

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)</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)</p>	<p>Whiteness and Identity play (Full Research Paper)</p> <p><i>Dr Anne Crafford</i> (60)</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)</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)</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)	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)	"Perception of Gender Bias within the Context of a Digital Workplace Agenda" (Panel Discussion) <i>Dr Ruwayne Kock, Prof Fiona Donald, Dr Praven Naidoo, Neo Mamathuba</i> (61)	Demo Corner	Demo Corner	Demo Corner
13h00 -14h00 (1 hour)	LUNCH BREAK					
14h00 – 15h00 (1 hour)	KEYNOTE PANEL: Dr Natasha Winkler Titus, Dr Dieter Veldsman, 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)	Team analytics, personal development and coaching for all employees: AI-driven possibilities. (Master Tutorial) <i>Prof Lomé Koekemoer, Prof Scott Dust</i> (53)	Perceived role of Industrial Psychologist in Forensic Psychology in the South African context. (Panel Discussion) <i>Joyce Baloyi, Dr Mokgata Tshepo Matjie, Zoë Egling</i> (43)	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> (12)	Decolonising wellness in the workspaces (Case Study) <i>Dr Bongwiwe Hobololo</i> (10)	"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> (23)
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)	Towards the measurement of Digital Affinity (Case Study) <i>Fred Guest</i> (1)	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> (15)	Becoming purpose-driven in a digital landscape. (Master Tutorial) <i>Talia Fisher, Jonathan van der Westhuizen</i> (34)	Using a neuro inclusive lens for a person centered employment experience. (Master class) <i>Dr Tiffany Jameson</i> (59)	A statistical evaluation of how emotional intelligence composites predict leadership performance. (Full Research Paper) <i>Jani Wiggert, Hofmeyr de Beer</i> (58)	Demo Corner
END OF DAY 1 CONFERENCE						



