



SIOPSA

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*Future Proofing
the World of Work for the
Greater Good*

THE NEW ERA OF SKILLS TRANSFORMATION AND
PROFESSIONAL PRACTICE ENHANCEMENT

CONFERENCE CHARTER 2025



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1. THE 2025 SIOPSA CONFERENCE OUTLINE

The Future Now at a Glance

We are living in a time of increasing geopolitical polycrisis, new economic policies shaped by the climate crisis, rapid advancement of technologies such as artificial intelligence and sustainable development challenges. Businesses are experiencing the need to respond to scenarios and climates that have never existed before. Refer to the literature reviewed to compile this Conference Charter on page 9.

An open but critical mindset is required in order to understand, evaluate and respond to these emerging changes and technologies. Within this context, the SIOPSA 2025 Annual Conference recognises the importance of skills development, lifelong learning, and sustainable economic growth. The conference aims to unite a diverse group of psychologists, academics, psychometrists, employees across various industries, HR practitioners, and business leaders to disseminate knowledge and best practices **to prepare for the future world of work**. The conference will empower attendees with practical knowledge and equip them with the tools to develop a mindset of adaptability to stay relevant in their respective fields. It will provide a platform for sharing practical examples and case studies, fostering a collaborative environment for learning, growth and evolving at pace. The Conference is also an invitation to **“Navigating the Future Together!”**

2. OUR SPECIFIC CONFERENCE OBJECTIVES

- **Empower Attendees:** Equip attendees with the latest best practices and practical knowledge in their fields.
- **Foster Collaboration:** Create a platform for networking and knowledge-sharing among industrial psychologists, academics, practitioners, psychometrists, and business leaders.
- **Highlight Innovations:** Showcase innovative practices and emerging trends in the workplace.
- **Promote Professional Growth:** Offer sessions tailored to various levels of expertise, from novice to advanced professionals.
- **Ethics Related to Learning and Growth:** Design sessions that are inclusive and sensitive to diverse learning styles, cultures, and needs, ensuring that everyone has an equal opportunity to benefit.



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Empower Attendees



Foster Collaboration



Highlight Innovations



Promote Professional Growth



Ethics related to Learning and
Growth



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3. OUR CONFERENCE THEMES

The fundamentals of where, how, and why we work are being redefined, and our conference themes capture it as follows



“The Future-Now”

THIS THEME IS ABOUT UNDERSTANDING THE SHIFT TOWARDS:

- Sustainable economic growth and decent work
- The Rise of AI and Emerging Technologies
- Data-driven Decision-making
- Employee Experience



“The Future-How”

THIS THEME IS ABOUT EVALUATING AND RESPONDING TO FUTURE CHALLENGES THROUGH STRATEGIES THAT ENABLE THE SHIFTING TOWARDS SUSTAINABILITY:

- Upskilling and Reskilling: Capabilities. Competencies. Qualities.
- Diversity and Inclusion
- Lifelong Learning
- Flexible Work
- Creativity and Innovation
- Health and Wellbeing



“The Future Fit IOP”

THIS THEME IS ABOUT SHAPING THE FUTURE OF WORK THROUGH THE IOP PROFESSION ALIGNED WITH SUSTAINABLE GROWTH GOALS:

- The IOP identity and evolution of roles
- The IOP Professional Practice and Value Proposition
- Ethical conduct in research, practice, collaboration and publication



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4. OUR CONFERENCE FORMAT

Join us for an engaging and accessible conference experience designed to maximise learning, earn CPD points, and fit a variety of budgets. The conference format offers a unique opportunity for both local and international delegates to attend a mix of virtual sessions, in-person sessions, and practical workshops tailored to various professional needs that will ultimately enhance your learning journey. CPD points will be applied for, so be sure to mark your calendars for **21 to 25 July 2025** and take part in shaping the future.

CONFERENCE SCHEDULE

Please note that the virtual and in-person programs will feature different content tailored to each format. Conference packages will be announced in 2025 as our team develops viable options to suit diverse budgets.

