



conference
2026

HUMAN + AI

DESIGNING POSITIVE ORGANISATIONS
through Augmented Intelligence, Inclusion,
and Well-being

Conference
Programme
20-24 July





conference
2026

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Meet Our 2026 Sponsors & Exhibitors



Message from The SIOPSA President

Dear Valued Partners,

The future of work is being shaped today and we invite you to be part of the conversation driving that transformation at the 2026 SIOPSA Conference.

Under the theme, **Human + AI: Designing Positive Organisations through Augmented Intelligence, Inclusion, and Well-being**, this year's conference will bring together forward-thinking leaders, practitioners, researchers, and innovators to explore how people and technology can thrive together in meaningful and ethical ways.

This is more than just a conference, this is a collaborative space for bold ideas, Afrocentric thought leadership, and impactful dialogue focused on building inclusive, future-ready organisations. Together, we will explore how augmented intelligence can enhance human potential, strengthen workplace well-being, and create sustainable impact across industries and communities.

We warmly invite you to join us in shaping the next era of work — one where innovation is guided by humanity, inclusion remains central, and leadership drives positive organisational change. Your partnership and presence will help amplify critical conversations across the IOP-HR-Leadership ecosystem and contribute to a shared vision for Africa's future of work.

Let us come together to inspire new possibilities, champion ethical progress, and co-create workplaces where Human + AI becomes more than a theme, but a collective commitment to growth, resilience, and positive transformation.

As we embrace the evolving future of work, the 2026 SIOPSA Conference welcomes you to join a transformative conversation at the intersection of human capability and intelligent technology. As organisations navigate this evolving landscape, the challenge is not simply to adopt new technologies, but to ensure that innovation remains firmly grounded in human values, inclusion, and well-being.

Through thought-provoking discussions, evidence-based practices, and diverse perspectives, the conference seeks to inspire the co-creation of ethical, inclusive, and positive organisations that enable individuals and communities to thrive. Together, we will examine how we can help shape a future of work where technological progress and human flourishing go hand in hand.

The future of work is not something that happens to us, it is something we design together.

Dr
Sane Ngidi

**SIOPSA President
2025/2026**



Navigate the Conference Programme

The 2026 Conference is titled Human + AI: Designing Positive Organisations through Augmented Intelligence, Inclusion and Well-being, aiming to encapsulate the possibility for human potential and artificial intelligence to co-exist and shape healthier, more ethical and future-ready workplaces.

The following theme codes provide an overview of the key topics and focus areas represented throughout the SIOPSA 2026 Conference programme. Each code corresponds to a distinct theme that contributes to the broader conversation on designing positive organisations through augmented intelligence, inclusion, and well-being.

Theme Codes description

- **T1:** AI-Augmented Positive Workplaces
- **T2:** Digital Empathy & Psychological Safety
- **T3:** The Hybrid Human Experience
- **T4:** Ethics, Bias, & AI governance
- **T5:** Lifelong learning & leadership in the Age of AI
- **T6:** Data Design & Culture

When going through the programme sessions, please note the following:

- Names appearing in **regular** font denote conference presenters.
- Names shown in **italics** denote co-authors or contributors included for recognition purposes only and will not be presenting at the conference.



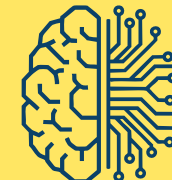
T1

AI-Augmented Positive Workplaces
Leveraging AI for real-time engagement, feedback, and well-being strategies.



T2

Digital Empathy & Psychological Safety
Enhancing human connection and trust through digital tools.



T3

The Hybrid Human Experience
Creating inclusive, meaningful work across digital and physical spaces.



T4

Ethics, Bias & AI Governance
Addressing AI risks and ethical standards in people management.



T5

Lifelong Learning & Leadership in the Age of AI
Building AI-literate, values-driven leadership pipelines.



T6

Data Design & Culture
Using AI to shape culture, inclusion, and purpose-driven workplaces

Welcome to the 2026 Conference

Earn Up to 31 CPD POINTS

Invest in your future at the 2026 SIOPSA Conference and gain more than just insights. By attending, you will earn valuable **CPD points** while learning from leading experts, discovering the latest trends shaping the future of work, and connecting with professionals who are driving meaningful change.

Whether you're looking to expand your knowledge, strengthen your professional network, or maintain your professional development requirements, the 2026 Conference offers an opportunity to grow, be inspired, and stay ahead in an evolving world of work. Join us, earn your CPD points, and be part of the conversations shaping tomorrow.

