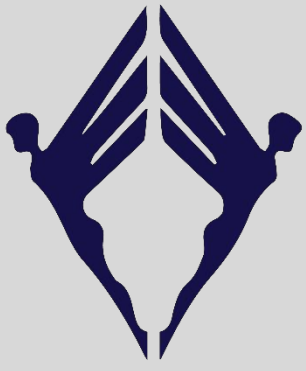


RE-HUMANISING WORK



23rd Annual Conference
21 - 23 July 2021
www.siopsa.org.za

Society for Industrial and Organisational Psychology of South Africa



SIOPSA

SOCIETY FOR INDUSTRIAL &
ORGANISATIONAL PSYCHOLOGY OF SA

The background is a light grey color. It features several large, overlapping, wavy shapes in shades of blue and green. There are also several circles of different sizes and colors (blue, green, light blue). Some of these shapes have diagonal line patterns. In the bottom right, there is a large white circle containing the text 'Conference Programme'.

Conference Programme

“Re-humanising work”

Conference sub-themes

HUMANE LEADERSHIP IN TIMES OF CRISIS

PSYCHOLOGICAL WELL-BEING IN A TURBULENT ERA

HUMANE WORKPLACES

DIVERSITY, EQUITY & INCLUSION

RETURNING HUMAN DIGNITY TO THE WORKFORCE

<https://www.siopsa.org.za/2021-siopsaconference/>



SIOPSA

SOCIETY FOR INDUSTRIAL &
ORGANISATIONAL PSYCHOLOGY OF SA

DAY 1 – Wednesday 21 July

	Stream 1	Stream 2	Stream 3
08:15 – 08:40	Registration		
08:40 – 09:15	Welcome and Opening ceremony by SIOPSA President 2020/21		
09:15-10:15	Keynote - Professor Stella Nkomo <i>Professor: Human Resource Management at the University of Pretoria. Founding President of the Africa Academy of Management.</i>		
10:15 - 10:30	Tea Break		
10:30-11:30	Decent work amongst blue-collar workers. <i>Eslie Kekana & Prof. Eileen Koekemoer</i> Research Presentation	Ubuntu at the core of business and societal relationships: Leading Africa forward. <i>Dr. Siphokazi Ntetha & Dikeledi Seleka</i> Master Tutorial	Cultivating Wellbeing at work: contributions from the applied organisational Neurosciences. Part 1: Ethical challenges and opportunities <i>Prof. Dirk Geldenhuys, Dr. Andrew Johnson, Stefan Botes, & Ingra du Buisson-Narsai</i> Part 2: Wellbeing applications from unique Neuroscience fields <i>Zahirah Phatudi, Jenny Venter, Rob Jardine, Prof. Dirk Geldenhuys, & Ingra du Buisson-Narsai</i>
11:30-12:30	Wellness: A Johannesburg Stock Exchange case study <i>Donald Khumalo – HR Director, JSE</i> Case study	Job insecurity, facades of conformity and burnout during the Covid-19 pandemic. <i>Prof. Fiona Donald & Tshepo Tumelo</i> Research Presentation	
12:30 - 13:15	Lunch		
13:15 - 14:15	AI with a human touch: The validity and fairness of AI-enabled video assessments in the South African context. <i>Prof. Hennie Kriek & Kim E. Dowdeswell</i> Research Presentation	Authenticity, diversity and inclusion: A case study. <i>Dr. Ruwayne Kock & Ceri Mongie</i> Case Study <i>(Exciting demo corner included)</i>	Internal mobility and talent acceleration: a human-centred approach to building a sustainable talent pipeline. <i>Karissa Govender & Lome Koekemoer</i> Master Tutorial
14:15 - 15:15	Supporting ethical and humane practices: How prepared are Industrial Psychologists to counsel in the workplace? <i>Prof. Marieta du Plessis, Prof. Lené Graupner, Dr. Chris Jacobs, Sendry Moralo & Prof. Ameeta Jaga</i> Panel Discussion	Grief at work: psychological wellbeing for line managers & employees. <i>Dr. Stanley Arumugam</i> Case Study	People Assessments in Industry (PAI) presents a South African practitioner overview of the current Assessment landscape <i>Nivy Moodley, Sherwyn Roussouw, & David Bischof</i> Case Study
15:15-15:30	Tea Break		
15:30-16:30	Keynote: Dr. Stephanie Creary <i>Identity and diversity thought leader, scholar and field researcher. Assistant Professor, Wharton School of the University of Pennsylvania</i>		
16:30-17:30	Legitimate Organisations: places where we can thrive and value our shared humanity. <i>Gail Wrogemann, Dr. Rean du Plessis, Beverley Whitehead, Kgomotso Malinga, Stefan Botes, Steven Breger & Dr. Viveka Christerson</i> Panel Discussion	Leadership as a predictor of diversity climate: A dominance analysis. <i>Dr. Sean McCallaghan & Prof. Marita Heyns</i> Research Presentation	Being future-fit as Industrial-Organisational Psychologist – engaging effectively with the fourth Industrial Revolution. <i>Prof. Theo Veldsman, Dr. Ruwayne Kock, Dr. Sharon Munyaka, Dr. Natasha Winkler-Titus, Shirleen Titus & Prof. Crystal Hoole</i> Panel Discussion (90 minutes)
17.30 - 18:30		Protection of Personal Information Act - what you should know. <i>Gilles Van De Wall</i> Master Tutorial <i>(Psytech - exciting demo corner included)</i>	

