



conference programme

Virtual >>> 21-23 July 2025
In Person >>> 24 -25 July 2025

*64 Jones Road
Kempton Park
Johannesburg
1620*



SIOPSA CONFERENCE 2025

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

THE NEW ERA OF SKILLS TRANSFORMATION
AND PROFESSIONAL PRACTICE ENHANCEMENT





SIOPSA
CONFERENCE
2025

*Future Proofing
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*The New Era of Skills Transformation
and Professional Practice Enhancement*

conference summary

Earn Up to 34 CPD Points

2 Day Pre-Conference Workshop - Exclusive to Full Conference bookings!!!

- **7 Clinical CEUs**
- **2 Ethics**

Virtual

- **12 Clinical CEUs**
- **3 Ethics**

In-Person

- **6 Clinical CEUs**
- **4 Ethics**



SIOPSA CONFERENCE 2025

*Future Proofing
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21 July
day one

*Full day virtual programme
on the Whova platform*

Stream 1

Stream 2

Stream 3

Stream 4

Stream 5

08h30 – 09h00
(30 minutes)

Registration

09h00 – 09h30
(30 minutes)

Welcome and Opening Ceremony
SIOPSA President: Prof. Nasima MH Carrim

09h30 – 10h30
(1 hour)

KEYNOTE: Dr Paul Vorster
TITLE: **Is Industrial Psychology Becoming Pseudo-Psychology?**
A Call to Reclaim Scientific Integrity in I/O Practice.

Session Chair: Prof. Nasima MH Carrim

10h30 – 10h45
(15 minutes)

Tea Break

10h45 – 11h30
(45 minutes)

**Workplace Mental Health as
Business Strategy:**
Insights from Industrial Psychology.

Research Presentation

- Sendry Moralo
- Prof. Lene Graupner

Deconstructing ROI:
Understanding the Costs of a Bad Hire.

Master Tutorial

- Dr Pakeezah Rajab
- Hofmeyr de Beer

Bridging the Skills Gap:
The Role of Assessments and Competency Mapping in Workforce Readiness.

Master Tutorial

- Nadine Swart

Catching Up with Evolution:
Annexure 12 and Ethical Paradigms for the Fifth Industrial Revolution.

Master Tutorial

- Alice Slabbert

**Caregiving and the Psychological
Well-being of Informal Community
Caregivers during the COVID-19
Pandemic**

Research Presentation

- Paulinah Matlou
- Dr Nomvuyo Bekwa
- Prof. KP Kgope Moalusi

11h30 – 11h40
(10 minutes)

Session Interval

**A Protocol for the Human/Machine
Working Relationship.**

Master Tutorial

- Lisa Ashton

Leading in the Virtual Academy:
E-Leadership Influence on Engagement, Trust and Retention in South African Universities.

Research Presentation

- Tayla Malagas
- Prof. Marieta du Plessis

**Leadership Influence in the Artificial
Intelligence (AI) Era:**
A Generational Perspective from a South African Manufacturing Organisation.

Research Presentation

- Dr Shanya Reuben
- Shaida Bobat

Integrating Personality and Ability:
Advancing Talent Measurement and Decisions for the Future World of Work.

Research Presentation

- Dr Sebastian Clifton
- Dr Angela Marsburg

**Ethical Implications of Charging
Interns for Internships.**

Panel Discussion

- Prof. Nasima MH Carrim
- Prof. Karel Stanz
- Raeesah Ayob
- Dexter Nyamutumbu

11h40 – 12h40
(1 hour)