The full Conference Programme offers up to 31 CPD points

- ✓ 21 Clinical CEUs
- ✓ 10 Ethics points

FREE Pre-Conference Workshops

- ✓ 6 Ethics points

Virtual Programme

12 CEUs

- ✓ 10 Clinical CEUs
- ✓ 2 Ethics points

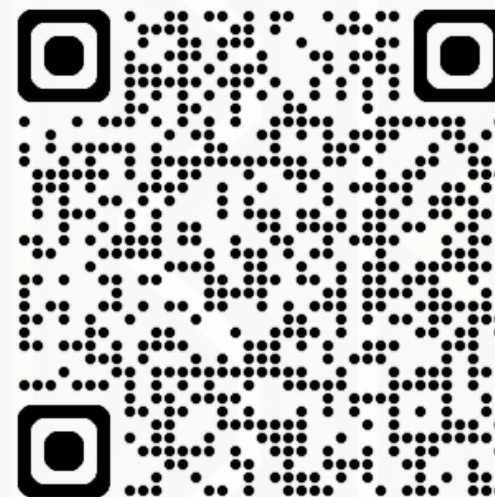
In-Person Programme

13 CEUs

- ✓ 11 Clinical CEUs
- ✓ 2 Ethics points



Scan the QR Code
for the **SIOPSA Website**



For more information on the
2026 Conference

Pre Conference Workshop

Being Human in an AI World

Ethics, Organisational Dynamics and Neuroethics

Freely and exclusively available to registered conference delegates



PRE CONFERENCE WORKSHOP

BEING HUMAN IN AN AI WORLD

Ethics, Organisational Dynamics and Neuroethics

WORKSHOP BENEFITS

- Apply ethical decision-making to AI dilemmas
- Participate in and experience the Listening Post method in practice
- Discover how neuroethics supports human-centred AI practice
- Explore AI applications and ethical risks in people assessment and selection practices

DAY ONE
10 JULY - 08h30 - 13h30
5 Ethics Points

Can the Algorithm Sit in the Assessment Chair?
Ethical Issues in AI Every IOP Must Know
• Presented by Dr Paul Vorster

Listening Post
AI Ethics and Organisational Life
• Convened by Prof. Michelle May and Tamsen Saayman

DAY TWO
14 JULY - 08h30 - 09h30
1 Ethics Point

The Role of the IOP
Applying Neuroethics as a living Philosophy
• Presented by Dr Dirk Geldenhuys

one voice one vision one professional community

DAY ONE

10 JULY - 08h30 - 13h30

PART 1: Being Human in an AI World: Ethics and Organisational Dynamics
Virtual Workshop via Zoom – [Register here](#) if you are a conference delegate

Can the Algorithm Sit in the Assessment Chair?

Ethical Issues in AI Every IOP Must Know

Dr Paul Vorster

2 hours

- This workshop will equip participants to understand the different applications of AI, identify ethical risks in AI-enabled psychometric testing, selection, development, restructuring, and workforce planning, and apply an IOP-relevant ethical decision-making process to AI dilemmas involving assessment interpretation, worker replacement, and AI-driven organisational redesign.

Listening Post

AI Ethics and Organisational Life

Convenors Prof. Michelle May & Tamsen Saayman, Michelle Eglin, Dr Inette Taylor, Dr Louise Tonelli, and Prof. Leo Wilton

2.5 hours

- Through a structured Listening Post methodology, participants will collectively explore the emotional, social, and unconscious dynamics shaping their experiences of AI and technological change in organisations. This session also serves as an experiential introduction to the Listening Post as a reflective research and practice tool.

DAY TWO

14 JULY - 08h30 - 09h30

PART 2: Being Human in an AI World: Neuroethics

Virtual Workshop via Zoom – [Register here](#) if you are a conference delegate

The Role of the IOP

Applying Neuroethics as a living philosophy

Dr Dirk Geldenhuys

1 hour

- This workshop will explore how neuroethics can serve as a living philosophy for I/O psychologists, supporting ethical judgement, professional responsibility and human-centred practice in an increasingly AI-enabled world.

