

SIOPSA JUBILEE CONFERENCE

ADVANCING A DIGITAL WORKPLACE AGENDA

ONLINE 10-12 July 2023 IN-PERSON 14 July 2023



SHL

PROGRAMME

SHL

Day 1 (10 July 2023)

	Stream 1	Stream 2	Stream 3	Stream 4	Stream 5	Stream 6
08h30 – 09h00 (30 minutes)	Registration					
09h00 – 09h30 (30 minutes)	Welcome and Opening Ceremony (SIOPSA President)					
09h30 – 10h00 (30 minutes)	Jubilee Cameo: Past/Present/Future					
10h00 – 11h00 (1 hour)	<p>KEYNOTE: Prof Renata Schoeman</p> <p>TITLE: Impact of technology on the brain.</p> <p>MODERATOR: Dr Ruwayne Kock</p>					
11h00 – 11h15 (15 minutes)	TEA BREAK					
11h15 – 12h00 (45 minutes)	<p>Evaluating the Effectiveness of Me-Mondays: A study on the 4-day workweek from a wellness perspective (Case Study)</p> <p><i>Dr Kwanele Shishane, Esona-Sethu Ndwandwa, Sithisa Magxwalisa</i> (6) Moderator – Manuella Manolas-Giese</p>	<p>“To cross the line or not” Ethical tensions experienced working remotely amongst a sample of female middle managers in the public service. (Full Research Paper)</p> <p><i>Prof Willie Chinyamurindi</i> (14) Moderator: Busisiwe Mahlangu</p>	<p>Whiteness and Identity play (Full Research Paper)</p> <p><i>Dr Anne Crafford, Renaldo Naudé</i> (60) Moderator: Dr Louise Tonelli</p>	<p>Demo Corner or Abstract How less can really be more: Insights from a validation case study in a South African call Centre. (Case Study)</p> <p><i>Jenna Smit</i> (7) Moderator: Spencer-Rae Kerr</p>	<p>When Personality drives or derails Digital Transformation: considering the role of bright side & dark side characteristics in adaptive performance (Full Research Paper)</p> <p><i>Pakeezah Rajab, Andrew Morris</i> (56) Moderator: Dr Tinashe Harry</p>	Demo Corner

Day 1 (10 July 2023)

	Stream 1	Stream 2	Stream 3	Stream 4	Stream 5	Stream 6
12h00 – 13h00 (1 hour)	Are IOP's ready to take up the Ethics Officer role in the workplace? (Master Tutorial) <i>Sylvia Baloyi, Dr Paul Vorster, Dr Sharon Munyaka</i> (36) Moderator: Zoe Egling	Perceptions from around the world: Practitioners' Experience of the change in required leader competencies (Panel Discussion) <i>Sandra Schlebusch, Svetlana Simonenko, Anna Baczyńska</i> (40) Moderator: Dr Zonke Zungu	"Perception of Gender Bias within the Context of a Digital Workplace Agenda" (Panel Discussion) <i>Dr Ruwayne Kock, Prof Fiona Donald, Dr Preven.Naidoo, Neo Mamathuba</i> (61) Moderator: Dr Sebastian Clifton	Demo Corner	Demo Corner	Demo Corner
13h00 -14h00 (1 hour)	LUNCH BREAK					Key Sponsor Demo Corner
14h00 – 15h00 (1 hour)	KEYNOTE PANEL: Dr Natasha Winkler Titus, Dr Dieter Veldsman, Prof Ljubisa Micic and Tebogo Mdhuli TITLE: Online is not digital: Reflections on the definition, characteristics, and process of digital work transformation. MODERATOR: Gail Wrogemann					
15h00 – 15h45 Abstracts (45 minutes)	Leveraging technology and digitalisation to identify and enable leadership talent in order to drive strategic imperatives at a leading energy sector organisation. (Case Study) <i>David Bischof, Marita Bekker</i> (4) Moderator: Susan Smith	Team analytics, personal development and coaching for all employees: AI-driven possibilities. (Master Tutorial) <i>Prof Lomé Koekemoer, Prof Scott Dust</i> (53) Moderator: Dr Sebastian Clifton	Perceived role of Industrial Psychologist in Forensic Psychology in the South African context. (Panel Discussion) <i>Joyce Baloyi, Dr Mokgata Tshepo Matjie and Zoe Egling</i> (43) Moderator: Michelle Hopkins	The role of technology factors, decent work and job satisfaction on employee work engagement in the SA public service (Research Paper) <i>Dr Tatenda Gaudencia Nyabvudzi, Prof Willie Chinyamurindi</i> (13) Moderator: Dr Calum McComb	Decolonising wellness in the workspaces (Case Study) <i>Dr Bongwiwe Hobololo</i> (10) Moderator: Kim-Lee Wentzel Ricketts	"If only I had known that!": A South African practitioner's perspective on the theory-practice gap. (Full Research Paper) <i>Anicia van der Westhuizen, Dr Sumari O'Neil</i> (24) Moderator: Dr Marissa Brouwers
15h45 – 16h00 (15 minutes)	TEA BREAK					

