BOOK CATALOGUE

2018

AGILE PEOPLE
A Radical Approach for HR & Managers
(That Leads to Motivated Employees)

CO-DETERMINATION
The Answer to South Africa’s Industrial Relations Crisis

RETENTION STRATEGIES
The key to attract and retain excellent employees

PEACE LEADERSHIP
Self-Transformation to Peace

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Structuring organisations in times of radical change
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DID YOU KNOW?

KR has conducted survey reports containing vital information for organisations! CONTACT us today to obtain your copy for the following survey reports:
- Leadership Development
- Talent Management
- Human Resources
- Diversity Inclusion and Transformation

KR is committed to help you with all your development goals for this year! For nearly 30 years, we have provided organisations and people in business with the ideas and resources they need to successfully reach their goals.
Co-determination is really the only way forward for South Africa and other emerging economies. Our traditional corporate way of managing employee relations is no longer conducive to the survival and sustainability of companies. Co-Determination is a book rich in African philosophy, stories, narratives, cases and theory – all in a kaleidoscope of different angles studying the same topic.

Dr Rica Viljoen’s model on inclusivity, was acknowledged as one of the 10 most promising contributions to the field of Management, Spirituality and Religion by the Academy of Management in 2008.

Henk van Zyl worked as a HR professional in the transport industry for 36 years, of which 20 were at the Executive level.

Dr Joyce Toendepi is an effective and efficient strategic planner who has the capability and expertise to devise and promote innovative solutions that challenge mainstream thinking.

Stefan Viljoen has a Bachelor of Commerce Degree in Business Management, a Bachelor of Commerce Honours Degree in Strategic Management, a Post Graduate Diploma in Management Practice, and his current Masters of Commerce Degree in Business Management. Empower employees to become motivated stakeholders.

Team Leadership is one of the most comprehensive books available on team development, offering practical insights into:

Developmental Frameworks * Constituent Frameworks * Organisational Context * Motivational States * Motivation Theory * Team Leadership * Tasks of Team Leaders * Coaching * Teambuilding * And More!

Team Leadership will help team leaders and members to become more effective by helping them to understand teams better. This book brings together theories and research on team design, team functioning, managing teams, team growth and more! It also describes tools and techniques that can be used to raise the performance levels of teams and help them to be optimal.

Conquering Communications in Organisations offers insights and ideas on just how to look at today’s world of internal and external communications, using examples and case studies to illustrate crucial topics such as:

- Social Media: Using social media for internal comms and the importance of social media security.
- Email: Styles of email communication, etiquette and
- Internal newsletters: Why you should keep sweet and short, get your staff to give you news and incorporate humour!
- And more!

Award winning journalist and author, Marion Scher is one of South Africa’s top freelance journalists, media consultants and trainers. Having worked in all three forms of media – radio, television and print, including online.
**PEACE LEADERSHIP**

Self-Transformation to Peace
Edited by Prof Ebben Van Zyl and Dr Andrew Campbell
Hardcopy: R359.00 incl. vat
ISBN: 978-1-86922-761-6
E-version: R270.00 incl. vat
eISBN: 978-1-86922-762-3

Threats to peace are making headlines all over the world, with tension in the Middle East, worldwide economic decline, high unemployment rates and terrorist activities being just a few examples. Peace is a topic of increasing rather than passing or declining interest, as societies begin to see the harsh realities of the cost of non-peace.

Nevertheless, peace per se is not commonly addressed by leaders, and this is a crucial gap that needs to be filled. Only a few leadership studies include concepts such as “leading for peace”.

This book provides a significant contribution within the emerging peace leadership discipline as the international community, non-governmental organisations, and the public and private sectors struggle to formulate sustainable peace initiatives at the tribal, local and communal societal level.

Professor Ebben van Zyl is currently Professor in the Department of Industrial Psychology (University of the Free State, South Africa). Professor van Zyl has published 48 scientific publications, 39 research projects and has presented 45 papers at national and international conferences with regard to industrial psychology and leadership related topics.

Dr Andrew Campbell is the Director, International Peace and Leadership Institute. In addition, Dr Campbell, as a retired senior military officer, works for the Department of Defence specialising in Counter-Terrorism and Global Security Cooperation.