Time	Stream 1	Stream 2	Stream 3	Stream 4	Stream 5	Stream 6	Stream 7
08h30 – 09h00 (30 minutes)	Registration						
09h00 – 09h30 (30 minutes)	Welcome and Opening Ceremony SIOPSA President: Dr Sane Ngidi						
09h30 – 10h30 (1 hour)	A New Kind of Collaboration Designing Organisations Where Human + Machine Flourish. KEYNOTE: Amy Fane Hervey SESSION CHAIR: Dexter Nyamutumbu						
10h30 – 10h45 (15 minutes)	Tea Break						
10h45 – 11h30 (45 minutes)	The importance of ongoing psychometric research to continuously keep evaluating the psychometric properties of technology-enhanced measures using empirical research Research Presentation T6 Prof. Marie de Beer	Gaming the Gatekeepers: A tutorial in ethics and risk management of hiring in the age of Prompt Engineering Master Tutorial T4 Alice Slabbert	Designing Inclusive Online Assessments: A case study exploring the ADHD experience in workplace psychometric testing Case Study T2 - Sharlene Olivier - Jani Wiggett	Listening Without Asking: How AI Redefined Employee Experience in a Large Telecommunications Organisation Case Study T1 - Sam Cammarata - Busisiwe Mahlobo - Eltroné Wilhelm	Exploring the Role of Organisational Climate, Proactive Personality, and Job Crafting on the Psychological Well-being of Academic Staff at a Federal University: Oye-Ekiti in the Age of Augmented Intelligence Research Presentation T1 - Dr Israel Oluwatosin Ayodele - Dr Shanya Reuben - Dr Ruwayda Petrus	AI supports decisions while humans make them: Understanding the use of AI in the Talent Cycle. Master Tutorial T3 - Natalie Foley - Mari Theron - Anesu Penny	Integrity International Demo Corner 20 min Avatars, Augmented Intelligence, and Wellbeing: IOP Perspectives on Metaverse Counselling in South Africa. 20min Research Presentation T1 - Navan Moos - Prof. Lene Graupner
11h30 – 11h40 (10min)	Transition						
11h40 – 12h40 (1 hour)	AI-enabled operating models and the future workforce How organisations can redesign structures, roles, and ways of working to fully leverage AI, advanced analytics, and agentic technologies. KEYNOTE: Kent McMillan SESSION CHAIR: Michelle Taylor						
12h40 - 13h40 (1 hour)	Lunch Break						

Time	Stream 1	Stream 2	Stream 3	Stream 4	Stream 5	Stream 6	Stream 7
13h40 – 14h40 (1 hour)	Coaching in the Age of Augmented Intelligence: Working Alliance, Sense Making, and Ethical Boundaries Panel Discussion T1 - Karen Aaron - Dr Gail Wrogemann - Dr Joyce Baloyi	When Does Feedback Matter? Examining Threshold Effects Between AI-Enabled Feedback and Career Outcomes Research Presentation T1 - Christine du Plessis - Jenna Hills	Exploring Women's Mental Health in an Era of AI, Digitalisation, and Expanding Personal & Professional Demands Panel Discussion T1 - Mmehela Kumbi - Mmapitsi Mokwele - Elizabeth Nkoana	Tackling the Elephant in the Room: Organisational Disconnection Panel Discussion T1 - Kira van Niekerk - Dr Sharon Munyaka - Prof. Justin August - John Cooper	Ubuntu Intelligence: What Happens to Marginalised Professionals When the Coach Is an Algorithm? Panel Discussion T4 - Dr Ruwayne Kock - Oelzah Puckree - Dr Dieter Veldsman - Dr Dumisani Magadlela	Novel Integrated Holistic Healthy Human Framework: Advancing Human Sustainability Transformation in an AI World Master Tutorial T3 Varsha Morar	JVR Demo corner 20 min Human + AI: Personality Foundations of Authentic Leadership for Designing Positive Organisations through Augmented Intelligence, Inclusion, and Well-being 20min Research Presentation T1 - Permission Thobejane - Dr Nadia Morton
14h40 – 14h50 (10min)	Transition						
14h50 – 15h50 (1 hour)	Ubuntu in the Algorithm Ethics of AI and IOP practice KEYNOTE EXPERT PANEL: Leonie Nagel, Dr Mark Nasila, & Dr Leah Junck MODERATOR: Dr Ruwayne Kock						
15h50 – 16h00 (10min)	Tea Break						
16h00 - 16h45 (45 min)	The Psychology Behind Dashboards: Designing for Decision-Making — How Cognitive Science and Design Principles Turn Data into Insight Master Tutorial T6 - Jean Du Preez - Petrus Loots	Total Rewards in the Remote Work Era: A Validated Model for Strategic Talent Management Research Presentation T3 Monica Pregnotato	Beyond Optimisation: A Relational Turn in AI Governance for Employee Well-being in African Workplaces Research Presentation T4 - Dr Nthabeleng Mdhuli - Freddy Kau	When AI Handles Tasks, Leaders Must Handle Humanity: Designing Inclusive Hybrid Work Ecosystems Master Tutorial T3 - Liza Schindler - Mariete Pieterse	Human Wisdom in an AI-Driven Workplace: A Justice-Oriented Framework for Addressing Racial Microaggressions in African Organisations. Research Presentation T1 Alfred Hara	Workplace Loneliness in a Human + AI World Master Tutorial T2 Prof. Ajay Jivan	OBI Demo corner 20 min From life narrative to organisational insights: Exploring the role of psychobiography in professional practice 20min Research Presentation T5 Present Ramalepe
16h45 - 16h55 (10 min)	Transition						

