



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	A Future-fit moral-values-ethics base for industrial/organizational psychologists Dr. Sharon Munyaka				
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, Nivy Moodley & 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 Bioss Demo Corner 12:00 to 12:30
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:	Implementation of AI Development Centre (Case Study)	Authenticity with workplace friends and immediate supervisors amongst foreign	ACTION-PLANNING FUTURE-FITNESS FOR THE FOURTH	The application of the use of metaphor in

	Where are we and 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	Adj. Prof. Pieter Bronkhorst	nationals working in South Africa. (Research Paper) Gamuchirai Tagwi & Prof. Fiona Donald	INDUSTRIAL REVOLUTION: Changing World of Work (Panel Discussion) Dr. Ruwayne Kock, Dr. Dieter Veldsman & Ester Kruger	coaching and consulting (Master Tutorial) 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	Emerging Psychologist Session

Day 2 (14 July 2022)

	Stream 1	Stream 2	Stream 3	Stream 4	Stream 5
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. Bouwer 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, Anntha Engelbrecht, Ruwa Ntuli, Cornel Schoombee, Fran Gwetsa & Danie du Preez (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 Industrial Psycho-Legal Work (Panel Discussion) Natasha Gerber, JP Venter, Tshepo Tsiu, Tryphina Maitin, Cornel Schoombee, Dean Berndt, & Fran Gwetsa	Exploring the professional identity of Black rugby players in South Africa (Research Paper) JN (Joey) Mongalo & Dr. Anne Crafford	The talent marketplace: matching talent demands with employee aspirations using AI and modern data analytics (Master Tutorial) Prof. Lome Koekemoer & Jessica Renee Towicz	Assessment classification and review processes for South Africa: A best practice approach (ASSA Session) David Bischof, Prof. Sumaya Laher, Dr. Nicola Taylor & Prof. Marie de Beer	Cognadev Demo Corner 14:00 to 14:30
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 & Kim-Lee Wentzel-Ricketts	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	BIOP Session

Day 3 (15 July 2022)

	Stream 1	Stream 2	Stream 3	Stream 4	Stream 5
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 Mgwanya
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	Psytech Demo Corner 11:15 to 11:45
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:	Student engagement and learning approaches during COVID-19: The role of study resources, burnout risk, and	Cheating and unsupervised online assessments. (Master Tutorial) Fred Guest	

	Ingra Du Buisson-Narsai, Dr. Andrew Johnson, Rob Jardine, & Zahirah Light Phatudi	Critical industrial/organizational psychological research regarding the changing world of work (Panel Discussion) Prof. Crystal Hoole & Petrus Nel	student leader–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	
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				