

DAY ONE: TUESDAY 1 DECEMBER 2020



09:00 – 09:30	Opening by 2019/2020 SIOPSA President: Marissa Brouwers and Main Sponsor Integrity International			
09:30-10:00	2020 SIOPSA Presidential Awards announcement			
10:00 – 11:00	Keynote Address: The Talent Revolution : Best Practices in Internal Talent Mobility for our New World (Anne Fulton)			
11:00 – 11:30	TEA BREAK / EXHIBITION			
11:30 - 12:15	Master Tutorial: Experiential learning as a catalyst in culture transformation (Natasha Winkler-Titus and Deirdre Jensen)	Master Tutorial: Learning at the speed of business (Ryno Zeelie)	Master Tutorial: Hello Alexa, what should I wear to work today? (Barry Vorster and Robert Sutherland)	Master Tutorial: Mediation for the IOP doing Medico-Legal Work? (Marion Shaer)
12:15 – 12:30	TRANSITION TIME			
12:30 – 13:15	Master Tutorial: Executive coaches' work experiences through a well-being and values lens (Beth Norden)	Master Tutorial: Organisation design in the new world of work (Marthle du Plessis)	Panel Discussion: The talent analytics train is departing! Are we ready to play our role and where does block-chain fit in? (Fred Guest, Kim McCallum, Hennie Kriek, Marius Meyer, Jillian Monahan)	Panel Discussion: Defining the field of organisational neuroscience and its implications for organisational psychology (Ingra du Buisson-Narsai, Dirk Geldenhuys, Andrew Johnson, Rob Jardine, Stefan Botes, Jenny Venter)
13:15 – 14:30	LUNCH BREAK / EXHIBITION			
14:30-15:15	Master Tutorial: Systems mapping for team coaching: the shadow system and the conscious system (Gail Wrogemann)	Master Tutorial: Are we complicit in our oppression at work (Sane Moleko & Ruwayne Kock)	Panel Discussion: An innovative response: employees and teams in a post-covid world (Theo Veldsman; Chris Havrilla; Shirleen Titus, Scott Smith)	
15:15 – 15:30	TRANSITION TIME			
15:30 – 16:30	Main Speaker: The social enterprise at work: Paradox as a path forward Deloitte 2020 Global Human Capital Trends (Chris Havrilla)		Main Speaker: Elevation of the role of talent selection, assessment, and development in the age of COVID (Scott Smith)	
16:30 – 17:30	TEA BREAK / EXHIBITION/ DAILY DEBRIEF			
17:30 – 18:30	Main Speaker: How to build Readiness and Resilience in a Disruptive Environment (Diana Styles)		Main Speaker: Scoring keys and measurement models not required: Gradient boosted scoring of situational judgment responses (Nigel Guenole)	

DAY TWO: WEDNESDAY 2 DECEMBER 2020



08:30-09:30	Networking opportunity/ Exhibition			
09:30 – 09:45	Welcome & Abstract Review Process: Lome Koekemoer			
09:45 - 10:00	2020 SIOPSA Presidential Awards announcement			
10:00 – 11:00	Keynote Address: New forms of work in the new world of work: psychological implications for a post-Covid world (Prof. Andrew Thatcher)			
11:00 – 11:30	TEA BREAK / EXHIBITION			
11:30 - 12:15	Master Tutorial: AI Implications for IO psychology: Will personality questionnaires survive? (Hennie Kriek)	Panel Discussion: Alignment of the South African educational system with the business needs of the Fourth Industrial Revolution (Karissa Govender, Rob Macaulay, Aneesa Ameer, Cathy Sims, Shazia Labhadur, Theo Veldsman)	Master Tutorial: Pillars of humane workspaces in a changing world of work (Jerry M Gule)	
12:15 – 12:30	TRANSITION TIME			
12:30 – 13:15	Symposium: South African Personality Inventory (SAPI): Preserving the status quo and continuing the legacy (Jan Alewyn Nel, Carin Hill and Leon de Beer)	Master Tutorial: Innovative Self-leadership in the Future World of Work (Vanessa Carstens and Jessica Tecklenburg)	Master Tutorial: From Fragile to Agile (Sarel Koekemoer & Ryno Zeelie)	Master Tutorial: Medico-legal practice: StatsSa or corporate surveys? (JP Venter)
13:15 – 14:30	LUNCH BREAK / EXHIBITION			
14:15-14:30	SIOPSA OATH CEREMONY			
14:30 – 15:15	Panel Discussion: From employee experience to employee engagement: A new reality (Valerie Hammond, Bedelia Theunissen, Brigitte da Gama)	Master Tutorial: From Managing people to leading innovation (Aneesa Ameer)	Panel Discussion: Talent Mobility - delivering available talent to meet business needs (Liza Govender, Magdaleen Roode and Henry Chandler)	Master Tutorial: Managing micro-aggression at work (Byron Adams)
15:15 – 15:30	TRANSITION TIME			
15:30 – 16:30	Main Speaker: The Surprising Science of Meetings: Implications for HR, Talent Management, and You as a Meeting Leader (Prof. Steven Rogelberg)		Main Speaker: Talent Marketplaces: The New Journey for Workers (Denise Moulton)	
16:30 – 17:30	TEA BREAK / EXHIBITION/ DAILY DEBRIEF			
17:30 – 18:30	Keynote Address: Cleaning up the Mental Mess - the Mind/Brain connection (Dr. Caroline Leaf)			

