

Dr Ruwayne Kock - available to serve for a 3-year term in the SIOPSA Presidency

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Overview



I am a registered Industrial and Organisational (IOP) Psychologist who works as a practitioner and academic across industries, levels and geographies. I have extensive global people management experience across markets such as Europe, Middle East and Africa. I founded the management consultancy, Authentic Organisations, in 2019 to help marginalised professionals such as racial-ethnic groups, young people, women, LGBTI+ and people with disabilities to be their best at work. My specific research interests include work authenticity and positive work identity of marginalised professionals in organisations.

Manifesto

I am honoured by the nomination for the SIOPSA president-elect. I have been a member of SIOPSA for many years and recently re-joined to serve on the Management and Executive Committee, leading Transformation. During my tenure as an Exco member, we developed a transformation plan and established a working committee to implement this plan. My proudest achievement is the establishment of the IOP intern infrastructure to help graduates from previously disadvantaged communities to complete their internships.

As a IOP practitioner, I have experience leading culturally diverse teams across markets, and mobilising these teams around a common vision, aligned strategy, and practical plan to support business performance and growth. As an IOP academic, I serve as Leadership faculty at both local and international business schools, Senior Research Associate at the University of Johannesburg and supervisor of IOP interns and master's students at local universities. My 25+ years of work experience allows me to represent the diverse voices of IOP professionals, business leaders, employees and the broader community.

Should I be elected, I will be standing on the shoulders of giants in the South African IOP profession and intend building on this legacy. I will strive to be my best in serving the IOP community through my resolute work ethic and values.

As president of SIOPSA, my focus will be to continue building an inclusive SIOPSA and profession that contributes to the social impact in broader society. To do this, I will work with the dedicated SIOPSA volunteers and team to deliver against the five-year strategic plan. The COVID-19 pandemic has taught us that the IOP profession has a critical role to play in unlocking the future world of work. We can only do this by working together to strengthen the IOP profession, professionals and the community.