Time	Stream 1	Stream 2	Stream 3	Stream 4	Stream 5	Stream 6	Stream 7
16h55 -17h40 (45 min)	What is fair and acceptable when using Generative Artificial Intelligence in Higher Education: Exploring Student and Lecturer Perceptions Research Presentation T4 - Adèle Kapp - Inge-Amé de Bruin - Marissa Beytell	Unlocking your Research potential: Should you pursue a PhD in Industrial Psychology? Panel Discussion T5 - Bonisiwe Mjojeli - Dr Refiloe Ramodibe - Busisiwe Mahlobo	Sampling and Measurement Artefacts in Correlation Interpretation: Implications for AI-Enabled Organisational Analytics. Research Presentation T4 Dr Brandon Morgan	The Dual-Edged Sword of Algorithmic Human Resource Management: Lessons from Building a Predictive Retention Dashboard. Case Study T6 - Alice Slabbert - Ninette van Aarde	From Assessment to Intelligence: Leveraging AI and Data to Design Positive, Inclusive Organisations Master Tutorial T1 Nadine Swart	Laughing Matters: How humour strengthens organisational connection Research Presentation T2 Elcke du Plessis	Examining the influence of Self-Leadership on innovative work 20min Research Presentation T5 Deanwin Benson
17h40	End Of Conference Day 1						

“The future of work will not be built by technology alone,
but by people courageous enough to lead with
intelligence, inclusion, and humanity.”

- Anonymous

Time	Stream 1	Stream 2	Stream 3	Stream 4	Stream 5	Stream 6	Stream 7
08h30 – 09h00 (30 minutes)	Registration						
09h00 – 09h30 (30 minutes)	Welcome and Opening Ceremony SIOPSA President: Dr Sane Ngidi						
09h30 – 10h30 (1 hour)	“If I Catch You Using AI” A critique of surveillance pedagogy and its consequences for bridging the academic–practice gap KEYNOTE: Prof. Willie Chinyamurindi SESSION CHAIR: Dr Shanya Reuben						
10h30 – 10h45 (15 minutes)	Tea Break						
10h45 – 11h30 (45 minutes)	From Insight to Impact: An Integrated Leadership Development Approach in the Financial Investment Sector. Case Study T5 - Manuella Manolas - Rachael Watkins	Social Support and Self-Esteem as Predictors of Career Decision-Making among High School Students in the Eastern Cape, South Africa: Technology-Driven Career Guidance. Research Presentation T2 Pamella Mpofu	Exploring academic mentors' experiences of structured academic mentorship programmes in a higher education institution. Research Presentation T5 - Keletso Mokete - Prof. Elrie Oosthuysen - Prof. Marius Stander	Reigniting a workforce: A case study for measuring and improving organisational connection in a hybrid South African context. Case Study T2 - Elcke du Plessis - Caitlin Meyer	Human–AI Collaboration and Employee Wellbeing: A Neuropsychotherapy Perspective on AI Integration in the Workplace. Research Presentation T1 Jenny Venter	From Feedback to Felt Safety: Embedding Coaching Insight into AI-Generated 360 Feedback. Master Tutorial T1 Teagan Routledge	Evalex Demo corner 20 min Burnout, Balance, and Belonging: Talent Management Challenges in Eastern Cape EMS. 20min Research Presentation T2 Caleb Wood
11h30 – 11h40 (10min)	Transition						
11h40 - 12h40 (1 hour)	The AI Paradox: Mitigating Technostress and Elevating Talent Performance Through Happiness Habits and Afrocentric Leadership for Future-Fit Workplaces. Master Tutorial T1 Alexia Georghiou	What do people seek to develop? Insights from a Digital Development Plan. Research Presentation T5 Willie van Tonder	AI, Ethics, and Governance: Building Responsible and Human Centred AI Practices in South African Workplaces. Panel Discussion T4 - Lusanda Raphulu - Rosalind Davey - Nadine Mather - Claudia Jackson	Exploring the Work Perceptions and Experiences of Gig Workers Globally: A Scoping Review. Research Presentation T3 - Sameera Hussain-Khan - Dr Shanya Reuben - Prof. Anna Meyer-Weitz	Quantum Leadership: Identity Before Influence in the Age of AI. Master Tutorial T5 Ryno Zeelie	Strategic HR in the Age of AI: Professionalizing the Human Capital Profession for the Future of Work Panel Discussion T5 - Sabelo Myeni - Bongani Phakathi - Dr Phil Tshikotshi - Boniwe Dunster	Mercer Demo Corner 20 min Mining in Transition: Employees' Views on the Impact of 4IR Technologies on Work and Skills. 20min Research presentation T1 - Isaac Sanyaolu - Prof. Ingrid Potgieter - Prof. Rudolf Oosthuizen