	Stream 1	Stream 2	Stream 3	Stream 4	Stream 5
12h40 – 13h40 (1 hour)	Lunch Break				
13h40 – 14h40 (1 hour)	KEYNOTE: Dr Graeme Codrington TITLE: The Future Now: How to Co-Opt AI in the Workplace. Session Chair: Dr Gulshan Sugreen				
14h40 – 14h50 (10 minutes)	Session Interval				
14h50 – 15h35 (45 minutes)	AI and the Future of Work: A Critical Review of Automation’s Impact on Job Quality and Employment Patterns. Research Presentation Edmont Pasipamire	A Person-Centred Approach to Counterproductive Work Behaviour: Latent Profile Analysis of the Work-related Risk and Integrity Scales Research Presentation - Marie Louise Mallinson - Prof. Gideon de Bruin	Beyond Rem: The Art of Talent Retention. Case Study Dr Daniel Hendrik Burger	Multigenerational Workforce Dynamics: Coaching for Collaboration and Productivity. Panel Discussion - Joyce Baloyi - Karen Aaron - Gail Wrogemann	Leadership Assessment: Usage Trends, Perceptions, and Choice Factors Amongst South African Companies. Research Presentation - Marike Bester - Dr Francois Van Der Bank
15h35 – 15h50 (15 minutes)	Tea Break				
15h50 – 16h35 (45 minutes)	KEYNOTE EXPERT PANEL: Prof. Nasima MH Carrim, Dr. Jenny Rodrigues, Dr Kudzaishe Vanyoro, Dr. Zeenat Paruk, Kharoline Sinankwa, Reza Maleki, Ashleigh Nel TITLE: Ethical Dilemmas in Diversity MODERATOR: Prof. Nasima MH Carrim				
16h35 – 16h45 (10 minutes)	Session Interval				
16h45 – 17h30 (45 minutes)	The Future of EAPs: AI Bots, Trends, and Challenges in South Africa’s Employee Assistance Landscape. Research Presentation Dr Nthabeleng Mdlhuli	Towards Understanding Career Transitions and life by design: A Case Study Case Study Dr Adrian Parsadh	Equity in Technology-Based Assessment: Opportunities and Challenges in the South African Context. Master Tutorial Prof. Nicola Taylor	From Culture to Safety: Transforming Organisational Culture for Enhanced Safety Performance. Master Tutorial Matita Tshabalala	From Data to Action: Leveraging Engagement Survey Results to Drive Organisational Transformation Case Study - Jana Van Heerden - Benazir Shonda
	End of Day 1 Conference				



SIOPSA CONFERENCE 2025

*Future Proofing
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22 July
day two

*Full day virtual programme
on the Whova platform*

Stream 1

Stream 2

Stream 3

Stream 4

Stream 5

08h30 – 09h00
(30 minutes)

Registration

09h00 – 09h30
(30 minutes)

Welcome and Opening Ceremony
SIOPSA President: Prof. Nasima MH Carrim

09h30 – 10h30
(1 hour)

KEYNOTE: Prof. Dirk Geldenhuys
TITLE: **Preparing For The Future World Without Work?**
A Neuroscientific Framework for Future-Fit Ethical Practice

Session Chair: Anna Dingani

10h30 – 10h45
(15 minutes)

Tea Break

10h45 – 11h30
(45 minutes)

Beyond Boundaries:
A Psychobiography of Mamphela Ramphele.

Research Presentation

- Present Raymond Ramalepe
- Prof. Claude-Hélène Mayer

Transforming HR Effectiveness:
Lessons from the Evolution of the HRBP Model.

Research Presentation

- Dr Dieter Veldsman
- Dr Marna van der Merwe

Understanding and Using Test Utility Analysis:
Optimise the Business Impact of Psychometric Assessment.

Master Tutorial

- Fred Guest

Advancing Ethical and Professional Standards in Coaching Psychology:
A Group Coaching Perspective.

Master Tutorial

- Dr Shirleen Kieswetter-Titus
- Dr Anna-Rosa Le Roux

Social Construction of Work Integrated Learning as Community Engagement:
A Post-Graduate Perspective.

Research Presentation

- Elizna Grobler
- Prof. Karel Stanz

11h30 – 11h40
(10 minutes)

Session Interval

11h40 – 12h40
(1 hour)

The State of Psychological Assessment in South Africa.

Panel Discussion

- Prof. Nicola Taylor
- David Bischof
- Marié de Beer
- Prof. Sumaya Laher

Neuroscience of Creativity:
In the Age of AI.