DAY 2 - Thursday 22 July

	Stream 1	Stream 2	Stream 3
08.00-08.25	Registration (Pilates)		
08:25-08:45	Welcome and SIOPSA Presidential Awards Announcement		
08:45-09:45	Keynote – Dr. Andrew Johnson <i>Eskom Chief Learning Officer & SIOPSA Past President</i>		
09:45 - 10:15	Tea Break		
10:15-11:15	Thinking human first: Designing a human-centric talent acquisition experience in a multi-national insurance organisation. <i>Marna van der Merwe & Dieter Veldsman</i> Case Study	Identifying internal talent and driving succession planning in a non-profit mutual assurance organisation. <i>David Bischof & Vandana Naran</i> Case Study	From ACs to DCs: An Evolution in using Development Centres to identify, develop and engage talent in Absa. <i>Dr. Daniel H Burger, Loulia Koutris, Stacy Patti Lee Isaacs & Demi Wertheimer</i> Case Study
11:15-12:15	Intombi zinecebo: Economic action through a continuum of dependency, instrumentality and vulnerability. <i>Dr. Sinethemba S. Sidloyi</i> Research Presentation	Clement O'Reily <i>MultiChoice – Group Executive Head of HR</i> Case Study	Promoting a humane working environment for foreign academics at a higher education institution: The impact of wellbeing and adjustment on job performance. <i>Moleen Mhlanga & Dr. Annelize van Niekerk</i> Research Presentation (30 mins) ----- Evaluation of the differences in perception toward stress and trauma intervention strategies in the South African Police Service. <i>Prof. Fatima Abrahams & Jason Borien</i> Research Presentation (30 mins)
12:15 - 13:00	Lunch		
13:00 - 14:00	Working for (decent) work – a case study on the Harambee Youth Employment Accelerator . <i>Romy Dijkman & Kyla Sparks</i> Case Study	Experiences of a systems psychodynamic executive group coaching programme (SPEGCP). <i>Dr. Adrian Parsadh & Dr. Frans Cilliers</i> Case Study	Assessment Centres, Technology and Ethics <i>Sandra Schlebusch & Petrus Nel</i> Master Tutorial
14:00 - 15:00	“I cannot believe you just said that”: The Role of Conscious inclusion in re-humanising the Workplace. <i>Dr. Siphokazi Ntetha, Fortune Gamanya & Jolandi Yeates</i> Panel Discussion	Feedback during times of Covid: Is feedback still feedback during a period of radical changes and what the new norm looks like. <i>Dr. Danie Oosthuizen</i> Case Study	Being Wellness in the workplace <i>Dr. Noushin Bayat, EdD</i> Master Tutorial
15:00-15:15	Tea Break		
15:15-16:15	Experience of Covid-19 at the beginning of the lockdown in South Africa: A systems psychodynamic exploration. <i>Dr. Adrian Parsadh, Prof. Michelle May & Lee-ann Greyling</i> Case Study	Why black Industrial and Organisational Psychologists' (IOP) lives matter. <i>Dr. Ruwayne Kock, Dr. Grace Mansah-Owusu, Judi Nwokedi, Anthea Platt, Macy Cheeks, & Shavonn Holman</i> Panel Discussion	A Leadership Philosophy as an enabler for leaders in a time of crisis. <i>Jessica Brownlee & Christelle Westerman-Clark</i> Master Tutorial
16:15-17:15	Keynote: Dr. Thema-Bryant Davis <i>Tenured professor of psychology in the Graduate School of Education and Psychology at Pepperdine University. Licenced Clinical Psychologist</i>		
17:15 – 18:15	Crafting inclusive organisations - taking up our societal role. <i>Dr. Rica Viljoen, Dr. Anna-Rosa le Roux & Charlene Moody</i> Case Study	Reskilling for the future of work: a human-first approach to a skills-shortage dilemma. <i>Lome Koekemoer, Prof. Leon de Beer, Trevor Kunda & Simi Ramgoolam</i> Panel Discussion	Testing a decent work - satisfaction-turnover intention model in the South African Public service: The role of job embeddedness & engagement. <i>Prof. Willie Chinyamurindi</i> Research Presentation (30 mins) ----- Othering and belonging in knowledge transfer in diverse contexts: Implications for participant experience and practice. <i>Monique Woodborne & Prof. Vasi Van Deventer</i> Research Presentation (30 mins)