DAY THREE: THURSDAY 3 DECEMBER 2020



08:30-09:30	Networking opportunity/ Exhibition			
09:30 – 09:45	Opening by 2020/2021 Siopsa President: Natasha Winkler-Titus			
09:45-10:00	2020 SIOPSA Presidential Awards announcement)			
10:00 – 11:00	Keynote Address: When difference makes a difference (Busi Sizani)			
11:00 – 11:30	TEA BREAK / EXHIBITION			
11:30 - 12:15	Master Tutorial: An overview on the application of the Diversity and Inclusion Global benchmarks (Nene Molefi, Natasha Winkler-Titus, Alan Richter)	Master Tutorial: South African Organisations on the Couch (Frans Cilliers & Louise Tonelli)	Master Tutorial: Actuary Requirements for IOP reports (Dean Berndt)	Master Tutorial: Leveraging technology platforms for team building: a cognitive load theory perspective using Cloverleaf case studies (Scott Dust & Adam Tucker)
12:15 – 12:30	TRANSITION TIME			
12:30 – 13:15	Panel discussion: Legalization of Cannabis: the real impact on the workplace (Michael Yeates, Pierre van Staden, Roelf van Niekerk)	Master Tutorial: Talent Development and re-skilling in the context of 4IR (Phiona Martin)	Master Tutorial: The importance of employer brand and the employee's connection to meaning at work (Ruby Motloheloa)	Master Tutorial: CQ @ Play: Innovative leadership navigating the challenges posed by the 4IR (Cherylene de Jager)
13:15 – 14:30	LUNCH BREAK / EXHIBITION			
14:30 – 15:15	Master Tutorial: Assessments on the go: Equivalence of smart-phone vs non-smart phone delivered cognitive tests (Alvin Meyer, Sebastian Clifton, Kim Dowdeswell, Marcel Harper)	Panel discussion: The Strategic Role of HR in driving innovation and business results: perspectives from high performing organisations (Tswelo Kodisang, Megan Bickle, Jerry Gule, Anu Sing)	Master Tutorial: 10 Traits of Innovative Leaders (Joseph Folkman)	Panel Discussion: The state of the Rainbow nation at work (Nasima Carrim, Roze Phillips, Wade Goodwin, Rohini Anand, Ruwayne Kock)
15:15 – 15:30	TRANSITION TIME			
15:30 – 16:30	Main Speaker: Reimagining Team Culture: Navigating the new normal of remote work (Megan Bickle)		Main Speaker: Headlines from the Future: New technologies and its impact on careers (Pieter Geldenhuys)	
16:30 – 17:30	TEA BREAK / EXHIBITION/ DAILY DEBRIEF			
17:30 – 18:30	Main Speaker: Goal Priming-A Proven Technique For Improving Performance (Prof. Gary Latham)			
18:30-18:45	Conference closing and announcement of conference competition winners: Lome Koekemoer			