Day 1 (10 July 2023)

	Stream 1	Stream 2	Stream 3	Stream 4	Stream 5	Stream 6
16h00 – 16h45 (45 minutes)	<p>KEYNOTE: Dr Richard Landers</p> <p>TITLE: Research to understand the role and potential of the Internet and related technologies to improve Organisations in relation to their employees.</p> <p>MODERATOR: David Bischof</p>					
16h45 -17h30 Abstracts (45 minutes)	<p>Towards the measurement of Digital Affinity (Case Study) <i>Fred Guest</i> (1) Moderator: Dr Marissa Brouwers</p>	<p>A dynamic perspective on well-being in the 21st century digital world of work. (Full Research Paper) <i>Dr Angela Marsburg, Prof Gina Görgens-Ekermans</i> (6) Moderator: Dr Andrew Johnson</p>	<p>Optimal practices for optimal human-technology experiences. (Panel Discussion) <i>Dr Shirleen Kieswetter-Titus, Ya'eesh Cader, Dr Candice Booysen, Maria Carpenter, Nicky Pesev</i> (45) Moderator: Sherwyn Rossouw</p>	<p>Using a neuro inclusive lens for a person centered employment experience. (Master class) <i>Dr Tiffany Jameson</i> (59) Moderator: Somona Kabemba</p>	<p>A statistical evaluation of how emotional intelligence composites predict leadership performance. (Full Research Paper) <i>Jani Wiggett, Hofmeyr de Beer</i> (58) Moderator: Neo Matabele</p>	Demo Corner
END OF DAY 1 CONFERENCE						



Celebrating 25 years of SIOPSA Conferencing
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PROUD SPONSOR




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Day 2 - 11 July 2023

	Stream 1	Stream 2	Stream 3	Stream 4	Stream 5	Stream 6
08h30 – 09h00 (30 minutes)	Registration / Demo Corner					
09h00 – 09h30 (30 minutes)	Welcome and Opening Ceremony (SIOPSA President)					
09h30 – 10h00 (30 minutes)	Jubilee Cameo: Past/Present/Future					
10h00 – 11h00 (1 hour)	KEYNOTE: Dr Michael Jordaan TITLE: Disruptive tech enabled businesses: boosting society and creating employment MODERATOR: Dr Sane Ngidi					
11h00 – 11h15 (15 minutes)	TEA BREAK					
11h15 – 12h00 Abstracts (45 minutes)	Even small companies can contribute - offering successful internship programs in a digitally accelerated world. (Case study) <i>Ceridwen Mongie, Raeesa Mathews</i> (5) Moderator: Sithisa Magxwalisa	ChatGPT-3 and Work Psychology: Friend of foe? (Full Research Paper) <i>Dr Bouwer Jonker</i> (11) Moderator: Somona Kabemba'	A critical perspective on Digitalisation (Master Tutorial) <i>Ingra du Buisson – Narsai, Prof Dirk Geldenhuys, Jenny Venter, Busisiwe Mahlangu</i> (30) Moderator: Ingra du Buisson-Narsai	Fostering Employee Engagement in Virtual Teams. (Full Research Paper) <i>Caitlin Dougall, Dr Samantha P. Adams</i> (25) Moderator - Louise Coetzee	Leveraging Psychological Needs Satisfaction as a path to Sustainable Performance: The Mediating Role of Emotions (Full Research Paper) <i>Dr Mavis Mazhura</i> (24) Moderator: Sam Camerata	Creating a digital workplace through capability planning. (Master Tutorial) <i>Myles Hopkins</i> (54) Moderator: Sendry Morale
12h00 – 13h00 (1 hour)	EXPERT MASTERCLASS: 1 hour Dr Etienne vd Walt, Viktor Mirovic TITLE: Leveraging behavioural and performance data in the business ecosystem MODERATOR: Ingra du Buisson-Narsai					
13h00 -14h00 (1 hour)	LUNCH BREAK					Key Sponsor Demo Corner