Research Presentation

- Rob Jardine

Innovation, Education, and Economic Transformation in Africa:
Achieving The Sustainable Development Goals

Research Presentation

- Prof. Nnamdi O. Madichie
- Dr Nobulali Dangazele
- Prof. Motshedisi (Tshidi) Mathibe

The Ethical Use of Artificial Intelligence and Large Language Models:
Implications for the Industrial and Organisational Psychologist.

Research Presentation

- Dr Sebastian Clifton
- Dr Angela Marsburg

Next Gen Thinkers:
Student Research Blitz Presentations.

12h40 – 13h40
(1 hour)

Lunch Break



SIOPSA CONFERENCE 2025

*Future Proofing
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23 July
day three

*Full day virtual programme
on the Whova platform*

Stream 1

Stream 2

Stream 3

Stream 4

Stream 5

08h30 – 09h00
(30 minutes)

Registration

09h00 – 09h30
(30 minutes)

Welcome and Opening Ceremony
SIOPSA President: Prof. Nasima MH Carrim

09h30 – 10h30
(1 hour)

Leading a Seamless Hospital Transition:
A Case Study in Inclusive, High-Stakes Change Management.

Workshop

- Crystl Verwey
- Monique Mann

Medical Aid Guidelines for Industrial Psychologists:
Enhancing Practice Efficiency.

Workshop

- Prof. Lene Graupner
- Keving Jooste
- Sendry Moralo

New OD opportunity - How to balance quantitative with qualitative assessments:
3 Decades of filling the GAP where IOPs are practicing at only 40%.

Master Tutorial

- Lize Heyns

From Change Fatigue to Change Fluency:
The Role of People-Centric Hubs

Workshop

- Rav Guinness
- Reabetswe Kgomotso Sebusi

Being a Psychpreneur:
How to Achieve Growth in Private Practice

Workshop

- Clayton Donnelly

10h30 – 10h45
(10 minutes)

Tea Break

10h45 – 12h45
(2 hours)

The Digital Disruption of Assessment:
What Every Practitioner Must Know

Workshop

- David Bischof
- Sherwyn Roussouw
- Dr Jürgen Becker

Making Sense of Your Data:
From Extraction to Insight

Workshop

- Dr Pakeezah Rajab
- Jean Du Preez

Navigating the Shifting Landscape:
The Future of Industrial Psychologists in Medico-Legal Practice in South Africa

Workshop

- Dr Gulshan Sugreen

How Organisations Can Better Harness emotions to be More Adaptive and Future-Fit

Workshop

- Dr Ingra Du Buisson-Narsai
- Busi Mahlangu
- Peet Vorster

Demo Corner for Sponsors

12h45 – 13h00
(15 minutes)

Close of Virtual Conference

15h00 – 17h00
(2 hours)

*AGM
Meeting*

Register to attend the Meeting



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demo corner

Engage with our sponsors



J O B J A C K

Virtual



Virtual



Virtual



SIOPSA CONFERENCE 2025

Future Proofing
the World of Work for the
Greater Good

24 July
day four
Full day
In Person

Centre Court

Fabia I

Fabia II

Julia

Court Lounge

08h00 – 08h45
(45 minutes)

Registration

08h45 – 09h30
(45 minutes)

Welcome and Opening Ceremony
SIOPSA President: Prof. Nasima MH Carrim

A Day of Champions **Presented by:** Ashraf Garda

09h30 – 10h30
(1 hour)

KEYNOTE: Vanisha Balgobind
TITLE: **Ethical Challenges in Future-Proofing the World of Work.**

Session Chair: Dexter Nyamutumbu

10h30 – 10h45
(15 minutes)

Tea Break

10h45 – 11h30
(45 minutes)

Harnessing Employee Insights to Leverage the Potential of AI.

Research Presentation

- Dr Ruth Wotela

Counter-Productive Work Behaviour Amongst Academics:
Assessing the Role of Psychological Contract Breach.

Research Presentation

- Prof. Crispen Chipunza
- Dr Francois Van Der Bank

Psychological Safety Fundamentals:
Practical Strategies for Fostering Psychological Safety in Teams.