ASYNCHRONOUS SESSIONS

<p>Case Study: The Journey to agile leadership: Perspectives from a South African organisation (Jaintheran Naidoo and Caitlin Quibell)</p>	<p>Case Study: Values and performance-based incentive scheme (Marieta Groeneveld and Werner Swanepoel)</p>	<p>Case Study: Moving beyond technology: Employees as the core enabler of the 4IR (Sam Shrosbree)</p>	<p>Research presentation: Navigating the role of supervision in industrial and organisational psychology practice: Towards an emergent model of supervision-in-action (Busisiwe Sally Mahlangu and Aletta Odendaal)</p>	<p>Research Presentation: Mythbusters IOP style!. (Kim E. Dowdeswell, Sebastian Clifton and Busi Mahlobo)</p>
<p>Research Presentation: Practical guidelines for industrial psychologists to manage the dark triad in organisations (Yvonne-Louise Smit and Samantha Adams)</p>	<p>Case Study: Using a growth-mindset approach to address the development needs of a global business: The DB Schenker journey (Charlene Whitaker Da Silva)</p>	<p>Case Study: There is no new world of work: the language of the world of work (Brandon Pleaner)</p>	<p>Research Presentation: Building a work-based counselling model for the South African context (Xander van Lill, Rinet van Lill and Ingra DuBuisson-Narsai)</p>	<p>Master Tutorial: Assessment Standards South Africa (ASSA) – moving towards an online Assessment Certification process (David Bischoff)</p>
<p>Case Study: Stress, burnout & work engagement: Personality as moderator (Lauren de Kock and Carolina Henn)</p>	<p>Master Tutorial: Validation research 101: Back-to- basics in validation research (Kim E. Dowdeswell)</p>	<p>Case Study: Experiences of women underground in South African mines (Salome Jansen Van Vuuren, Marius Stander and Vera Roos)</p>	<p>Case Study: Moving towards a strategic people and culture framework for the changing world of work (Marna van der Merwe, Dieter Veldsman and Ninette van Aarde)</p>	<p>Research presentation: Dimensionality of the Maslach Burnout Inventory - General Survey (Brandon Morgan)</p>
<p>Case Study: Experiences of emergent change from an applied neuroscience perspective (Gabriella Garnett, Jenny Venter and Dirk Geldenhuys)</p>	<p>Master Tutorial: Detecting DIF that really matters: Evaluation of a simple factor analytic approach to differential item and test functioning across groups (Gideon Pieter de Bruin and Serban Andrei Zanfirescu)</p>	<p>Master Tutorial: Guidelines from SAJIP on innovative research and publications (Crystal Hoole)</p>	<p>Research presentation: Friendship & authenticity at work among professional women and managers (Tatenda Zigomo, Ruwayne Kock and Fiona Donald)</p>	<p>Research Presentation: The relationship between job hopping motives and burnout (Brandon Morgan, Amy Hall and Anesh Pillay)</p>
<p>Case Study: What drives behavioural change? An exploration of the underlying process that drives explicit behavioural change in leaders. (Estelle Lydia Coetzer)</p>	<p>Case Study: Using gamification, automation, AI and science to improve a multicountry graduate recruitment process (Kevin Distiller)</p>	<p>Case Study: Selling in the trenches: Identifying the Profile of a Successful Sales Consultant in the South African Environment (Kevin Distiller)</p>	<p>Master Tutorial: Blockchain: Disruptor or Overhyped Technology (Carel de Jager)</p>	<p>Research presentation: B57: Assessment of adaptive and maladaptive Big 5 personality factors at both ends (Stewart Desson and Jonathan Cannon)</p>
<p>Research presentation Workplace Demands, Resources and Bullying Amongst Teachers in South African Schools: A Qualitative Exploration of Teachers' Bullying Experiences and Implications for Individual and Organisational Wellbeing (Colleen Bernstein and Toni Paige Batchelor)</p>				

Employee experience and engagement

Innovative leadership

Medico-legal

Talent attraction, development & mobility

Teams & culture

The Neuroscience of innovation

Wellness & Health

Innovation through Diversity & Inclusion

POSTER SESSIONS

'Going implicit': How implicit measures can be applied in organizations for personnel development and succession planning (Yolandi-Eloise Janse van Rensburg, François S. de Kock and Eva Derous)

Exploration of Industrial Psychologist's role in a period of transitioning in green economy: A selected review (Dineo Diale)

The relationship between burnout and person-environment fit: A vocational interest perspective (Anesh Pillay and Brandon Morgan)

Contextual relevance of Industrial Psychology training at a University in the Western Cape (Marieta du Plessis, F. Abrahams)

The perception of cybersecurity among South African military officers: "Adapt or be hacked, a case of two tales" (Kyle Bester)

The psychometric properties of the Meaning in Life Questionnaire on an Eastern Cape sample (Sandile Mthembu, Nosiphiwo Gcaza, and Anathi Jaceni)

The effect of psychological empowerment on organisational commitment and organisational citizenship behaviour on a South African military university sample (Sandile Mthembu, Timothy Solomons and Lindiwe Masole)

Validation of the Military Identity Questionnaire on a South African military university sample (Sandile Mthembu, Timothy Solomons and s Lindiwe Masole)

Stress in the Workplace: Exploring the organisational development research conducted at a healthcare services provider. (Danille Elize Arendse and Wiehahn Taute)

The mediating role of organisational commitment on the effect of perceptions of compensation and rewards and training and development practices on turnover intentions (Sandile Mthembu, Nosiphiwo Gcaza, and Sbabalwe Xeke)

The role of emotional intelligence and autonomy in transformational leadership: A leader member exchange (LMX) perspective (Maryam Waglay & Jurgen Becker)

Toxic Leadership, social support and organisational wellbeing: The efficacy of social support as a buffer in the toxic leadership-wellbeing relationship - A boon or a bust? (Colleen Bernstein & Sarah Middleton)

Workplace Bullying, Perceived Safety Climate and Climate for Conflict Management and Work Engagement and Voluntary Turnover intentions (Colleen Bernstein & Loren Davey)



DEMO CORNER SESSIONS

	DAY 1: TUESDAY 1 DECEMBER	DAY 2: WEDNESDAY 2 DECEMBER	DAY 3: THURSDAY 3 DECEMBER
11:00-11:30			
11:30-12:00			
12:00-12:30			
14:00-14:30			
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16:30-17:00			

