

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

19 - 23
OCTOBER 2026



LOCATION
ZANZIBAR
TANZANIA



DURATION
05 DAYS
INTENSIVE



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

ORGANIZED BY:

ULTIMATE 10 Y-E-SO-D
@ AFRICA GHANA LTD

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



MANAGEMENT
& CONSULTING

THE 5 HR CHALLENGES OF AFRICAN PORTS



TALENT SHORTAGE

Attract, retain,
and develop
strategic skills.



TRAINING & DEVELOPMENT

Prepare employees for the
professions of tomorrow.

DIGITAL TRANSFORMATION

Digitalize HR
processes and
provide lasting
change support.

YOUR HR 4.0 KIT



HR 4.0
PRACTICAL
GUIDE



30 - 90 - 180
DAY
ROADMAP



HUMAN
RESOURCES
4.0



TEMPLATES &
OPERATIONAL
TOOLS



ACCESS TO
THE eSika™
PLATFORM



eSika™
PLATFORM



HR DASHBOARD
& KPIs



CERTIFICATE OF
PARTICIPATION



DATA & PEOPLE ANALYTICS

Leverage HR data to
drive more effective
decisions.

Exploiter les données RH
pour piloter des décisions
plus efficaces.

LEADERSHIP & CULTURE

Develop leadership
capable of driving
collective
performance.



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.

OUR 6-STEP JOURNEY



PROGRAM — 10 EXPERT SESSIONS

- 1** Digital Transformation of the HR Function
- 2** HR Challenges in Ports and Maritime Organizations
- 3** Next-Generation HRIS
- 4** Strategic Talent Management
- 5** Training and Skills Development
- 6** HR Performance Management & People Analytics
- 7** HR Performance Management & People Analytics
- 8** EMPLOYER BRANDING AND EMPLOYEE ENGAGEMENT
- 9** Inclusive Leadership and Diversity
- 10** Workshop: Building Your HR 4.0 Roadmap



THE EXPERTS



JEAN-MARC MERCY

LEAD EXPERT

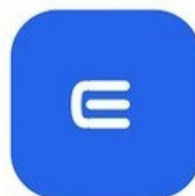
Certified Gallup Strengths coach, strategic consultant, and specialist in human capital development. Over 20 years of experience supporting public and private organizations across Africa.



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.



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.

**INFRASTRUCTURE
BUILDS PORTS.
TALENT BUILDS
THEIR FUTURE.**

CONTACT & REGISTRATION



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MANAGEMENT
& CONSULTING



**ZANZIBAR,
TANZANIA**