



DR BUHLE MAKHANYA

MANIFESTO

LEADING WITH PURPOSE. GROWING OUR PROFESSION. CREATING IMPACT

Dear SIOPSA Members,

We are living and working in a time of unprecedented change.

The world of work is being reshaped by technological advancement, evolving workforce expectations, increasing mental health challenges, changing career pathways, and the growing demand for ethical, inclusive and sustainable organisations.

In this environment, Industrial and Organisational Psychologists have never been more important.

We are uniquely positioned to help organisations thrive, develop exceptional leaders, create healthy workplaces, unlock human potential and shape the future of work.

As I stand for election as SIOPSA President-Elect, I do so with a deep commitment to our profession, our members and the impact we can collectively make.

My vision is clear:

To build a stronger, more influential, and future-ready SIOPSA that empowers members, advances the profession, and creates a meaningful impact in workplaces, communities, and society.

I believe our greatest strength lies not only in our expertise, but in our ability to work together to elevate the value and visibility of Industrial Psychology in South Africa and beyond.

My Leadership Commitment:

I believe leadership is about service, stewardship and creating opportunities for others to succeed.

If elected, I commit to leading with:

- Integrity
- Transparency
- Inclusivity
- Collaboration
- Accountability
- Courage

I will listen to members, embrace diverse perspectives, and ensure that SIOPSA remains a professional home where every member feels valued, heard and supported.

My Priorities for SIOPSA

Strengthening the Voice of Industrial Psychology:

Our profession has a critical role to play in shaping the future of organisations and society.

I will advocate for greater recognition and influence of Industrial and Organisational Psychologists across business, government, academia and the broader community.

Together, we can position Industrial Psychology as an essential contributor to organisational effectiveness, leadership development, workforce transformation, employee wellbeing and sustainable performance.

Delivering Meaningful Value to Members

Membership should be more than belonging to a professional body—it should be an investment in professional growth and success.

I will support initiatives that enhance:

- Professional development and CPD opportunities
- Networking and knowledge-sharing platforms
- Access to practical resources and tools
- Member engagement and communication
- Support across all career stages

Every member should experience the value of being part of SIOPSA

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Shaping the Future of Work

The future of work requires new thinking, new capabilities and new leadership.

SIOPSA must remain at the forefront of conversations around:

- Artificial Intelligence and people analytics
- Workforce transformation
- Leadership in complex environments
- Organisational agility
- Employee experience and wellbeing
- Skills for the future workplace

I will champion initiatives that position our profession as a trusted voice in navigating these changes.

Investing in the Next Generation

The future of our profession depends on the development of students, interns and early-career practitioners.

I am passionate about creating opportunities for emerging professionals through:

- Mentorship programmes
- Career development initiatives
- Research and innovation platforms/labs
- Student engagement opportunities/Student chapters
- Stronger partnerships between academia and practice

Together, we can develop a pipeline of confident, competent and ethical professionals.

Driving Transformation and Inclusion

Transformation remains one of the defining responsibilities of our profession.

- I will advocate for meaningful diversity, equity and inclusion within SIOPSA and the workplaces we influence.
- By embracing diverse voices, perspectives and experiences, we strengthen both our profession and our impact.

The SIOPSA We Can Build Together

I envision a SIOPSA that:

- Inspires professional excellence
- Supports lifelong learning
- Influences national and global conversations about work and people
- Champions ethical and evidence-based practice
- Develops future leaders
- Creates opportunities for every member to thrive
- Makes a meaningful contribution to society

A Call to Action

The future of our profession will not be shaped by a single leader.
It will be shaped by all of us.

Together, we can build a stronger Society, amplify the impact of Industrial Psychology, and ensure that our profession continues to make a meaningful difference in the lives of individuals, organisations and communities.

I would be honoured to serve you, to learn from you, and to work alongside you in shaping the next chapter of SIOPSA.

I respectfully ask for your support and your vote.

Together, let us lead with purpose, grow our profession and create lasting impact

DR BUHLE MAKHANYA

Professional Profile

I am an Industrial Psychologist, researcher, and human capital specialist with extensive experience in leadership, organisational diagnostics, employee wellbeing, diversity and inclusion, and human capital strategy. My career has been dedicated to advancing people-centred workplaces through evidence-based psychological practice, ethical leadership, and innovative organisational solutions.

Having completed my PhD in Psychology, my work bridges research and practice, with a strong focus on developing practical solutions to complex workplace challenges. I am passionate about strengthening the Industrial and Organisational Psychology profession, mentoring future practitioners, and ensuring our profession remains relevant and influential in a rapidly changing world of work.

Professional Qualifications

- PhD in Psychology
- Master's Degree in Industrial Psychology
- Master's Degree in Human Resources
- Registered Industrial Psychologist – Health Professions Council of South Africa

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Professional Profile

Leadership and Professional Service

- Chair, SIOPSA Mental Health @ Work Interest Group
- SIOPSA Mentor, supporting Honours and Master's graduates as they transition into professional practice.
- I was Senior Tutor (Psychology Honours Programme), University of KwaZulu-Natal, mentoring and supporting Honours Psychology students in their academic and professional development.
- SIOPSA Member (since 2021).
- Founder and Director, BM Associates. (Industrial Psychology Consulting)

Professional Experience

- Founder and Director – BM Associates
- Senior Manager Human Capital: Research and Organisational Diagnostics
- Head of IR and Compliance

Research, Thought Leadership and Public Engagement

- Completed a PhD in Psychology focusing on women in leadership and adaptability.
- Presented at the G20 Global Financial Inclusion and Women Empowerment Conference, contributing to international discussions on women's leadership, inclusion, and the future of work.
- Presenter at national (SIOPSA 2025 Conference) and international conferences on Industrial Psychology, leadership, organisational development, and workplace mental health.
- University guest lecture-UNIVEN HR Class
- Regular radio guest and media contributor, providing expert commentary on leadership, employee wellbeing, workplace psychology, and contemporary workplace issues.
- Facilitator of leadership workshops, organisational development programmes, and mental health initiatives.

Awards and Professional Recognition

The following recognitions were received during my leadership tenure in local government, reflecting the collective impact of the teams and initiatives I had the privilege to lead and support

- **Standard Bank Top Women Award** – Recognition for leadership and advancing
- **Nedbank Bank Top Women Award Finalist**– Recognition for leadership and advancing women in the workplace.
- **SABPP Recognition** – Acknowledged for contributions to Diversity, Equity, Inclusion, and Disability initiatives.
- **SIOPSA Individual Award** – Honoured by the Society for Industrial and Organisational Psychology of South Africa in recognition of my professional contribution to the Industrial and Organisational Psychology profession. (2025)