



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



conference summary

Earn Up to 27 CPD Points

Pre-Conference Workshop

- **2 Clinical CEUs**

Virtual

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

In-Person

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



SIOPSA CONFERENCE 2025

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

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
- Rasigan Naidoo

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.

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 Kudzaishie Vanyoro, Dr. Zeenat Paruk, Kharoline Sinankwa, Reza Maleki, Kelly Kyagaba
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 Mdhuli

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

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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/ Demo Corner

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

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

Work Life Balance and Optimal Functioning of working mothers in selected regions in Namibia.

Research Presentation

- Dr Annelisa Murangi
- Iumue Wendy Tjingovera
- Prof. Wesley Reginald Pieters

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

demo corner

Engage with our sponsors



J O B J A C K

Virtual

• **Stream 6**



Virtual

• **Stream 6**



Virtual

• **Stream 6**

21 July **day one**



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: Prof. Nasima MH Carrim

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

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
- Storm Ballotto

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. Master Tutorial <ul style="list-style-type: none">Ryno Zeelie	Lifelong Learning: Cultivating a Growth Mindset for Future-Ready Workplaces through Coaching. Panel Discussion <ul style="list-style-type: none">Karen AaronGail WrogemannJoyce BaloyiMohau Mphomela	Unlocking High Performance in a Global Fintech Contact Centre: A data driven Approach to Selection Strategies. Case Study <ul style="list-style-type: none">Jeshika BassettJP van ZittertWesley GallantDr Angela MarsburgDr Sebastian Clifton	How Do We Cultivate Financial Well-Being for Our Employees? Research Presentation <ul style="list-style-type: none">Dr Leon BothaProf. Leon de BeerProf. Jaco FoucheWilmé Van Niekerk
	14h40 – 14h50 (10 minutes) <i>Session Interval</i>				
14h50 – 15h35 (45 minutes)	Remote Work, Organisational culture, and Employee Wellbeing. Research Presentation <ul style="list-style-type: none">Faaizah WadeeProf. Karen Milner	Advancing the Professional Development of Industrial and Organisational Psychologists: The Role of SIOPSA Academy. Master Tutorial <ul style="list-style-type: none">Dr Sebastian CliftonDr Ruwayne KockMarelle Botha	Ensuring Meaningful Work: The Challenge of Virtuous, Optimised People-Technology Integration. Research Presentation <ul style="list-style-type: none">Prof. Theo H. Veldsman	The Missing Skills Link: Why Inner Development Matters. Master Tutorial <ul style="list-style-type: none">Vanessa CarstensGys Du Toit	The Relationship Between Career Adaptability, Career agility, Self-Regulation and Job Satisfaction. Research Presentation <ul style="list-style-type: none">Kayleigh Pilkington-WilliamsProf. Bouwer Jonker
	15h35 – 15h50 (15 minutes) <i>Tea Break</i>				
15h50 – 16h35 (45 minutes)	Hope is the 5th Vital Sign. Adaptive Change Leadership Fueled by the Science of Hope. Master Tutorial <ul style="list-style-type: none">Rory Van Der Merwe	Are We Seeing The Same Thing? Exploring Situational Insight and Reasoning in Assessing Organisational Interpersonal Interactions. Poster <ul style="list-style-type: none">Manuela Pumlele Africa	The Ethical Imperative of Diversity, Equity, and Inclusion. Panel Discussion <ul style="list-style-type: none">Prof. Nasima MH CarrimDr Zeenat ParukDr Jenny Rodriguez	The Subjective Opinions of Industrial/ Organisational (I/O) Psychologists: The Identity of Their Profession. Research Presentation <ul style="list-style-type: none">Masego MarabaProf. Moalusi Kgope	A Systematic Review of Workplace Wellness: Interventions in South Africa. Research Presentation <ul style="list-style-type: none">Karen Ann Aaron
	16h35 – 16h45 (10 minutes) <i>Session Interval</i>				
16h45 – 17h30 (45 minutes)	Predictive Insights for Organizational Health: Driving Actionable Change in Leadership, Engagement, and Culture. Master Tutorial <ul style="list-style-type: none">Teagan Routledge	Intersecting Identities and Support Strategies: A Study of Working and Non-Working Postgraduate Students. Research Presentation <ul style="list-style-type: none">Lachelle Tishca de ConingProf. Sumari O'Neil	The Professionalisation of Coaching Psychology: A Profession, or Professional Standards? Panel Discussion <ul style="list-style-type: none">Penny AdamsStefan BotesSteven BregerGail Wrogemann	Future- Fit Workshop	Future- Fit Workshop
	18h00 – 21h00 (3 hours) <i>Gala Dinner & Presidential Awards</i>		MC: Ashraf Garda Keynote: Abdullah Veracia	<i>A Whole New World With New Horizons to Pursue</i>	



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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.

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

- Marelle Botha
- Natasha De Ravel De L'Argentiere
- 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

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 Panel

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

12h40 – 13h00
(20 minutes)

Oath Ceremony

**thank
YOU**

Get In Touch

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