



PROGRAMME

Day 1 (13 July 2022)



| | Stream 1 | Stream 2 | Stream 3 | Stream 4 | Stream 5 |
|---------------|---|---|--|---|---|
| 08h15 – 08h40 | Registration | | | | |
| 08h40 – 09h15 | Welcome and Opening Ceremony (SIOPSA President) | | | | |
| 09h15 – 10h15 | Keynote Dr. Imtiaz Sooliman | | | | |
| 10h15 – 10h30 | Tea | | | | |
| 10h30 – 11h30 | Keynote | | | | |
| 11h30 – 12h30 | IOPs' future-fitness for the fourth industrial revolution: shaping our future pro-actively (Panel Discussion) Prof. Theo Veldsman | The work identity and identity work of Blue-collar workers (Research Paper) Susan Venter & Dr. Anne Crafford | The lay of the Land – the latest innovations in the Assessment Landscape – Technology, Legislation and everything in-between (Master Tutorial) David Bischof, Sherwyn Roussouw, & Kevin Distiller | The prevalence of neuro-myth conceptions and its implications for Industrial Psychology in South Africa (Research Paper) Dr. Xander van Lill, Talia Fisher, Andrew Morris, & Ingra Du Buisson-Narsai | SHL Demo Corner 11:30 to 12:00 |
| 12h30 – 13h15 | Lunch | | | | |
| 13h15 – 14h15 | Keynote Sazini Mojapelo Making an impact in people's lives and building better societies through creating shared value | | | | |
| 14h15 – 15h15 | Workplace Counselling in industrial psychology knowledge base: Where are we and | Implementation of AI Development Centre (Case Study) Adj. Prof. Pieter Bronkhorst | Authenticity with workplace friends and immediate supervisors amongst foreign nationals working in South Africa. | ACTION-PLANNING FUTURE-FITNESS FOR THE FOURTH INDUSTRIAL REVOLUTION: | The application of the use of metaphor in coaching and consulting (Master Tutorial) |

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| | where are we heading? (Panel Discussion) Dr. Andrew Johnson, Prof. Lené Graupner, Sylvia Baloyi, Prof. Ophillia Ledimo, Dr. Rinet van Lill, & Prof. Marieta du Plessis | | (Research Paper) Gamuchirai Tagwi & Prof. Fiona Donald | Changing World of Work (Panel Discussion) Dr. Ruwayne Kock, Dr. Dieter Veldsman & Ester Kruger | Gail Wrogemann |
| 15h15 – 15h30 | Tea | | | | |
| 15h30 – 16h30 | Keynote Prof. Jonathan Passmore and Windy Maledu Racial Justice, Equity & Belonging | | | | |
| 16h30 -17h30 | A Strengths-Based Positive Psychological Intervention: Using the HERO Aspects to Build Sales Team Performance at a Gauteng Based Organisation (Case Study) Kevin Jooste | The Journey Continues: AI-enabled video assessments in the South African context (Research Paper) Prof. Hennie Kriek & Kim Dowdeswell | Oh no, SIOPSA transformation discussion AGAIN. Making sense of the SIOPSA Transformation strategy and how you can be involved in building a better world, one psychologist at a time. (Master Tutorial) Dr. Sharon Munyaka & Kim-Lee Wentzel- Ricketts | The Inconvenient Truth: Examining the cost of workplace deviance (Research Paper) Prof. Jurgen Becker & Matthew Kleineibst | |