Time	Stream 1	Stream 2	Stream 3	Stream 4	Stream 5	Stream 6	Stream 7
12h40 - 13h40 (1 hour)	Lunch Break						
13h40 - 14h40 (1 hour)	Unfulfilled Promises of AI in Industrial and Organisational Psychology (IOP) What AI has and hasn't delivered KEYNOTE: Varsha Morar, Prof. Adrian Furnham, Prof. Hennie Kriek & Nomsa Lewisa MODERATOR: Dr Sharon Munyaka						
14h40 - 14h50 (10min)	Transition						
14h50 – 15h35 (45 minutes)	Do different job functions require different emotional capabilities as work becomes increasingly augmented by AI? Research Presentation T1 - Njabulo Mhlanga - David Semmelink	Digital Acceleration and Career Marginalisation: A Scoping Review of Fourth Industrial Revolution Preparedness Among Black Youth in South Africa. Research Presentation T4 - Dr Nthabeleng Mdhuli - Mokgobo Nkome	Beyond the Diagnostic: How Leaders Really Respond to Culture Work. Case Study T6 - Azania Netshivhulana - Dr Ruwayne Kock	The AI Anthropologist: A New Role for Industrial Psychology in The Age of AI. Master Tutorial T3 Lisa Ashton	Exploring AI readiness in the Rail Transport Sector: Insights from a SMME study Research Presentation T5 - Dr Shamla Naidoo - Molatelo Motsepe - Thapelo Diale - Rampa Rammopo - Sibulele Mjobi	Understanding Workplace Psychopathology in the age of AI: Ethical Recognition, Assessment and Empowering Inclusive Organisations, a toolkit for I-O Psychologists. Master Tutorial T2 - Dr Buhle Makhanya - Dr Zandile Madlabana-Luthuli - Maïke Zirzow-Khan	Inclusion and Psychological Well-Being Among Students: A Validation Study 20min Research Presentation T2 - Mariete Pieterse - Prof. Arien Strasheim - Prof. Anne Crafford Job crafting and intrinsic motivation: The role of basic psychological needs in small and medium enterprises 20min Research Presentation T5 - Dr Lynelle Coxen - Amoré de Kock - Aysha Ebrahim
15h35 – 15h50 (15 min)	Tea Break						
15h50 – 16h35 (45 min)	Leading at Scale Driving Transformation Through Trust and Accountability KEYNOTE: Dr Kimberly Loving SESSION CHAIR: Dr Shamla Naidoo						
16h35 – 16h45 (10 min)	Transition						

Time	Stream 1	Stream 2	Stream 3	Stream 4	Stream 5	Stream 6	Stream 7
16h45 -17h30 (45 min)	AI in Medico-Legal Practice: Opportunities, risks, and responsible use. Master Tutorial T4 - Prof JT Janse Van Rensburg - Michelle Taylor	Enhancing Female Leadership Adaptability: Human-Centred Interventions for Inclusive AI-Driven Organisations Research presentation T1 Dr Buhle Makhanya	The Quality of the Human in the Loop: Why Human Presence Is Not Enough in AI-Augmented Psychological Practice. Master Tutorial T3 Stefan Botes	Augmented Intelligence: the red flags in AI-assisted cognitive Offloading by Organizational Leaders in Africa. Research Presentation T4 Dr Kurai Chitima	Remote Work Isn't the Issue: AI Readiness in South Africa vs. the Rest of the World. Research Presentation T3 - Jasmin Kalar - David Semmelink	Self-Coaching as a Therapeutic Model for Managing Stress and Anxiety During Organisational Change: A Sequential Mixed-Methods Study. Research Presentation T2 - Roxanne Casey - Prof. Sonja Grobler	The hidden impact of neurodiversity in the workplace: Rethinking psychosocial risk and opportunities through a neuroinclusive lens to build positive organisations for all to thrive Master Tutorial T3 Dr Sarah Babb

17h30 – 18h00
(30 min)



Oath Ceremony

Dr Sane Ngidi, Prof Karel Stanz, David Bischof

Close Of Virtual Conference

SIOPSA President

“Positive organisations are not created by chance, they are intentionally designed through ethical leadership, augmented intelligence, and collective well-being.”