**RETENTION STRATEGIES**

The key to attract and retain excellent employees
By Dr Mark Bussin
Hardcopy: R299.00 incl. vat
ISBN: 978-1-86922-767-8
E-version: R225.00 incl. vat

“Believe that further shore is reachable from here.”
Seamus Heaney “The cure of Troy”

In the current economic environment, retention is one of the foremost concerns of all organisations. Leading organisations are citing retention as a key challenge and central objective; and no organisation can expect to survive if its retention game is not on point. A sound retention strategy results in lower staff turnover rates, which means: Reduced costs to the company, higher revenues and profitability, more productive staff and increased work morale. Retention is, in fact, a win-win deal for both parties – the employer and the employee.

Retention Strategies is a complete how-to book to help you implement a sound retention strategy for today’s workplace. This book unpacks:

- The business case for retention strategies and the cost implications of high staff turnover.
- The role of rewards and remuneration: Remuneration only accounts for 25% of the stay decision, nevertheless it is a ticket to the retention game – it just has to be fair.
- Retention and engagement: Whilst engagement does not necessarily cause retention, there is some relationship.
- And more!

Dr Mark Bussin is the Chairperson of 21st Century, a specialist reward and remuneration consultancy. He has HR, reward and remuneration experience across all industry sectors, and is viewed as a thought leader in the HR, reward and remuneration arena.
AGILE PEOPLE:
A Radical Approach for HR & Managers (That Leads to Motivated Employees)
By Pia-Maria Thoren
Hardcopy: R349.00 incl. vat
E-Version: R260.00 incl. vat
eISBN: 978-1-86922-758-6

Corporate cultures, global mindsets, and employee priorities are changing, which means management and human resources departments must also evolve. To ensure teams are well crafted, motivated, and successful, managers and HR professionals must step outside their comfort zone and adapt to younger, newer ways of thinking—they must become Agile.

In Agile People, management consultant Pia-Maria Thoren outlines how managers, human resources professionals, company decision-makers, and employees can adopt the flexible, fluid, customer-focused mindset of modern tech companies to inspire their workers and strengthen their organisations. This essential handbook explains both the theories and practical applications behind the Agile framework, showing how companies can do the following:

- Create a structure and culture for an organisation to meet future challenges
- Give management and HR the changed mindset and the tools to facilitate employee drive and performance
- Empower employees to become motivated stakeholders

Pia-Maria Thoren is the Inspiration Director at GreenBullet, an Agile consulting company in Stockholm, and is the founder of Agile People, a movement that started in Sweden in 2013. She specializes in Agile HR, Agile Leadership, and Motivation. As a people-management consultant for some of Sweden’s largest international companies.

BUILDING RESILIENCE
How to Thrive in the Face of Life’s Challenges
By Rod Warner
Hardcopy: R329.00 incl. vat
ISBN: 978-1-86922-745-6
E-version: R249.00 incl. vat
eISBN: 978-1-86922-746-3

Imagine having abundant inner strength and resourcefulness to withstand and recover quickly from whatever difficulties life may throw at you. With “Building Resilience” you can.

This book teaches practical tools to live in alignment with your values. It shows how to prevent stress negatively affecting your work, colleagues and family. In the face of stressful life and work challenges you will be able to:

- Remain calm and healthy
- Reduce worry
- Experience more hope and optimism
- Bounce back stronger

Rod Warner is based in Cape Town and heads up Building Resilience. He has wide consulting experience and in-depth experience in learning, design facilitation and skills development.

EMPLOYEE ASSISTANCE PROGRAMMES
A guide for the SA practitioner
By Nico Martins & Ophillia Ledimo
Hardcopy: R299.00 incl. vat
ISBN: 978-1-86922-737-1
E-version: R225.00 incl. vat
eISBN: 978-1-86922-738-8

While Employee Assistance Programmes (EAPs) have grown tremendously in organisations across the world, many EAP practitioners are not prepared for the changing challenges of the role.

This is the first South African book to focus specifically on the development of EAP practitioners. It provides practical guidelines to develop and implement EAP programmes, including how to conduct a needs analyses, data collection and analyses, and impact assessments.

Prof Nico Martins is presently with the Department of Industrial Psychology at the University of South Africa (Unisa, since 1995) and specialises in the field of organisational psychology. His fields of expertise are organisational development and change.