Virtual Programme	
21 July 2025	Full-day virtual programme on the Whova platform
22 July 2025	Full-day virtual programme on the Whova platform
23 July 2025	Half-day virtual workshops followed by the AGM
In-Person Programme	
24 July 2025	Full day In-person programme followed by a Gala dinner and Presidential Awards (Venue TBC)
25 July 2025	Half-day In-person workshops (Venue TBC)



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5. WHO SHOULD ATTEND?

The 2025 SIOPSA Conference is designed to engage a diverse audience, from industrial psychologists applying psychological principles within the workplace, academics including scholars and researchers in the field of psychology and related fields, practitioners utilising psychological practices across various settings, and psychometrists specialising in psychological assessments. We invite employees, HR practitioners, and business leaders to attend and gain valuable psychological insights to drive organisational success.

This conference provides a collaborative platform for exploring practical upskilling, innovative assessment tools, and transformative strategies to lead with resilience and adaptability. Through collaborative learning and networking, this conference will empower you to champion ethical practices, drive sustainable growth, and embrace lifelong learning.

6. WHAT TO EXPECT AT THE 2025 SIOPSA CONFERENCE?

- Experience hands-on insight from our **masterclasses**.
- Discover real-world success in our business application **case studies**.
- Catch the latest findings with our **data blitz oral presentations**.
- Engage in our dynamic **panel discussions** with various industry leaders.
- Enjoy our intimate **fire-side chats** to foster meaningful dialogue.
- Explore formal **research studies**.
- Engage with our **poster sessions** and gain insight from the next generation of practitioners.

Note: Each presentation format will include specific templates and time limits to ensure a well-organised conference schedule.

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7. ARE YOU READY TO FUTURE-PROOF THE WORLD OF WORK?

Join us at the 2025 SIOPSA Conference for an enriching and transformative experience that offers opportunities to upskill and reskill. The conference is designed to empower industrial psychologists, psychometrists, academics, HR practitioners, business leaders and employees with the tools needed to thrive in the new world of work. Together, we can lead the way in adopting innovative practices and fostering cultural shifts within our organisations.

We look forward to your participation and contribution as we inspire, challenge, and prepare for the new era of work together.



Industrial
Psychologists



Business
Leaders



HR
Practitioners



Academics



Psychometrists



Employees



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8. LITERATURE REVIEW OF CONFERENCE CHARTER

Introduction

The transformation of workplace roles in the 21st century is a testament to the rapid changes driven by technological advancements, societal shifts, and global connections. As Dani Clark of the World Bank (2024) emphasised, staying competitive and future-ready requires a deep understanding of emerging career trends and the skills necessary to thrive in this evolving landscape. A study by Li (2022) across various industries indicates that reskilling and upskilling are crucial at different occupational levels to keep pace with technological demands and the evolving world of work.

Context Matters

Skills development and lifelong learning are critical enablers of decent work, productivity, and sustainability. They empower individuals, raise the value and output of labour, and contribute to the enrichment of societies.

The advent of the United Nations (UN) Sustainable Development Goals (SDGs) heralded a call for action by all countries to promote prosperity while protecting the planet. These transformative goals acknowledge that ending poverty must be achieved through strategies that build economic growth and address a range of social needs, including education, health, social protection, and decent work while tackling climate change, environmental protection and sustainability. The Global Goals (2023) highlight the importance of education, skills development, and Technical and Vocational Education and Training (TVET) as key components of the 2030 Agenda. These are essential for achieving SDG 4 on inclusive and equitable quality education and promoting lifelong learning opportunities, as well as SDG 8 on sustained, inclusive, and sustainable economic growth, full and productive employment, and decent work for all.

The World Economic Forum's (WEF) Davos Agenda offers a global framework that outlines specific actions to create sustainable and inclusive work environments. Key recommendations from the 2021 agenda include: addressing the skills gap by improving access to quality jobs, education, and skills development; fostering more inclusive workplaces by recognizing that diversity, equity, and belonging are essential to solving significant global challenges; and prioritizing employee health and well-being to boost motivation and engagement (Sault, 2021).



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LITERATURE REVIEW OF CONFERENCE CHARTER CONT.

These recommendations align closely with how industrial-organizational psychology positions itself, even if they may not immediately appear connected to the Sustainable Development Goals (SDGs).