- Anonymous

Break In Between Virtual And In-Person Conference



Conference Travel Day



15h00 - 17h00
(2 hours)



Annual General Meeting Hybrid: Virtual & In-Person

17h30 - 18h30
(1 hour)



Networking Event In-Person Limited seats available

“When human potential and artificial intelligence work in harmony, organisations become more innovative, more resilient, and more deeply human.”

- Anonymous

Time	Diamond	Ruby	Amethyst	Crystal/Garnet	Emerald	Onyx
08h00 - 09h00 (1 hour)	Registration					
09h00 - 09h30 (30 min)	Welcome and Opening Ceremony SIOPSA President: Dr Sane Ngidi					
09h30 - 10h30 (1 hour)	Leadership in the Age of AI Rethinking the Role of Leadership in an Augmented World KEYNOTE: Siphwe Moyo SESSION CHAIR: Dr Angela Marsburg					
10h30 - 10h45 (15 minutes)	Tea Break					
10h45 - 11h30 (45 min)	Gen-AI and the Future of Assessment: Insights from Global Assessment Leaders on Mitigation, Augmentation and Strategic Embrace. Master Tutorial T4 Prof. Hennie Kriek	Beyond Psychological Safety: Hope-Centred Leadership for Generative Engagement Master Tutorial T2 Rory van der Merwe	GenAI in People Assessment: Key Risks, Emerging Trends, and Practical Mitigation Strategies. Research Presentation T4 - Dr Sebastian Clifton - Dr Angela Marsburg	Performance for All: Using Relevant Technology-Based Assessments to Build Future-Ready Workforces. Research Presentation T3 - Dr Carina Fiedeldey-Van Dijk <i>Dr Reuven Bar-On</i>	Developing Talent Without Proximity: The Line Manager Experience in Hybrid Work. Master Tutorial T3 - Storm Ballotto - Mariete Pieterse	Investigating emergency medical services personnel's employability in a changing world of work: A capability perspective. 20min Research Presentation T5 - Hazel Hattingh - Dr Neil Barnard <i>Dr Lynelle Coxen</i> Exploring psychological safety experiences of investment banking employees in hybrid work environments. 20min Research Presentation T3 - Bomikazi Magwentshu <i>Dr Jacqueline Bosman</i> <i>Dr Thapelo Chaacha</i>
11h30 - 11h40 (10 min)	Transition					



Time	Diamond	Ruby	Amethyst	Crystal/Garnet	Emerald	Onyx
11h40 - 12h40 (1 hour)	AI in Assessments: Building Awareness, Ensuring Best Practice, and Promoting Ethical Development and Use. Panel Discussion T4 - David Bischof - Dr Nondumiso Machimana - Prof. Hennie Kriek - Prof. Nicola Taylor - Dr Jurgen Bekker	Ethically scaling AI in Assessment: Human + AI SJT Development for Screening Effectiveness and Candidate Wellbeing. Case Study T4 - Jenna Smit - Nicola Jansen van Vuuren	Human + AI: Safeguarding Mental Health in Augmented Workplaces. Panel Discussion T1 - Dr Buhle Makhanya - Dr Nompumelelo Mahlaba - Maike Zirzow-Khan - Dr Zandile Madlabana-Luthuli - Nerine Kahn	The Impact of AI on Emerging Industrial and Organisational Psychologists Across the Professional Lifecycle: Equipping Future IOPs with the Skills to Enhance Organisational Success. Panel Discussion T5 - Raeesah Ayob - Fadziso Matanhike - Natasha De Ravel De L'Argentiere - Leigh-Vern Lamberts	Career Development, Decent Work, and Organisational Commitment: Designing Positive Public Sector Workplaces. Research Presentation T3 - Prof. Juliet Townes - Sinovuyo Mbambo	Agentic AI adoption for South African engineers: A human-centred panel on trust, readiness, and decision integrity Panel Discussion T4 - Monique Pretorius - Prof. Karel Stanz - Prof. Johann Wannenburg - Prof. Agnis Stibe
12h40 - 13h25 (45 min)	Lunch Break					
13h25 - 14h25 (1 hour)	The New RenAI²ssance, the era of human and human-AI partnership Rethinking how we lead, decide, and create value KEYNOTE: Carmen Murray SESSION CHAIR: Dr Refiloe Ramodibe					
14h25 - 14h35 (10 min)	Transition					
14h35 - 15h20 (45 min)	Protecting the Validity of Remote Cognitive Ability Testing: Behavioural Monitoring as Assessment Integrity Mechanisms. Research Presentation T6 - Dr Pakeezah Rajab - Sarah Kempen - Tariq Shaban	Have we become AI-ologists? An ethical reflection on AI dependency in Industrial and Organisational Psychology. Master Tutorial T4 Dr Danie Oosthuizen	The Impact of Gamified Team Interventions on Organisational Performance: A case study for the inclusion of gamification as a team dynamic intervention. Case Study T3 - Cornelia Swanepoel - Karin van Wijk	Scaffolding Coherence: A Structured Integrative Framework for Sustainable Change in Coaching and Organisational Practice. Master Tutorial T5 Stefan Botes	Leadership Reboot: Tipping Point for Gender Gap in the AI era. Case Study T5 Trenisha Subajan	Navigating Work, Family and Marriage: A Cross-Racial Study of Female Managers in South Africa. Research presentation T3 - Dr Sumaiyah Mohamed - Prof. Michelle May
15h20 - 15h35 (15 min)	Tea Break					