Prof Ophillia Ledimo is full professor and chair with the Department of IOP at the University of South Africa (UNISA). She holds a Doctorate in Industrial and Organisational Psychology.
MIDLIFE RENEWAL
UNLOCK THE HIDDEN DOOR
By James Forson
Hardcopy: R269.00 incl. vat
ISBN: 978-1-86922-741-8
E-version: R200.00 incl. vat

Including twenty practical activities to create a new you

This book offers a practical conversation about making the second half of your life fulfilling and contented.

You have a gnawing concern that somehow you are missing out. Everybody else around you is living purposeful, high-achievement lives, and you are wallowing in drudgery. We spend the early part of our adult lives building a career, building a family and support structures around us. At some stage, we become so bound up in the boredom of day-to-day survival that once we have achieved these things, we feel let down and disappointed.

Midlife uncertainty is uncomfortable. You are trying to find the door leading to a more fulfilling life, but are dragged back to the constant responsibilities of work and relationships. That door is open, but you need to search for it. This book provides insights and exercises to help you make the mental connections and take you to the important decisions that you must confront in this phase of your life.

James Forson studied at the University of Cape Town and was dragged into the world of business with work experience in the mining, steel, pharmaceutical and banking industries.

THE FURTHER SHORE
Turn your dreams into goals and make them reality
By Sarah Arnot
Hardcopy: R269.00 incl. vat
E-version: R215.00 incl. vat
eISBN: 978-1-86922-760-9

“Believe that further shore is reachable from here.”
Seamus Heaney “The cure of Troy”

So many books tell you how to achieve your goals, but few help you to set great objectives in the first place. Discover a fresh, innovative approach to thinking about what you want out of life and how to get it. Sarah Arnot shares a 5-step approach to help you close the gap between reality and your dreams.

If you are serious about achieving what matters most, That Further Shore is your guide to taking the power back and becoming the master of your own fate. Drawing on a rich trove of research about the human brain and how we make decisions, Arnot reveals 5 proven steps to help get out of a rut and finally achieve your greatest goals.

In That Further Shore, Arnot shares her experience from 20 years of leadership in executive search and development, as well as sports management and national levels, to help you:

- Audit your life and uncover your real dreams
- Implement your own game plan to turn these dreams into reality
- Create daily routines that will keep you on track

Sarah Arnot is Managing Partner of the Woodburn Mann Leadership Science Institute, which supplies leadership development and assessment services to Boards, CEOs and senior executives in South African corporate businesses. She held international leadership roles in both organisations. As an executive search consultant at Spencer Stuart she led the European Internet Practice and the European Software Practice.
LEADERSHIP
Perspectives from the Front Line
By Theo Veldsman
and Andrew Johnson

Hardcopy: R850.00 incl. vat
ISBN: 978-1-86922-609-1
E-Version: R650.00 incl. vat
EISBN: 978-86922-610-7

A comprehensive overview of the latest developments in leadership!

INCLUDES INSIGHTS FROM OVER 80 LEADERSHIP EXPERTS!
Sharmila Chetty • Graeme Codrington • Ingra du Buisson-Narsai • Anthony Egan • Adriaan Groenewald • Vain Jarbandhan • Mmasekgoa Marsire-Mwamba • Nene Molefi • Cobus Pienaar • Vusi Vilakati • Hixonia Nyasulu • Crain Soudien • Anton Verwey • and more!

This book addresses the following burning issues:
• Multi-generational leadership • Ethical, responsible leadership • African leadership • Women in leadership • Entrepreneurial leadership • Change leadership • Wisdom and leadership • Authentic leadership • Diversity leadership • Board leadership • Team leadership • Burnout, derailment and toxic leadership • Leadership assessment, development and coaching

Plus! Get sector-specific insights:
• Business leadership • Political leadership • Education leadership • Community leadership • Environmental or sustainability leadership • Professional services leadership • Spiritual or religious leadership • Sports leadership

About the editors:
Prof Theo Veldsman is regarded as one of the thought leaders in South Africa with respect to people management and the psychology of work. He is the author of nearly 200 technical/consulting reports/articles covering the abovementioned areas. While Dr Andrew Johnson is the General Manager of Eskom’s Leadership Institute. He has followed a career with Edcon, MTN, Transnet, Anglovaal Mining and the JSE. Andrew held various non-executive directorships.

ESSENTIAL READING FOR EVERY LEADER!
Two internationally recognised thought leaders on leadership teamed up with over 80 contributors to produce the most comprehensive and “biggest” business leadership book ever published in South Africa.