Day 2 - 11 July 2023

	Stream 1	Stream 2	Stream 3	Stream 4	Stream 5	Stream 6
14h00 – 15h00 (1 hour)	KEYNOTE: Dr Nhlanhla Thwala TITLE: The Role of Education in a digitalised workforce. MODERATOR: Dr Ruwayne Kock					
15h00 – 15h45 Abstracts (45 minutes)	Accelerated Leadership Development for a Hybrid Working Environment: the case for Wellness. (Case study) <i>Ryno Zeelie, Gail Wrogemann, Strini Rajagopaul</i> (2) Moderator: Karien van der Merwe	Crafting careers in a world of choice: The impact of career choices, career expectations, and career enablement in the experience economy (Full Research Paper) <i>Marna van der Merwe, Dr Dieter Veldsman</i> (13) Moderator - Kim-Lee Wentzel Ricketts	Digital literacy, change management and personality. (Master Tutorial) <i>Dr Nicola Taylor, Pakeezah Rajab, Louise de Beer</i> (33) Moderator - David Bischof	Gamification: Embracing modern technology to augment the employee experience through predictive success. (Panel Discussion) <i>Prof Lomé Koekemoer, John Austin, Millicent Sedibane</i> (41) Moderator - Dr Marissa Brouwers	“The Anti-Racist Organization - Dismantling Systemic Racism in the Workplace” (Fireside Chat) <i>Shereen Daniels</i> (62) Moderator – Dr Andrew Johnson	The Work Psychologist of Tomorrow: Being purpose-directed, values-anchored, and legacy-driven. (Full research) <i>Prof. Theo Veldsman</i> (50) Moderator - Spencer-Rae Kerr
15h45 – 16h00 (15 minutes)	TEA BREAK					
16h00 – 16h45 (45 minutes)	KEYNOTE: Dr Meisha Ann Martin TITLE: Role of people analytics in managing wellness in a digital world. MODERATOR: Sylvia Baloyi					
16h45 -17h30 (45 minutes)	Enhancing Employee Value Proposition through Digital Business Transformation (Case study) <i>Nolufefe Ngqubekile</i> (3) Moderator - Dr Thandiwe Gama	The Systems Psychodynamics of Voluntary Turnover (Full Research Paper) <i>Dr Calum McComb</i> (16) Moderator – Dr Louise Tonelli	Ethics challenges for IOPs in coaching, consulting, counselling, mentoring. (Master Tutorial) <i>Gail Wrogemann, Prof Lené Graupner, Sylvia Baloyi, Louise Coetzee, Spencer Kerr, Joyce Baloyi, Max Mokadi, Dr Rean Du Plessis</i> (31) Moderator – Gail Wrogemann	Leveraging people analytics to enhance the employee experience. (Panel Discussion) <i>Nadine Swart, Simon Baron</i> (44) Moderator - Dr Bouwer Jonker	Capabilities and work functioning of special education teachers in Namibia. (Full Research Paper) <i>Dr Annelisa Murangi, Prof Ian Rothmann, Prof Mirna Nel</i> (26) Moderator - Dr Anne Crafford	People Analytics and DEI in the Future of Work: An IOP Master Class. (Master Tutorial) <i>Dr Clif P Lewis</i> (32) Moderator - Prof Crystal Hoole
END OF DAY 2 CONFERENCE						