Time	Diamond	Ruby	Amethyst	Crystal/Garnet	Emerald	Onyx
15h35 - 16h20 (45 min)	From Generative AI to Diagnostic AI: From Large Language Models to Sculpted Leadership Language models. Master Tutorial T5 Dr Pieter Bronkhorst	The Dark side of AI: Why Industrial Psychologists in South Africa Cannot Afford to Look Away. Master Tutorial T4 - Khongelani Bila - Anisha Moosa	Responsible use of AI in research as an ethical issue. Master Tutorial T5 Dr Bongwiwe Hobololo	When AI Misjudges Talent: Bias Detection and Remediation in an AI Hiring System. Case Study T4 Clayton Donnelly	Identifying High-Potential Talent in the age of human + AI: An Afrocentric Behavioural Model. Research Presentation T5 Liezl Diedericks	The psychodynamic synergy of strategic alliances. Master Tutorial T3 Dr Gail Wrogemann
16h20 - 16h30 (10 min)	Transition					
16h30 - 17h15 (45 min)	Augmented Intelligence and the Talent Agenda: Ethical and Practical Implications of AI for Talent Selection and Workforce Readiness. Research Presentation T4 - Ceri Mongie - Salome Jansen van Vuuren	Coaching at the crossroads of AI and humanity: The evolving role of coaching psychologists. Research Presentation T3 - Dr Linda Steyn - Prof. Jonathan Passmore	Designing Sustainable Change in Business Coaching: A Systems-Informed Framework for Executive and Organisational Development. Master Tutorial T5 - Stefan Botes - Dr Gail Wrogemann - Dr Ingra du Buisson-Narsai	Generative AI as first emotional responder: An autoethnographic exploration of algorithmic containment among marginalised professionals in South Africa. Research Presentation T2 Dr Ruwayne Kock	Talent Scarcity as a Design Problem: Leveraging AI to Build Purpose-Driven Workplaces. Master Tutorial T1 - Liza Schindler - Storm Ballotto	Job embeddedness in a South African quick-service restaurant chain: Leadership, supervisory trust and psychological safety Research Presentation T2 - Alicia Strydom - Dr Jacqueline Bosman - Dr Queen Usadolo
17h15	End Of Conference Day 4					
17h30 - 18:00 (30 min)	Pre-Dinner Gala drinks					
18h00 - 21h00 (3 hours)	Gala Dinner Presidential Awards KEYNOTE: Khethiwe Nkuna GUEST SPEAKER: Amy Fane Hervey MC: Luyanda Khumbuza					



