward to contribute to this meaningfully.

Well thought through and structured programme.
Well done team!!

Well constructed

Great tool for aspiring reward professionals

It was an awesome journey, keep up the excellent work.

Being able to share from experience and learnings

5.4) As a result of the relationship, do you have a positive perspective of Mentorship?

Yes

100 %

2020 HIGHLIGHTS

2020 Interns Programme

- **Four additional** interns completed the SARA Internship programme in 2020, despite the various challenges brought on by the lockdown
- They have been successfully placed at their **sponsor companies**
- We thank **Yolanda and her committee** for the superb work done in adjusting the programme and syllabus with agility to accommodate the lockdown impact – an impressive feat – and to the **interns** themselves for adapting to the ‘new normal’

- A total of **55 reward professionals** have now been introduced by SARA into the market with the support of our sponsor companies since 2006

Interns				
	Mhlali Sisusa	Ralebona Ntaopane	Keitumetse Molose	Sfundo Ndwane
Sponsor Companies				

2020 Applications
Are Open for
Sponsor Companies
and New Interns

2020 HIGHLIGHTS



Visibility and Brand Exposure

- Numerous requests for live/recorded **media interviews** provided an opportunity for SARA to advance the SARA brand and sound reward practices
- Through our spokespeople and PR programme, SARA was featured in SA's **leading media platforms** through print, broadcast and online media, and on our **Social Media** platforms
- We extended our content coverage to include topical **podcasts and video snippets** and published these on our SARA YouTube channel



2020 KEY ACHIEVEMENTS

NO. OF MEMBERS

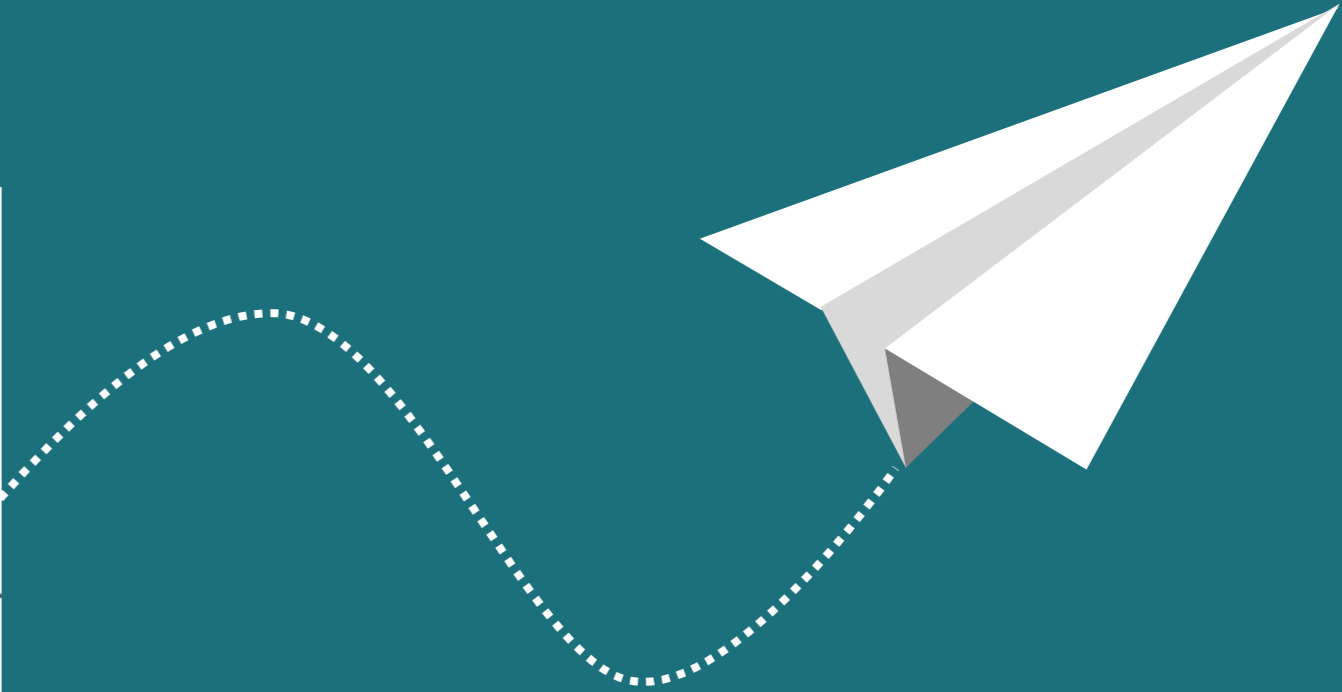


Membership

- The number of members increased by **12%** to 560
- This is a **noteworthy achievement** in a year where budgets have been under severe pressure
- This consists of **415** organisations and **145** individual members
- The total number of individuals on the SARA database has grown to **9,197**

A WORD : FROM OUR INCOMING PRESIDENT

Thank You



Martin (Past President)

for your excellence leadership and ongoing commitment

Exco & Portfolio Comms

for leading/delivering the various initiatives that enable us to create value for all our members

VDW & Ops team

for managing the agility that enabled us to transform and embrace the digital world that this year required of us

Members

for your continued support and confidence that we can represent your professional needs

Sponsors & Partners

for always giving of your resources, knowledge and skills

I LOOK FORWARD TO WORKING WITH ALL OF YOU TO:





THANK YOU

Enjoy the conference and let's continue the journey, together!

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