With 89 contributors, 56 chapters, 1000+ pages and featuring a foreword from Advocate Thuli Madonsela, the book addresses leadership from every possible angle.

The leadership education and development industry is worth over R500-billion worldwide. Yet, despite the vast amount of money invested, trust in leaders is at an all time low. Research has shown that the primary reason for leadership failure is a lack of contextual perspective.

This is where Leadership: Perspectives from the Front Line is different to the thousands of other leadership books available. This is the most comprehensive book on leadership ever published in South Africa. It provides cutting-edge thinking about leadership. It synthesises the latest insights from SA’s top leaders and experts on leadership – offering readers practical tools they can implement immediately.

FOREWORD BY ADV THULI MADONSELA
“I HOPE THIS BOOK WILL ASSIST OUR LEADERS, PARTICULARLY OUR YOUNG AND CORPORATE LEADERS, TO ENABLE OUR COUNTRY TO MAKE THE MUCH NEEDED AND DESIRED GIANT LEAP INTO THE INCLUSIVE, PROSPEROUS AND PEACEFUL FUTURE WE ALL YEARN FOR, SO PASSIONATELY.”
LEADERSHIP: PERSPECTIVES FROM THE FRONT LINE

UNDERSTANDING LEADERSHIP
Perspectives from the Front Line
Edited By Andrew J Johnson & Theo H Veldsman
Hardcopy: R369.00 incl. vat
E-version: R279.00 incl. vat
eISBN: 978-1-86922-687-9

In Understanding Leadership 14 thought-leaders covers themes such as:
- Leadership as strategic organisational capability and intervention by Theo H Veldsman and Andrew J Johnson
- The Leadership Landscape as a meta-framework by Theo H Veldsman
- And more!

LEADERSHIP IN CONTEXT
Perspectives from the Front Line
Edited By Andrew J Johnson & Theo H Veldsman
Hardcopy: R369.00 incl. vat
ISBN: 978-1-86922-688-6
E-version: R279.00 incl. vat
eISBN: 978-1-86922-689-3

In Leadership in Context 17 thought-leaders covers themes such as:
- Leadership as strategic organisational capability and intervention by Theo H Veldsman and Andrew J Johnson
- The world of tomorrow: leadership challenges, demands, and requirements by Theo H Veldsman
- And more!

LEADERSHIP EXCELLENCE
Perspectives from the Front Line
Edited By Andrew J Johnson & Theo H Veldsman
Hardcopy: R369.00 incl. vat
ISBN: 978-1-86922-690-9
E-version: R279.00 incl. vat
eISBN: 978-1-86922-691-6

In Leadership Excellence 25 thought-leaders covers themes such as:
- Leadership excellence dimensions by Anton Verwey, Ronel Minnaar and Paul Mooney
- Leadership excellence across cultural settings by Lize Booysen
- And more!

BUILDING LEADERSHIP TALENT
Perspectives from the Front Line
Edited By Andrew J Johnson & Theo H Veldsman
Hardcopy: R369.00 incl. vat
E-version: R279.00 incl. vat
eISBN: 978-1-86922-693-0

In Building Leadership Talent 12 thought-leaders covers themes such as:
- Leadership as strategic organisational capability and intervention by Theo H Veldsman and Andrew J Johnson
- Leadership talent for an uncertain future by David Conradie
- And more!

LEADERSHIP DYNAMICS AND WELLBEING
Perspectives from the Front Line
Edited By Andrew J Johnson & Theo H Veldsman
Hardcopy: R369.00 incl. vat
ISBN: 978-1-86922-694-7
E-version: R279.00 incl. vat
eISBN: 978-1-86922-695-4

In Leadership Dynamics and Wellbeing 9 thought-leaders covers themes such as:
- Leadership as strategic organisational capability and intervention by Theo H Veldsman and Andrew J Johnson
- A flourishing and thriving leadership community by Theo H Veldsman
- Leadership identity by Ilka Dunne
- Stress, burnout, derailment and resilience
- And more!
ORGANISATIONAL DESIGN FOR UBER TIMES
Structuring organisations in times of radical change
By Dr Mark Bussin
Hardcopy: R375.00 incl. vat
ISBN: 978-1-86922-708-1
E-version: R281.00 incl. vat
eISBN: 978-1-86922-709-8

“Doing business in Uber times” has become a metaphor for doing business in a digital world of algorithms, automation, artificial intelligence and non-stop disruption. Organisations everywhere are being forced to operate in a fast-changing, high-speed environment. Business models are being challenged and trusted values questioned. Worse still, operational margins are severely depressed.