Time	Diamond	Ruby	Amethyst	Crystal/Garnet	Emerald	Onyx
08h00 - 09h00 (1 hour)	Registration					
09h00 - 09h30 (30 min)	Welcome and Opening Ceremony SIOPSA President: Dr Sane Ngidi SIOPSA President Elect: Prof. Nicola Taylor SIOPSA Past President: Prof. Nasima MH Carim					
09h30 - 10h30 (1 hour)	Inclusive AI Governance, Ethics & Professional Responsibility The Role of Lead Bodies KEYNOTE: Dr Ewald Crause, Lusanda Raphulu, Nobuntu Hlazo-Webster & Prof. Nicola Taylor MODERATOR: Dr Sane Ngidi					
10h30 - 10h45 (15 min)	Tea Break					
10h45 - 11h30 (45 min)	Why Some Employees Embrace Technology and Others Don't: A Technology Readiness Case Study Informing Learning and Change Strategy. Case Study T3 Fred Guest	Belonging at Work: Strengthening Human Connection for Wellbeing and Performance in Evolving Workspaces. Master Tutorial T3 Hilary Davies	From bias to belonging: An Applied Organisational Neuroscience approach for building "in-group" organisational culture. Master Tutorial T4 - Dr Ingra du Buisson-Narsai - Busisiwe Mahlangu	Inside a future-fit leadership pipeline: Evidence from diagnostic to behavioural shifts. Case Study T5 Dr Juliette Fourie	Human + System: How People Centred Change Management Drives Successful Digital Transformation. Case Study T2 - Aileen Calitz - Itseng Mashadza - Janet Forsyth	Coaching and Mentoring in Designing Positive Organizations Through Human-AI Collaboration. Master Tutorial T1 - Dr Joyce Baloyi - Dr Gail Wrogemann - Anna Dingani - Shenaaz Patel
11h30 - 11h40 (10 min)	Transition					
11h40 - 12h25 (45 min)	Broadening the Talent Funnel Using AI: Evaluating a Situational Judgment Test as an Early Screening Mechanism in an Early Careers/Graduate Selection Process. Case Study T4 Clayton Donnelly	Doing Human Better- Reimagining AI through an Ubuntu AIA Framework for Leaders. Master Tutorial T5 Dr Sharon Munyaka	Re-Humanising Tech: Transforming Legacy Organisations While Finding the Balance Between Human and Technology. Master Tutorial T1 - Jana van Heerden - Louise de Beer	Digital Empathy in the Age of AI. Master Tutorial T3 - Toanné Zeelie - Teagan Routledge	The influence of Technostress and Work-life balance on Burnout among employees in the Banking sector in the Free State Research Presentation T1 Dr Agnes Akwa Nde	Unveiling Research Trends on Technostress in the Era of Remote and Hybrid Work: A Bibliometric Analysis of Post-COVID-19 Scholarship. Research Presentation T3 - Dr Mustapha Aliyu - Dr Betty Maphala
12h25 - 13h05 (40 min)	Oath Ceremony Dr Sane Ngidi, Prof Karel Stanz, David Bischof					

Time	Diamond	Ruby	Amethyst	Crystal/Garnet	Emerald	Onyx
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13h05 - 13h50
(45 min)

Lunch Break

13h50 - 14h35
(45 min)

Alignment of executive leadership with strategic goals
Enabling impactful outcomes for all stakeholders
KEYNOTE: Themba Chakela
SESSION CHAIR: Anna Dingani

14h35 - 14h45
(10 min)

Transition

14h45 - 15h30 (45 min)	Coded Bias in the Workplace: Algorithmic Inequality, African Contexts, and the IOP Practitioner's Ethical Mandate. Panel Discussion T4 • Dr Ruwayne Kock • Dr Sane Ngidi • Prof. Anne Crafford • Dr Mark Nasila • Shenaaz Patel	Workplace Spirituality and Mental Health: Leveraging Human and Artificial Intelligence to Foster Positive Healthcare Systems during times of crises. Research Presentation T3 • Dr Nompumelelo Mahlaba • Dr Zandile Madlabana	Building Emotional Resilience and Reducing Burnout among Healthcare Workers in the Eastern Cape through a Mobile-Based Personal Mastery Intervention. Research Presentation T2 • Prof. Juliet Townes	Quantum Science in the Age of AI: Creating a Culture of Hope, Honour, and Creativity. Master Tutorial T5 • Lomé Koekemoer • Ryno Zeelie	Ethics: Game on - turning grey areas into moves. Case Study T4 • Monique Pretorius • Prof. Karel Stanz
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15h30 - 15h45
(15 min)

Tea Break

15h45 - 16h45
(1 hour)

The Integration of generative AI into pre-employment assessments
Ensuring ethical conduct
KEYNOTE PANEL: Ceri Mongie, Dr Pieter Bronkhorst, Hofmeyr De Beer, Fred Guest, Mosidi Pule
MODERATOR: Ntswaki Raboroko

16h45 - 17h00
(15 min)

Close Of Conference
Dr Sane Ngidi




**See You
in 2027!!!**



conference
2026

HUMAN + AI

DESIGNING POSITIVE ORGANISATIONS
through Augmented Intelligence, Inclusion,
and Well-being

Thank You

CONTACT US

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