Day 3 - 12 July 2023

	Stream 1	Stream 2	Stream 3	Stream 4	Stream 5	Stream 6
08h30 – 09h00 (30 minutes)	Registration/ Demo Corner					
09h00 – 09h30 (30 minutes)	Welcome and Opening Ceremony (SIOPSA President)					
09h30 – 10h00 (30 minutes)	Jubilee Cameo: Past/Present/Future					
10h00 – 11h00 (1 hour)	KEYNOTE: 1 hour / Madame Sara Longwe TITLE: Tech enablement: leveraging gender equality across the African continent and the realities of rural women participating in the economy. MODERATOR: Dr Sharon Munyaka, SIOPSA President 2022/23					
11h00 – 11h15 (15 minutes)	TEA BREAK					
11h15 – 12h00 Abstracts (45 minutes)	Improving talent acquisition effectiveness, efficiency, and candidate experience through the assessment of virtual worker competencies in a fully remote call Centre environment. (Case study) <i>Manuella Manolas-Giese</i> (8) Moderator: Itumeleng Dzivhani	Using an adaptive personality test to measure digital readiness, digital leadership, and remote worker potential: A South African study. (Full Research Paper) <i>Dr Sebastian Clifton</i> (21) Moderator – Ruva Yvonne Nthuli	The role of the social brain in the Digital Workplace imperative (Master Tutorial) <i>Ingra du Buisson-Narsai, Dr Sane Ngidi, Rob Jardine</i> (29) Moderator – Busisiwe Mahlangu	Workplace Counselling Milestones for IOP's. (Panel Discussion) <i>Dr Andrew Johnson, Sylvia Baloyi, Prof Lené Graupner</i> (39) Moderator - Dr Bouwer Jonker	Business and Ethics in the psycho-legal field - contracting, fee structures, sustainability, and everything in between. (Panel Discussion) <i>Dr Sharon Munyaka, Louise Coetzee; Dr Gulshan Sugreen</i> (42) Moderator - Joyce Baloyi	Coping with Occupational Stress & Achieving Work–Life Balance. (20min) <i>Nandipha Sishuba</i> (46) Moderator – Dr Zonke Zungu Influences of the 4 th Industrial Revolution on Talent Management (20min) <i>Andrew Bourdos</i> (47)
12h00 – 13h00 (1 hours)	EXPERT ROUND TABLE: Francois de Wet & Melanie Burke (Weeks) TITLE: Social innovation through integrating technology with Recruitment and Talent Management processes. MODERATOR: Sithisa Magxwalisa					
13h00 -14h00 (1 hour)	LUNCH BREAK					Key Sponsor Demo Corner

Day 3 - 12 July 2023

	Stream 1	Stream 2	Stream 3	Stream 4	Stream 5	Stream 6
14h00 – 15h00 (1 hour)	<p>KEYNOTE: Mahmud Samandari</p> <p>TITLE: Chat GPT and humanising the workplace: now what?</p> <p>MODERATOR: Prof Crystal Hoole</p>					
15h00 – 15h45 Abstracts (45 minutes)	<p>Employee wellbeing in the New World: key considerations, metrics, and tech-driven solutions for the future. (Case study) <i>Mark Alan Baker</i> (9) Moderator – Dr Tinashe Harry</p>	<p>The Value of Motivators in a Digital Workplace. (Full Research Paper) <i>Pakeezah Rajab & Andrew Morris</i> (19) Moderator - Rob Jardine</p>	<p>Siri, please write my report! Psycho-legal digital transformation and Earning capacity loss. (Master Tutorial) <i>JP Venter</i> (35) Moderator - Anntha Engelbrecht</p>	<p>Supporting employee's mental health in the digital world: Industrial Psychologists' perspective on work-based counselling in South Africa. (Panel Discussion) <i>Sendry Moralo, Dr Thandiwe Gama, Prof Ophelia Ledimo;</i> (55) Moderator Dr Inette Taylor</p>	<p>"A Leadership Capability Framework for the South African Higher Education Environment" (Full Research Paper) <i>Dr Michael Stanley Cloete & Prof Sonja Grobler</i> (27) Moderator – Prof Karel Stanz</p>	<p>Career guidance in the new world of work: Experiences from the South African financial services sector. (New IOP Section: Dissertation project) <i>Nozipho Lepele & Dr Bouwer Jonker</i> (48) Moderator – Ruwa Yvonne Ntuli</p>
15h45-16h45 (45 minutes)	<p>EXPERT ROUND TABLE: Sibongile Booi, Janko Kotze and Dr Bongvi Vilakazi</p> <p>TITLE: Wellness at work: hybrid work models, 4-day work week, and peri-urban work</p> <p>MODERATOR: Dr Sharon Munyaka</p>					
16h45-17h15 (30 minutes)	<p>OATH CEREMONY – Dr Sharon Munyaka, Prof Karel Stanz and Dr Natasha Winkler-Titus</p>					
CLOSE OF VIRTUAL CONFERENCE						