Day 2 (14 July 2022)

| | Stream 1 | Stream 2 | Stream 3 | Stream 4 | Stream 5 |
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| 08h00 – 08h25 | Registration | | | | |
| 08h25 – 08h45 | Welcome and SIOPSA Presidential Awards Announcement | | | | |
| 08h45 – 09h45 | Keynote Judi Nwokedi Corporate Mental Health in a Time of Malpractice and Malfeasance | | | | |
| 09h45 - 10h15 | Tea | | | | |
| 10h15 – 11h15 | The future skills dilemma in Southern Africa: The development of a Future Capabilities Index (Panel Discussion) Dr. Bouver Jonker, Jana van Heerden, Caroline Marwisa & Prof. Lome Koekemoer | Promoting digital wellness for the greater good: The impact of remote work characteristics on remote work outcomes of performance and wellbeing (Research Paper) Dr. Natasha Winkler-Titus & Vera Ngalo | Personality traits as indicators of stress levels and job satisfaction in South African contact centres (Research Paper) Jo-Ann Farinha | Engaging BIOPs as a force for transformation (Case Study) Dr. Andrew Johnson & Dr. Ruwayne Kock | MOCK TRIAL WITH THE FOCUS ON THE IOP AS EXPERT WITNESS (Case Study) Natasha Gerber, Antha Engelbrecht, & Ruwa Ntuli (90 minute session) |
| 11h15 – 12h15 | Living our own contradictions. A case study of the lived experience of two colleagues navigating a world of change (Case Study) Ceridwen Mongie & Brandon Pleaner | The Role of Coaching in a Coaching Development Centre: Enhancing Goal Flourishing (Master Tutorial) Sandra Schlebusch & Petrus Nel | Alleviating unemployment of Black IOP Masters graduates within the IO-profession through enabling DEI-practices. (Case Study) Louise Coetzee & Dr. Ruwayne Kock | Work that matters: Positioning a method to design experience-based people practices that delivers on psychological contract expectations (Case Study) Marna van der Merwe & Dr. Dieter Veldsman | |
| 12h15 – 13h00 | Lunch | | | | |
| 13h00 – 14h00 | Keynote Dr. Laura Morgan Roberts Cultivating and Sustaining Positive Identities at Work: Implications for Diversity, Equity, Inclusion and Justice | | | | |
| 14h00 – 15h00 | Professional Practice Guidelines for | Exploring the professional identity of | The talent marketplace: matching talent | ACTION-PLANNING FUTURE-FITNESS FOR THE FOURTH | Assessment classification and review |

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| | Industrial Psycho-Legal Work (Panel Discussion) Natasha Gerber, JP Venter, Tshepo Tsiu, Tryphina Maitin, Cornel Schoombee, Dean Berndt, & Fran Gwetsa | Black rugby players in South Africa (Research Paper) JN (Joey) Mongalo & Dr. Anne Crafford | demands with employee aspirations using AI and modern data analytics (Master Tutorial) Prof. Lome Koekemoer & Jessica Renee Towicz | INDUSTRIAL REVOLUTION: A Future-fit moral-values-ethics base for industrial/organizational psychologists (Panel Discussion) Dr. Sharon Munyaka | processes for South Africa: A best practice approach (ASSA Session) |
| 15h00 – 15h15 | Tea | | | | |
| 15h15 – 16h15 | Towards guidelines for reskilling of human resources professionals (Case Study) Allen Stroebel, Sarel van Greunen, & Prof. Karel Stanz | ACTION-PLANNING FUTURE-FITNESS FOR THE FOURTH INDUSTRIAL REVOLUTION: The future-fit response of the industrial/organisational psychologist to the changing world of work (Panel Discussion) Dr. Natasha Winkler-Titus | Measuring and managing remote work performance and well-being (Research Paper) Dr. Xander van Lill & Gerda van der Merwe | Intersectional Identity Work in Sexual and Gender Minorities in South African Organisations (Research Paper) Amy Molepo & Dr. Ruwayne Kock | Workplace counselling in the changing world of work: An industrial psychology perspective (Research Paper) Sendry Moralo & Prof. Lené Graupner |
| 16h15 -17h15 | Towards the establishment of HR Practitioners and Work Psychologists Without Borders (Panel Discussion) Prof. Freddie Crous, Neo Mamathuba, & Dr. Renjini Joseph | Predicting work engagement among employees in Windhoek, Namibia (Research Paper) Mariette Phillipus & Dr. Wesley Pieters | South African Organisations on the Couch. Exploring the unconscious in organisations (Master Tutorial) Louise Tonelli & Calum McComb | Neurodiversity at Work (Master Tutorial) Tiffany Jameson | |