Never before has organisation design been so important for businesses, HR and leaders.

Demographic shifts, sustained market growth globalisation and cultural and generational differences are forcing organisations to re-think the way they engage with their people. Organisation Design for Uber Times will help you:

- Anticipate mega-trends and changes.
- Learn how to identify your organisation’s strategy, market position and where your organisation is in the business life cycle.

Mark Bussin is the Chairperson of 21st Century, a specialist reward consultancy. He has reward experience with many multinational companies across all industry sectors, and is viewed as a thought leader in the HR, remuneration and performance arena. He serves on, and advises, numerous boards, remuneration and audit committees on executive remuneration, strategy and board performance.

ORGANISATIONAL DIAGNOSIS
Tools and applications for researchers and practitioners
Edited by Nico Martins, Ellen Martins & Rica Viljoen
Hardcopy: R375.00 incl. vat
ISBN: 978-1-86922-705-0
E-version: R281.00 incl. vat
eISBN: 978-1-86922-683-1

The highly experienced and knowledgeable authors of Organisational Diagnosis provide the reader with the necessary advice, tools and applications to conduct a successful organisational diagnosis. Readers will come to understand how to diagnose concerns/problems and leverage untapped possibilities in the organisation in order to improve and be successful in a competitive, fast-changing world.

ABOUT THE EDITORS

Prof Nico Martins is presently with the Department of Industrial Psychology at the University of South Africa (Unisa, since 1995) and specialises in the field of organisational psychology. His fields of expertise are organisational development and change.

Dr Ellen Caroline Martins is an inter-disciplinary researcher and author who has published 19 articles, five chapters in books, mostly as first author, and has presented papers at eight international conferences and a number of South African conferences. Her work focuses on knowledge retention, surveys and research methodology, organisational culture, creativity and innovation, and age generation groups.

Dr Rica Viljoen is the managing director of Mandala Consulting, a niche organisational development company that specialises in transformational processes, organisational research and spiral dynamics. She is a master organisational development practitioner who focuses on large-scale organisational change and development. She is a senior research fellow at the University of Johannesburg and is adjunct faculty at the Henley Business School, South Africa. Her research has been published and presented internationally, and has reached more than 42 countries.
A JOURNEY OF DIVERSITY & INCLUSION IN SOUTH AFRICA
Guidelines for leading inclusively
A PRACTICAL GUIDE INCLUDES INSIGHTS AND TIPS
By Nene Molefi
Hardcopy: R 325.00 incl. vat
ISBN: 978-1-86922-703-6
E-version: R245.00 incl. vat
eISBN: 978-1-86922-704-3

“The ideas and experiences shared by author Nene Molefi speak directly to the troubling prejudices and inequities that persist in our world. Diversity and inclusion are more pressing than ever. Injustices and deep social divisions persist, personally and systemically. Racism, sexism, homophobia, and other forms of fear and hatred are not isolated. They remain embedded and they demand courageous, deliberate work. In this book, Nene uses her own story to cast a bright light on the transformation journey. Nene’s book quite vulnerably takes the reader on Nene’s personal journey. In addition to the deeply personal content, each chapter ends with practical guidelines on how to lead inclusively. Nene’s book offers hope and substance in our vision of a diverse and inclusive and just society.” —Justice Edwin Cameron

“This is a deeply authentic personal narrative offering powerful and practical insights, from one of South Africa’s foremost advisors on diversity and transformation. It should be required reading for any leader who is serious about effectively transforming their organisation.”
Dr Jonathan Broomberg, CEO, Discovery Health

Over the past two decades, Nene has gained a reputation both locally and internationally as a thought-leader in diversity and inclusion, values-driven leadership and transformation. She has authored numerous publications, including contributing to the book Leadership Perspectives from the Front Line. She is a member of the Diversity Collegium, a think tank of globally-recognised diversity experts. She is an associate lecturer at GIBS on Global Diversity and Unconscious Bias, as well as an associate lecturer on Transformation Strategy for the Stellenbosch Business School. She is a sought-after speaker for conferences around the world.