Master Tutorial

- Waseemah Patel

How Can Industrial Psychologists Collaborate with Other Psychology Disciplines to Future-Proof Mental Health in the Workplace?
Navigating Psychopathology and Ethics for the Greater Good.

Panel Discussion

- Buhle Makhanya
- Sendry Moralo
- Dr Thandiwe Gama
- Carolinah Henn

Leadership is Intentional Influence

Case Study

- Helené Vermaak
- Dr Khosi Jiyane

11h30 – 11h40
(10 minutes)

Session Interval

11h40 – 12h40
(1 hour)

Mastering Talent Mobility:
A Real-World Case Study on Designing Future-Ready Workforce Solutions Underpinned by Skills.

Case Study

- Salome Jansen Van Vuuren
- Ceridwen Mongie

The Good, the Bad, and the Situational:
Rethinking Personality and Risk Profiles in Context.

Research Presentation

- Dr Pakeezah Rajab
- Jani Wiggett

The Ethics of AI-driven Talent Assessment and Development:
Implications for the Scientist-Practitioner Paradigm.

Master Tutorial

- Jaco de Jager

Future-Proofing Talent Management:
Harnessing AI for Agility, Growth, and Innovation.

Master Tutorial

- Prof. Lomé Koekemoer
- Teagan Routledge
- Nadine Swart
- Liza Schindler

Humanity SA Culture Mapping Against Business Strategy:
Creating a Culture Charter for the Right Kinds of Behaviours.

Workshop

- Keren-Amy Laughton
- Chrisna Park

12h40 – 13h40
(1 hour)

Lunch Break

Centre Court		Fabia I	Fabia II	Julia	Court Lounge
13h40 – 14h40 (1 hour)	Keynote: Marlinie Ramsamy Human Capabilities in the Age of AI	Creating Connection in a Disconnected World: How Leaders Can Empower Their Teams Through Genuine Connection.	Lifelong Learning: Cultivating a Growth Mindset for Future-Ready Workplaces through Coaching.	Unlocking High Performance in a Global Fintech Contact Centre: A data driven Approach to Selection Strategies.	How Do We Cultivate Financial Well-Being for Our Employees?
	Session Chair Sannah Fundama	Master Tutorial Ryno Zeelie	Panel Discussion - Karen Aaron - Gail Wrogemann - Joyce Baloyi - Mohau Mphomela	Case Study - Jeshika Bassett - JP van Zittert - Wesley Gallant - Dr Angela Marsburg - Dr Sebastian Clifton	Research Presentation - Dr Leon Botha - Wilmé Van Niekerk
14h40 – 14h50 (10 minutes)	Session Interval				
14h50 – 15h35 (45 minutes)	Remote Work, Organisational culture, and Employee Wellbeing.	Advancing the Professional Development of Industrial and Organisational Psychologists: The Role of SIOPSA Academy.	Ensuring Meaningful Work: The Challenge of Virtuous, Optimised People-Technology Integration.	The Missing Skills Link: Why Inner Development Matters.	The Relationship Between Career Adaptability, Career agility, Self-Regulation and Job Satisfaction.
	Research Presentation - Faaizah Wadee - Prof. Karen Milner	Master Tutorial - Dr Sebastian Clifton - Dr Ruwayne Kock - Marelie Botha	Research Presentation Prof. Theo H. Veldsman	Master Tutorial - Vanessa Carstens - Gys Du Toit	Research Presentation - Kayleigh Pilkington-Williams - Prof. Bouwer Jonker
15h35 – 15h50 (15 minutes)	Tea Break				
15h50 – 16h35 (45 minutes)	Hope is the 5th Vital Sign. Adaptive Change Leadership Fueled by the Science of Hope.	Are We Seeing The Same Thing? Exploring Situational Insight and Reasoning in Assessing Organisational Interpersonal Interactions.	Ask Us Anything: The Evolving Field of Industrial Psychology	Beyond the Scars: Rebuilding Trust After Workplace Bullying	A Systematic Review of Workplace Wellness: Interventions in South Africa.
	Master Tutorial Rory Van Der Merwe	Research Presentation Manuela Pumlile Africa	Fireside chat Dr Sharon Munyaka	Master Tutorial Mabore Sithole	Research Presentation Karen Aaron
16h35 – 16h45 (10 minutes)	Session Interval				
16h45 – 17h30 (45 minutes)	Predictive Insights for Organizational Health: Driving Actionable Change in Leadership, Engagement, and Culture.	Intersecting Identities and Support Strategies: A Study of Working and Non-Working Postgraduate Students.	The Professionalisation of Coaching Psychology: A Profession, or Professional Standards?	From Stuck to Soaring: Introducing BWRT® Tools to Break Limiting Patterns at Work	The Future Fit IOP
	Master Tutorial Teagan Routledge	Research Presentation - Lachelle Tishca de Coning - Prof. Sumari O'Neil	Panel Discussion - Penny Adams - Stefan Botes - Steven Breger - Gail Wrogemann	Workshop - Rafiq Lockhat - Cornel Schoombee	
18h00 – 21h00 (3 hours)	Gala Dinner & Presidential Awards		MC: Ashraf Garda Keynote: Abdullah Veracia	A Whole New World With New Horizons to Pursue	