Day 3 (15 July 2022)

| | Stream 1 | Stream 2 | Stream 3 | Stream 4 | Stream 5 |
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| 08h00 – 08h25 | Registration | | | | |
| 08h25 – 08h45 | Welcome by current President and address by Incoming President | | | | |
| 08h45 – 09h45 | Keynote Dr. Etienne van der Walt Organisations as fortresses against the mental pandemic Can we achieve this by enriching I/O Psychology with neuroscience and systems thinking? | | | | |
| 09h45 - 10h15 | Tea | | | | |
| 10h15 – 11h15 | Quo Vadis? Applied Neurosciences: Integrating research and relevance (Panel Discussion) Prof. Dirk Geldenhuys, Ingra Du Buisson-Narsai, Jenny Venter & Busi Mahlangu | Putting the “cheer” back into leading (Case Study) Eltrone Wilhelm | Criteria for the selection of personality questionnaires in workplace applications: A scientist-practitioner perspective (Master Tutorial) Prof. Hennie Kriek | ACTION-PLANNING FUTURE-FITNESS FOR THE FOURTH INDUSTRIAL REVOLUTION: The capabilities, education, training, and development required to make industrial/organizational psychologists future-fit (Panel Discussion) Dr. Shirleen Titus | The role of HR professionals in contributing to toxic leadership in a selected organisation. (Research Paper) Tatiana Page & Dr. John Mgwenya |
| 11h15 – 12h15 | Is South Africa ready for hybrid? Or are we making things worse? (Panel Discussion) Robert Jardine, Dr. Ruwayne Kock, & Dr. Andrew Johnson | From handed over, to handled - Preparing staff for the new world of working: A case study (Case Study) Busisiwe Mahlobo & Michael Lourens | Building better practices: A Master class in Responsibly navigating future careers (Master Tutorial) Dr. Shirleen Titus & Dr. Natasha Winkler-Titus | Do work orientations shape reward preferences? (Research Paper) Dr. Janine Victor & Prof. Crystal Hoole | Emerging Psychologist Session |
| 12h15 – 13h00 | Lunch | | | | |
| 13h00 – 14h00 | "Leadership Reflective Practice for the Greater Good - Possible or Pipe Dream?" (Master Tutorial) | ACTION-PLANNING FUTURE-FITNESS FOR THE FOURTH INDUSTRIAL REVOLUTION: Critical industrial/organizational | Student engagement and learning approaches during COVID-19: The role of study resources, burnout risk, and student leader– | Cheating and unsupervised online assessments. (Master Tutorial) Fred Guest | |

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| | Ingra Du Buisson-Narsai, Dr. Andrew Johnson, Rob Jardine, & Zahirah Light Phatudi | psychological research regarding the changing world of work (Panel Discussion) Prof. Crystal Hoole & Petrus Nel | member exchange as psychological conditions (Research Paper) Dr. Melissa Reynell van der Ross, Prof. Chantal Olckers, & Prof. Pieter Schaap | | |
| 14h00 – 15h00 | Facilitating return-to-work of cancer survivors: Exploring the role of industrial and organisational psychologists (Research Paper) Phodisho Thubakgale & Prof. Elrie Botha | How can career resources and career adaptability help your career success? (Research Paper) Chrisna Minnaar & Prof. Eileen Koekemoer | How the pandemic changed our adaptability and resilience (Case Study) Melandi Olivier & Marna van der Merwe | Predictive validity of various cognitive measures in the South African context (Research Paper) Prof. Marie de Beer | BIOP Session |
| 15h00 – 15h15 | Tea | | | | |
| 15h15 – 16h15 | DEI Metrics Panel Discussion | | | | |
| 16h15 -16h30 | Oath Ceremony | | | | |
| 16h30 – 17h30 | Keynote Jeff Godbout - Global Organization for Humanitarian Work Psychology | | | | |
| 17h30 – 17h40 | Conference Closing | | | | |