

DR BUHLE MAKHANYA

Candidate for SIOPSA President-Elect 2026/2027

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

1. 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.

2. 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.

3. 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.

4. 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.

5. 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

Industrial Psychologist

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