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25 July
day five

Full day
In Person

Centre Court

Fabia I

Fabia II

Julia

Court Lounge

08h30 – 09h00
(30 minutes)

Registration

09h00 – 09h30
(30 minutes)

Welcome and Opening Ceremony
SIOPSA President: Prof. Nasima MH Carrim
SIOPSA President-Elect: Sane Ngidi
Past President: Ruwayne Kock

09h30 – 10h30
(1 hour)

KEYNOTE: Dr Cebile Tebele
TITLE: **The Future Fit IOP:**
Ethical Conduct in Practice

Session Chair: Buhle Makhanya

10h30 – 10h45
(15 minutes)

Tea Break

10h45 – 11h30
(45 minutes)

The Lifecycle of the Intern:
Equipping Emerging Industrial and
Organisational Psychologists for the Future
World of Work

Panel Discussion

- Marelise Botha
- Natasha De Ravel De L'Argentièr
- Raeesah Ayob
- Dexter Nyamutumbu
- Ameré Wepener

**The Role of Career Adaptability in Job
Satisfaction and Work Engagement for
Generation Z Employees in the Fourth
Industrial Revolution.**

Research Presentation

- Jean Banda
- Shaida Bobat
- Dr Shanya Reuben

A Cybernetic Framework:
Integrating Interest Measurement in
Quantitative and Qualitative Career
Counselling.

Research Presentation

- Dr Brandon Morgan
- Prof. Crystal Hoole
- Dr Nadia Morton

**The High Performance-Fulfilment
Paradox:**
How to Achieve Sustainable High
Performance and Why Everyone is
Getting it Wrong.

Master Tutorial

- Jannik Gevers

**Cognitive Performance Enhancement
in the Workplace**

Research Presentation
Monique Pretorius

11h40 – 12h40
(1 hour)

Bytes and Behaviours:
15 Use-cases for an AI Driven Evolution
of Organisational Psychology

Case Study

- Brandon Pleaner

Beyond Domains:
Constructing a Reliable Facet-Level
Personality Measure Using Bifactor S-1
Modelling.

Research Presentation

- Dr Brandon Morgan

Wellness in Focus:
Thrive at Work with Financial Health,
Mental Strength & Support

Panel Discussion

- Dr Sane Ngidi
- Buhle Makhanya
- Zinhle Kunene
- Thulisile Nkomo
- Natalie Mabaso

The Future of Leadership:
Balancing Human Coaching and AI-
Driven Insights.

Master Tutorial

- Storm Ballotto
- Liza Schindler
- Toanne Zeelie

Stop the Slide:
HOPE for Arresting Organisational
Entropy

Workshop

- Rory van der Merwe
- Janet du Preez

12h40 – 13h00
(20 minutes)

Oath Ceremony

**thank
YOU**

Get In Touch

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