

AFRICA HARBORS

THE ARCHITECTS OF AFRICA'S PORT ECONOMY

HR EDITION 2026

FIRST EDITION
INTERNATIONAL TRAINING BROCHURE

HUMAN RESOURCES 4.0

DIGITALIZATION AND STRATEGIC
TALENT MANAGEMENT
IN AFRICAN PORTS



DATES

21 - 26
SEPTEMBER 2026



LOCATION
ZANZIBAR
TANZANIA



DURATION
06 DAYS
INTENSIVE



FEE
€3,500 (EXCL. TAX)
ACCOMMODATION INCLUDED

ORGANIZED BY:

Yesod Africa
MANAGEMENT
& CONSULTING



FOR THE ATTENTION OF HUMAN RESOURCES DEPARTMENTS
OF AFRICAN PORT AUTHORITIES

OUR VISION

THE PORTS OF THE FUTURE WILL BE DRIVEN BY
TALENT

For a long time, port investment focused on infrastructure, equipment, and technology. Today, the real difference lies in the women and men who make them run.

Human intelligence, foresight, leadership, and mastery of skills are becoming the primary levers of competitiveness.

Africa Harbors Days – HR Edition 2026 supports HR decision-makers in this transformation, to build port organizations that are more efficient, more resilient, and future-focused.



01

INTERNATIONAL EVENT



20

PORTS REPRESENTED



ENTRE 40 ET 50

HR MANAGERS EXPECTED



06

INTENSIVE DAYS

THE 5 HR CHALLENGES OF AFRICAN PORTS



TALENT SHORTAGE

Attract, retain,
and develop
strategic skills.



TRAINING & DEVELOPMENT

Prepare employees for the port
professions of tomorrow.



DIGITAL TRANSFORMATION

Digitalize HR processes and
provide lasting change support.



LEADERSHIP & CULTURE

Develop leadership capable
of driving collective performance.

