



Dr Refiloe Ramodibe

Industrial Organisational Psychologist

PERSONAL BIO

I am an Industrial/Organizational Psychologist and strategic HR leader with over 18 years of experience in talent management, organizational development, and leadership transformation. My journey has taken me through impactful roles at RMB, Nedbank, DBSA, and other leading institutions, where I've had the privilege of shaping inclusive, high-performance cultures.

My leadership style is grounded in transformational, inclusive, and developmental principles. I lead with purpose and vision, aligning talent strategies with business goals while inspiring teams to embrace growth and change. I'm passionate about mentorship, succession planning, and leadership development, always striving to elevate others through strategic guidance.

As a former Executive Chair of the Diversity and Inclusion Interest Group at SIOPSA, I advocated for psychological safety, belonging, and equity in leadership. I actively challenge unconscious bias and promote diverse representation in decision-making spaces.

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I'm deeply committed to young talent development, especially through graduate programmes and capability-building initiatives. I believe in creating environments where individuals can thrive, tailoring development strategies to meet both personal and organizational needs.

My PhD research, "The Storied Habitus of Career Navigation", explores the lived experiences of Black senior managers, reflecting my empathetic and narrative-driven approach to leadership. I see personal stories as powerful tools for transformation and growth.

At RMB, I lead initiatives that align workforce capabilities with strategic objectives, focusing on performance enablement and talent retention. My approach is both people-centric and results-driven, ensuring that human capital development translates into measurable impact.

MANIFESTO FOR SIOPSA PRESIDENT-ELECT (2026/2027)

My Leadership Intention

I step forward with purpose, humility, and conviction. My journey in Industrial and Organisational Psychology has always been about more than the profession, it has been about people, access, growth, and meaningful impact.

I have experienced the transformative power of opportunity, mentorship, and belonging. Yet I remain mindful that for many, these opportunities are still not within reach.

This is why I stand. Not only to lead, but to build, connect, and transform.



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My Vision

I envision a SIOPSA that is:

- A professional home where every member feels seen, valued, and supported
- A profession that reflects the full diversity and potential of South Africa
- A credible and influential authority shaping the future of work and people practices

Aligned to our 2030 strategic intent, SIOPSA will evolve into a credible, inclusive, and financially resilient authority on people matters in South Africa.

What I Care About Most (My Priorities)

1. People First: Thriving Members & Future-Fit Professionals

At the heart of SIOPSA are its people. My commitment is to build a professional community where:

- Members experience true belonging—not just affiliation
- Development is accessible, relevant, and continuous
- Well-being is prioritised as a foundational pillar

I want every member from student to seasoned professional to feel:

“There is a place for me here, and I am growing.”

This directly supports our strategic focus on thriving members, well-being, and future-fit development.

2. Inclusion with Intent: Opening Doors Wider

Transformation is not symbolic; it is a deliberate responsibility. My leadership will focus on:

- Expanding and diversifying membership
- Strengthening entry pathways for students and early-career psychologists
- Building meaningful partnerships that extend reach, relevance, and access.

We must ensure that Industrial and Organisational Psychology is:

- Visible
- Accessible
- Aspirational

Because when we widen access, we strengthen the profession. This directly supports SIOPSA’s ambition to build a desirable and inclusive profession through advocacy and representation.

3. A SIOPSA That Lasts: Sustainable, Strong, and Future-Ready

My focus is on building an institution that endures beyond individual leadership terms:

- Strengthening leadership pipelines and succession
- Driving financial sustainability through diversified revenue streams
- Leveraging digital platforms to scale access, learning, and connection

We will transition from traditional models toward a resilient, innovative, and well-governed organisation.



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My Commitments

To SIOPSA

I commit to:

- Leading with integrity, accountability, and courage
- Remaining anchored to strategy while responsive to our members needs
- Making decisions that serve long-term value over short-term gain

To Our Members

I commit to:

- Listening deeply and ensuring the voice of members shapes our direction
- Expanding opportunities for learning, mentorship, and growth opportunities
- Building a SIOPSA where you don't just belong, you actively participate, contribute, and thrive.

To the Profession

I commit to:

- Championing I/O Psychology as a critical driver of organisational and societal success
- Elevating the profession's visibility, credibility, and influence
- Being unapologetic about the impact we can and should have

My Leadership Anchors

My leadership is grounded in:

- **Connection** – building bridges across members, generations, and sectors
- **Execution** – translating strategy into measurable outcomes
- **Inclusion** – ensuring no one is left behind
- **Purpose** – staying rooted in why we exist

I will lead **with people, not above them.**

Closing

This is more than a leadership position for me; it is a calling to serve the profession that has shaped me. I stand ready to lead SIOPSA into its next chapter, one that is inclusive, impactful, and built to last.

Let us grow our circle. Let us elevate our profession. Let us lead with purpose.