Mullins and Olson-Buchanan's (2023) systematic literature on the role of industrial psychologists related to the SDGs indicates that the World Economic Forum's (WEF) Davos Agenda provides a global framework that highlights specific actions to create sustainable and inclusive workplaces. Pirtle and Wright (2021) point out that the SDGs offer a framework that allows I-O psychology to target multiple levels, breaking down traditional boundaries and creating a more flexible approach. With the growing adoption of the SDGs through the United Nations Global Compact—now embraced by over 20,000 organizations globally—it's clear that many organizations recognize the value of these goals and are committed to achieving them. The SDGs provide a "common language" and a rallying point for I-O psychology to enhance its visibility and impact.

Mullins and Olson-Buchanan (2023) further point out that the SDGs also give us a broader framework for communicating who we are and what we can do for diverse stakeholders. Imagine if, instead of saying that I-O psychology offers evidence-based solutions, we said that I-O psychology uses science to:

- Identify and address sources of gender discrimination.
- Help organisations understand decision-making processes that lead to racial discrimination and ways to rectify them.
- Tackle food insecurity within the workforce.
- Understand the experiences of workers outside traditional organisational structures.
- Demonstrate the financial and social benefits of organisational outreach related to social causes.

This shift in narrative would better highlight the unique value I-O psychology brings to addressing global challenges.

The rise of technology and automation is reshaping fields such as industrial and organizational psychology, academia, and psychometry. New technologies like artificial intelligence, machine learning, robotics, and blockchain are not just changing how we work; they are redefining what work means.



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LITERATURE REVIEW OF CONFERENCE CHARTER CONT.

Professionals who can master these technologies and combine them with robust skills in their respective fields will find themselves well-positioned for the future (Turja et al. 2019). Many scholars have explored the vast potential of new technologies for work and society, often at a theoretical but not at a practical level (Beer & Mulder, 2020. Cascio & Montealegre, 2016; Schwab, 2017; Turja & Oksanen, 2019). However, the real-world impact of recent advancements—such as robots, automated systems, and artificial intelligence—on the IOP and psychometric professions remains largely uncertain. By investigating the actual effects of workplace technologies, it has been suggested that technological developments lead to changes in the nature of work tasks and how they are performed in the work environment (Cascio & Montealegre, 2016).

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Moreover, the rapidly changing workplace landscape presents challenges as well. Industrial psychologists, academics, practitioners, and psychometrists are at a crossroads, needing to shed outdated practices while embracing advanced processes and staying current with innovations. They play a crucial role in leading cultural shifts within organizations and adopting new ways of working (Beer & Mulder, 2020). Organizations also face the challenge of balancing emerging technologies, learner needs, and preferences with new learning methodologies to meet the demands of a multigenerational workforce. If not properly addressed, this delicate balance may lead to adverse workplace challenges for both the organization and its employees (Caillier, 2016).

In this context, scholars have identified human qualities like empathy, critical thinking, and problem-solving abilities are becoming increasingly valuable (Jääskelä, Nykänen & Tynjälä, 2020; Patil, 2021).



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LITERATURE REVIEW OF CONFERENCE CHARTER CONT.

As technology takes on routine tasks, these soft skills, along with emotional intelligence, are essential for navigating complex interpersonal dynamics and leading diverse, global teams (Cotet, Carutasu, & Chiscop, 2020).

Professionals must also develop self-discipline, time management, and proficiency in digital collaboration tools to excel in an environment where remote work is becoming the norm (Emanuel et al. 2021).

Ivaldi, Scaratti, & Fregnan (2022) posit that adaptability is the key to thriving in this ever-changing landscape. Lifelong learning is no longer optional but a necessity. Continuously updating one's skills and knowledge through online courses, professional development programs, and certifications is crucial for staying ahead of the curve (Rose Yoo, SHRM, 2023). A growth mindset—being open to learning and improvement—will be the most powerful asset for industrial psychologists, academics, and psychometrists as they navigate career transitions and seize new opportunities.

The future belongs to those who are ready to adapt, innovate, and lead with courage. By embracing the challenges ahead with confidence and committing to continuous learning and growth, professionals can ensure long-term success in this rapidly evolving world of work.

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the future”*





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Thank You

*We look forward
to hearing from You*

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