HOW TO GET THE JOB YOU WANT
10 Practical steps to get a better job quicker
By Ron Hyams
Hardcopy: R225.00 incl. vat
ISBN: 978-1-86922-735-7
E-version: R169.00 incl. vat
eISBN: 978-1-86922-736-4

Ron Hyams has helped hundreds of people transition to new jobs. He believes the most important ingredient in getting a job is to clarify your personal brand, your strengths and your ‘offer’. In his new book, How to Get the Job You Want, he shares his ten steps to accelerate the process of getting your perfect job (faster):

• STEP 1: Get your attitude right – turn crisis into opportunity.
• STEP 2: Conduct a career stock take – identify your skills and strengths.
• STEP 3: Envision your ideal job – know your preferences.
• STEP 4: Build your brand – clarify your unique value add
• STEP 5: Create a compelling CV – your ‘Brand Me’ sales document.

To make a powerful impression in an overcrowded job market, you need to stand out. This practical workbook will show you how to showcase your personal brand and get the job you’ve always wanted.

Ron Hyams has 20 years international experience developing inspiring leaders and high performance teams. He obtained a master’s degree from both the University of Cambridge as well as Ashridge Management College (cum laude), and currently serves on the Faculty of Education at the University of Stellenbosch Business School.

“By getting me to think differently this workbook helped me land a fantastic new job.” Gillian Kabe, Nedbank Private Wealth
**EMOTIONAL INTELLIGENCE**

Tipping Point in Workplace Excellence

*By Dr Annette Prins, Dr Eugene van Niekerk and Dr Annette Weyers*

Hardcopy: R 329.00 incl. VAT  
E-version: R245.00 incl VAT  
eISBN: 978-1-86922-713-5

Research now shows that people with higher levels of emotional intelligence generally have:

- Greater job satisfaction
- A better chance of getting promoted
- A bigger salary
- A higher standard of living
- Fewer family conflicts
- A stronger immune system
- A lower chance of developing cardiovascular disorders, and
- A more fulfilled life!

Throughout the book, you will find practical tips, exercises, and case studies to help you develop your emotional intelligence. Emotional Intelligence is a complete guidebook to help you leverage your EQ for greater professional and personal success. Now is your chance to open the door to a better life!

Annette Prins a senior counselling psychologist, involves herself with developing human capital. As CEO and co-owner of the company Talent and Wellness Management, she developed and presented an array of workshops in the people skills arena, for the corporate and tertiary sectors.

Eugene van Niekerk has taught psychology at both under-graduate and post-graduate level. His academic background is also complimented by work as psychotherapist and corporate consultant.

Services to employees included support and interventions through counseling, coaching, inspirational talks and workshops.

As consultant Annette Weyers has been part of the wellness industry for fifteen years. She was co-founder of the Centre for Talent and Wellness Management an organisation that offered professional services to develop human talent and promote wellness.

**PERFORMANCE MANAGEMENT REBOOT**

Fresh Perspective for the changing world of work

*By Dr Mark Bussin*

Hardcopy: R450.00 incl. vat  
E-version: R339.00 incl. vat  
eISBN: 978-1-86922-671-8

Performance management systems have become too time-consuming and cumbersome – the time is right for a reboot. This guide will show you how to revisit your performance management strategies – use simpler tools, move towards developmental discussions, and remove or reduce ‘forced’ rankings.

This handbook serves as a practical and convenient guide to managing performance in an uncertain, turbulent, world where companies must adapt.

Mark Bussin is the Chairperson of 21st Century, a specialist reward consultancy. He has reward experience with many multinational companies across all industry sectors, and is viewed as a thought leader in the HR, remuneration and performance arena.

**AUTHENTIC LEADERSHIP EFFECTIVENESS**

for Individuals and Teams

*By Dr Tineke Wulffers*

Hardcopy: R 328.00 incl. vat  
E-version: R 246.00 incl. vat  
eISBN: 978-1-86922-707-4

True leadership has always been more difficult to maintain in challenging times, but the unique stressors facing organisations throughout the world today call for renewed attention to what constitutes truly positive leadership. In Authentic Leadership Effectiveness for Individuals and Teams Tineke Wulffers combines the best of academic research, with years of personal experience working with leaders and teams, to offer a practical guide on how to develop this type of leadership effectiveness in real life.