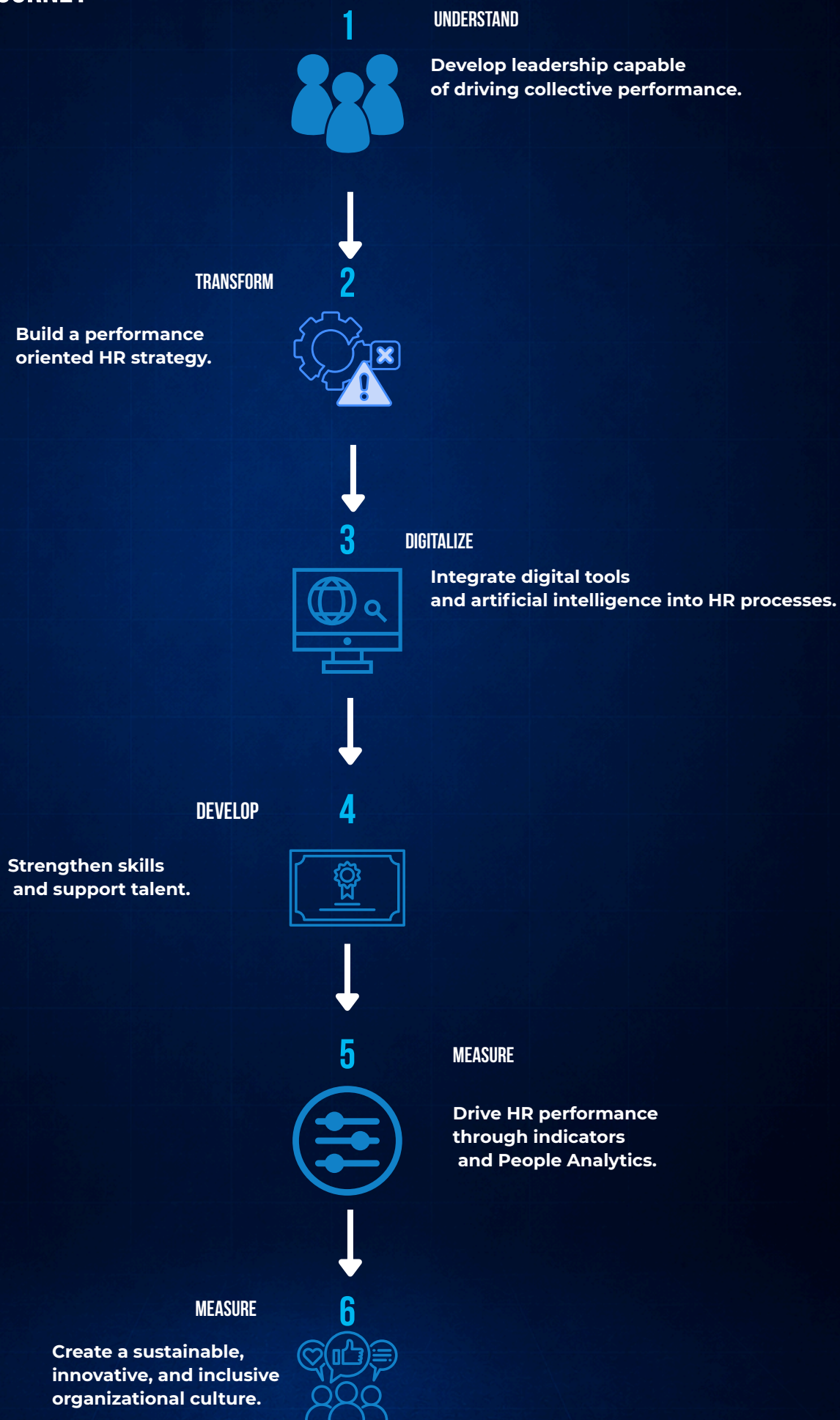


DATA & PEOPLE ANALYTICS

Leverage HR data to
drive more effective decisions.

Exploiter les données RH
pour piloter des décisions
plus efficaces.

OUR 6-STEP JOURNEY



01

DIGITAL TRANSFORMATION OF THE HR FUNCTION

02

HR CHALLENGES IN PORTS AND MARITIME
ORGANIZATIONS

03

NEXT-GENERATION HRIS

04

STRATEGIC TALENT MANAGEMENT

05

TRAINING AND SKILLS DEVELOPMENT

06

HR PERFORMANCE MANAGEMENT & PEOPLE
ANALYTICS

07

HR PERFORMANCE MANAGEMENT & PEOPLE ANALYTICS

08

EMPLOYER BRANDING AND EMPLOYEE ENGAGEMENT

09

INCLUSIVE LEADERSHIP AND DIVERSITY

10

WORKSHOP: BUILDING YOUR HR 4.0 ROADMAP



THE EXPERTS

**JEAN-MARC MERCY****LEAD EXPERT**

Certified Gallup Strengths coach, strategic consultant, and specialist in human capital development. Over 20 years of experience supporting public and private organizations across Africa.

**FRANCK BAYÉ****DIGITAL TOOLS EXPERT**

Franck Bayé is an expert in digital transformation, innovation, and human capital development, with more than 15 years of experience supporting companies and institutions. An entrepreneur, consultant, and trainer, he supports organizations in their digitalization, change management, skills development, and adoption of emerging technologies, particularly artificial intelligence. His expertise focuses on aligning HR strategies with digital transformation challenges to strengthen performance, attractiveness, and talent management.



YOUR DELIVERABLES & SUPPORT



HR 4.0
Practical Guide



30 – 90 – 180 Day
Roadmap



Templates &
Operational Tools



Access to the
eSika™ Platform



HR Dashboard
& KPIs



Certificate of
Participation



POST-TRAINING FOLLOW-UP
INCLUDED VIA THE **eSika™** PLATFORM.

WHY ZANZIBAR?



INSPIRING DESTINATION

An exceptional setting to reflect and recharge.



ACCESSIBILITY

Easy connections from major African capitals.



PREMIUM NETWORKING

An environment conducive to high-level exchange.



UNIQUE EXPERIENCE

Culture, history, and hospitality at the heart of the Indian Ocean.



**ZANZIBAR,
TANZANIA**

INFRASTRUCTURE BUILDS PORTS.

TALENT BUILDS THEIR FUTURE.



CONTACT & REGISTRATION



info.yesod@gmail.com



+225 01 02 88 24 24



+237 6 74 38 81 15



+225 07 98 23 98 73



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