SIOPSA JUBILEE CONFERENCE

ADVANCING A DIGITAL WORKPLACE AGENDA

ONLINE 10-12 July 2023 IN-PERSON 14 July 2023



Day 4 – 14 July 2023 – In Person


	Room 1	Room 2	Room 3	Posters/Demo Corner
08h30 – 09h00 (30 minutes)	Registration			
09h00 – 09h30 (30 minutes)	Welcome and Opening Ceremony (SIOPSA President)			
09h30 – 10h00 (30 minutes)	Sponsor Address: SHL			
10h00 – 11h00 (1 hour)	KEYNOTE: Dr Paul Vorster TITLE: Ethics for the digital workplace agenda MODERATOR: Sylvia Baloyi			
11h00 – 11h15 (15 minutes)	TEA BREAK			
11h15 – 12h00 Abstracts (45 minutes)	Processing the holistic self: The transformational value of integral coaching. (Full Research Paper) <i>Dr Linda Steyn</i> (20) Moderator - Dr Thandiwe Gama	An exploration of the leadership behaviors and attitudes employees most value during a crisis: A case study of academics in remote work during COVID-19 (Full Research Paper) <i>Kelly Karen Josiah, Prof Suki Goodman</i> (18) Moderator - Dr Anne Crafford	Mitigating Skills Decay in a World of Accelerated Re-Skilling. (Case study) <i>Brandon Pleaner</i> (49) Moderator – Sharon Munyaka	How resilient are Black psychologists? (Panel Discussion) <i>Dr RG Kock, Dr Andrew Johnson, Dr Sané Ngidi, Zaheera Laher.</i> (38) Moderator - David Bischof


<p>12h00 – 13h00</p> <p>Abstracts</p> <p>(1 hour)</p>	<p>The role of the Industrial Psychologist in managing the psychological impact of the new world of work. (Full Research Paper) <i>Sendry Moralo & Prof Lené Graupner</i> (17) Moderator - Dr Bouwer Jonker</p>	<p>The Relationship Between Job Demands and Social Well-being Among Remote Workers in South Africa: The Moderating Role of Employee Resilience. (Full Research Paper) <i>Ameerah Brown</i> (22) Moderator – Ingra du Buisson-Narsai</p>	<p>Mastering Talent Analytics: Practical Strategies for Data Visualisation and Storytelling in IOP. (Master Tutorial) <i>Fred Guest</i> (28) Moderator - Manuella Manolas</p>	<p>Emerging IOP posters x 3 @ 20 minutes</p> <ol style="list-style-type: none"> 1. Coping with Occupational Stress & Achieving Work–Life Balance - <i>Nandipha Sishuba</i> 2. Career guidance in the new world of work: Experiences from the South African financial services sector.(New IOP Section: Dissertation project) - <i>Nozipho Lepele & Dr Bouwer Jonker</i> 3. Influences of the 4th Industrial Revolution on Talent Management - <i>Andrew Bourdos</i>
<p>13h00 -14h00 (1 hour)</p>	<p>LUNCH BREAK</p>			
<p>14h00 – 14H45 (45 minutes)</p>	<p>KEYNOTE: Pauline Legodi (1)</p> <p>TITLE: Reflections on advancing a digital workplace agenda: artificial technology, robotics, and human needs.</p> <p>MODERATOR: Dr Ruwayne Kock</p>			
<p>14h45 -15h45 (1 hour)</p>	<p>FIRE SIDE CHAT – IOP IMPACT</p>			
<p>15h45 – 17h00 (45 minutes)</p>	<p>Refreshments and Presidential Awards Ceremony</p>			
<p>17h00 -18H00</p>	<p>CLOSE OF DAY, JUBILEE LEGACY AND ENTERTAINMENT</p>			

Conference themes/Programme key

- Establishing ways of work in a digital workplace (hybrid vs office-based vs remote)

- Managing wellness in a digital world

 - The role of Industrial and Organizational Psychologists and human capital practitioners in accelerating digitisation

 - Shaping an employer value proposition that supports digital transformation,

 - No one left behind. Diversity, equity & inclusion in a digital world