Tineke divides her time between her practitioner and academic work. She is Director of the Moya Institute of Authentic Leadership Effectiveness.
TALENT MANAGEMENT

TALENT TALKER
60 Conversations to Unlock Talent and Potential Growth
By Yolanda Lacoma & Martin Sutherland
Hardcopy: R399.00 incl. VAT
ISBN: 978-1-86922-747-0
E-version: 299.00 incl. VAT
eISBN: 978-1-86922-748-7

Great people developers take an interest in others, they recognize that they didn’t get to where they are on their own, and they want to “pay forward” the time that others have invested in them. Helping others unlock their talent and potential is an enormously rewarding activity, and it doesn’t take very much time, just the right attitude. If you look back on your own career and recognize a talent talker in your past, you owe it to them to become one yourself. If you don’t see a talent talker in your past, you need to look harder, because no one can make it on their own. Getting managers to have development conversations is one of the most important drivers of unlocking talent and potential in your organisation. This book, and the TalentTalker.com application, makes it easy for any manager to sit down and have a development conversation. Those conversations can be about improving performance, managing a career, developing leadership skills or formulating and executing new business strategies.

TAGGING FOR TALENT
The Hidden Power of Social Recognition in the Workplace
By Michael Salone
Hardcopy: R359.00 incl. vat
ISBN: 978-1-86922-749-4
E-version: R275.00 incl. vat
eISBN: 978-1-86922-750-0

Tagging for Talent introduces a breakthrough approach for human resources, talent managers, senior executives and line managers to find hidden talent from within their own organizations. This unique method challenges the status quo of talent identification and succession planning with an easy crowdsourcing approach to competency recognition. It speaks to HR professionals, Talent Manager and senior leaders who are looking for simple to use, real-life solutions that can be implemented in business today.

Michael Salone, an international HR expert, sought-after speaker, and author. Michael is CEO of 3-6TY, a unique consulting firm which uses the power of the crowd to share knowledge and identify talent for organizations. Michael has helped multi-billion dollar companies, Alstom and Schlumberger and clients Carnegie Mellon University, the United Nations, Total, Eczacibasi Group and Michelin (just to name a few) identify the strengths they have inside their organizations.

SUCCESSION MANAGEMENT
By Ashnie Muthusamy
ISBN: 978-1-86922-751-7
Hardcopy: R259.00 incl. VAT
eISBN: 978-1-86922-752-4 (ePDF)
E-version: R195.00 incl. VAT

A sound succession plan will minimise the risk of disruption (or even disaster!) during times of change within an organisation. However, implementing a well-designed succession management system, is easier said than done. It calls for a comprehensive understanding of the practice of succession planning, particularly within the context of South Africa’s BEEE and employment equity policies.

This is an indispensable book for every CEO, board member, HR executive and talent manager!

Ashnie Muthusamy is presently the Group Talent Manager for Sun International. She has an educational background in Psychology, HR and Leadership. For the last 20 years she has worked in various Group roles working with Talent Management. Her present portfolio includes Strategic Resourcing, Psychometric Assessment, Job Architecture; Performance Management, Succession Management, EVP among other HR responsibilities.
GUIDING AND LEADING
CRUCIAL MENTORING CONVERSATIONS

A crucial guide to mentoring conversations
By Niël Steinmann
Hardcopy: R329.00 incl. vat
ISBN: 978-1-86922-670-1
E-version: R249.00 incl. vat
eISBN: 978-1-86922-671-8

Mentoring nourishes others to grow and act with greater confidence. The need for mentorship is greater than ever before. However, informal mentoring has not kept up with the challenges in business.

In his latest book on mentoring, Niël Steinmann, South Africa’s leading authority on mentorship suggests a structured and intentional approach to mentoring, called crucial mentoring conversations. He explains: ‘Our success in life is dictated by the quality of relationships we can build and maintain’.

When you mentor intentionally, opportunities for crucial conversations present themselves all the time - from ‘What’s my purpose?’ to navigating career challenges, to performance feedback, developing strengths and how to manage productive relationships and networks both personally and professionally.

Niël Steinmann is a specialist business consultant and registered Industrial Psychologist. He has invested more than a quarter century studying the topics of mentoring, coaching and leadership development. In 1999 he founded People’s Dynamic Development, a management consultancy that utilizes African analogies to develop people and organisations to significantly increase their performance capacity. Niël is the author of Fundamentals for effective mentoring: Raising giant killers which received international recognition and endorsements from prominent and renowned leadership consultant Dr Ken Blanchard.

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Perspectives, Challenges, Realities and Experiences
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