Celebrating 25 years of SIOPSA Conferencing

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PROUD SPONSOR




Day 2 - 11 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)	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 (5)</i>	ChatGPT-3 and Work Psychology: Friend of foe? (Full Research Paper) <i>Dr Bouwer Jonker (11)</i>	A critical perspective on Digitalisation (Master Tutorial) <i>Ingra du Buisson – Narsai, Prof Dirk Geldenhuys, Jenny Venter, Busisiwe Mahlangu (30)</i>	Fostering Employee Engagement in Virtual Teams. (Full Research Paper) <i>Caitlin Dougall, Dr Samantha P. Adams (25)</i>	Leveraging Psychological Needs Satisfaction as a path to Sustainable Performance: The Mediating Role of Emotions (Full Research Paper) <i>Dr Mazhura (24)</i>	Creating a digital workplace through capability planning. (Master Tutorial) <i>Myles Hopkins (54)</i>
12h00 – 13h00 (1 hour)	EXPERT MASTERCLASS: 1 hour Dr Etienne vd Walt, Viktor Mirovic TITLE: Leveraging behavioral 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)	<p>KEYNOTE: Dr Nhlanhla Thwala</p> <p>TITLE: The role of education in a digitalised workforce.</p> <p>MODERATOR: Dr Ruwayne Kock</p>					
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)	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)	Digital literacy, change management and personality. (Master Tutorial) <i>Dr Nicola Taylor, Pakeezah Rajab, Louise de Beer</i> (33)	Gamification: Embracing modern technology to augment the employee experience through predictive success. (Panel Discussion) <i>Prof Lomé Koekemoer, John Austin, Millicent Sedibane</i> (41)	Optimal practices for optimal human-technology experiences. (Panel Discussion) <i>Dr Shirleen Kieswetter-Titus</i> (45)	The Work Psychologist of tomorrow: Being purpose-directed, values-anchored, and legacy-driven. (Full research) <i>Prof. Theo Veldsman</i> (50)
15h45 – 16h00 (15 minutes)	TEA BREAK					
16h00 – 16h45 (45 minutes)	<p>KEYNOTE: Dr Meisha Ann Martin</p> <p>TITLE: Role of people analytics in managing wellness in a digital world.</p> <p>MODERATOR: Sylvia Baloyi</p>					
16h45 -17h30 (45 minutes)	Enhancing Employee Value Proposition through Digital Business Transformation (Case study) <i>Nolufefe Ngqubekile</i> (3)	The Systems Psychodynamics of Voluntary Turnover (Full Research Paper) <i>Dr Calum McComb</i> (16)	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)	Leveraging people analytics to enhance the employee experience. (Panel Discussion) <i>Nadine Swart, Simon Baron</i> (44)	Capabilities and work functioning of special education teachers in Namibia (Full Research Paper) <i>Dr Annelisa Murangi, Sebastian Rothmann</i> (26)	People Analytics and DEI in the Future of Work: An IOP Master Class. (Master Tutorial) <i>Dr Clif P Lewis</i> (32)
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					
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: 1 hour / Madame Sara Longwe</p> <p>TITLE: Tech enablement: leveraging gender equality across the African continent and the realities of rural women participating in the economy.</p> <p>MODERATOR: Dr Sharon Munyaka, SIOPSA President 2022/23</p>					
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 Giese</i> (8)	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)	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)	Workplace Counselling Milestones for IOP's. (Panel Discussion) <i>Dr Andrew Johnson, Sylvia Baloyi, Prof Lené Graupner</i> (39)	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)	Coping with Occupational Stress & Achieving Work–Life Balance. (20min) <i>Nandipha Sishuba</i> (46)
12h00 – 13h00 (1 hours)	<p>EXPERT ROUND TABLE: Francois de Wet & Melanie Burke (Weeks)</p> <p>TITLE: Social innovation through integrating technology with Recruitment and Talent Management processes.</p> <p>MODERATOR: Sithisa Magxwalisa</p>					
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 Nasima MH Carrim</p>					
15h00 – 15h45 Abstracts (45 minutes)	Employee wellbeing in the New World: key considerations, metrics, and tech-driven solutions for the future. (Case study) <i>Mark Alan Baker</i> (9)	The Value of Motivators in a Digital Workplace. (Full Research Paper) <i>Pakeezah Rajab & Andrew Morris</i> (19)	Siri, please write my report! Psycho-legal digital transformation and Earning capacity loss.. (Master Tutorial) <i>JP Venter</i> (35)	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; Prof Marieta du Plessis</i> (55)	"A Leadership Capability Framework for the South African Higher Education Environment" (Full Research Paper) <i>Dr Michael Stanley Cloete & Prof Sonja Grobler</i> (27)	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)
15h45-16h45 (45 minutes)	<p>EXPERT ROUND TABLE: Sibongile Booi, Janko Kotze and Dr Bongzi 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>					
<p>CLOSE OF VIRTUAL CONFERENCE</p>						

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			
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)	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</i> (18)	Mitigating Skills Decay in a World of Accelerated Re-Skilling. (Case study) <i>Brandon Pleaner</i> (49)	How resilient are Black psychologists? (Panel Discussion) <i>Dr RG Kock, Dr Andrew Johnson, Dr Sané Ngidi, Zaheera Laher.</i> (38)

12h00 – 13h00 Abstracts (1 hour)	The role of the Industrial Psychologist in managing the psychological impact of the new world of work. (Full Research Paper) <i>Moralo & Prof Lené Graupner</i> (17)	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)	Mastering Talent Analytics: Practical Strategies for Data Visualisation and Storytelling in IOP. (Master Tutorial) <i>Fred Guest</i> (28)	Emerging IOP posters x 3 @ 20 minutes
13h00 -14h00 (1 hour)	LUNCH BREAK			
14h00 – 14H45 (45 minutes)	KEYNOTE: Pauline Legodi (1) TITLE: Reflections on advancing a digital workplace agenda: artificial technology, robotics, and human needs. MODERATOR: Dr Ruwayne Kock			
14h45 -15h45 (1 hour)	FIRE SIDE CHAT – IOP IMPACT			
15h45 – 17h00 (45 minutes)	Refreshments and Presidential Awards Ceremony			
17h00 -18H00	CLOSE OF DAY, JUBILEE LEGACY AND ENTERTAINMENT			

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