DAY 3 – Friday 23 July

	Stream 1	Stream 2	Stream 3
8:00 - 8:25	Registration		
08:25- 08:45	Welcome by current President (Dr. Natasha Winkler-Titus) and address by incoming President (Prof. Crystal Hoole)		
08:45-09:45	Keynote		
09:45 - 10:15	Tea Break		
10:15-11:15	<p>A cordial employment breakup! Is it possible? Reviewing a dignified approach to the process of retrenchments. Ntokozo Hlengiwe Khoza Master Tutorial</p>	<p>The Digital Leader: Research, Applications and Future Directions. Marcel Harper Research Presentation (30mins) ----- Exploring employees' well-being in organisational change contexts: A qualitative study. Dedrieka Magdalena Nel & Dr. Annelize van Niekerk Research Presentation (30 mins)</p>	<p>Leading Conscious Corporate Citizens Dr. Claudelle Von Eck Master Tutorial</p>
11:15-12:15	<p>Exploring the perceived failure of Diversity, Equity and Inclusion (DEI) initiatives. Dr. Andrew Johnson, Wade Goodwin, Veronica King, Neo Mamathuba & Lindiwe Stacey. Panel Discussion</p>	<p>Beyond Covid-19: Rethinking the (humane) leadership agenda Lome Koekemoer & Mamatebele Hoohlo Master tutorial</p>	<p>Does an AI engine outperform human assessors: A criterion-based research study. Dr. Pieter Bronkhorst Research Presentation</p>
12:15 - 13:00	Lunch		
13:00 - 14:00	<p>Growth mindset and employee well-being in the workplace. Carmen Michelle Latré, Dr. Sumari O'Neil & Prof. Arien Strasheim Research Presentation</p>	<p>A new conceptualisation and measurement of employee burnout (oh, there's an app too!) Prof. Leon Leon de Beer Research Paper (30 mins) ----- Exhausted but engaged: Work-Related Well-Being Profiles of South African Employees. Prof. Leoni van der Vaart & Prof Leon Tielman de Beer Research Presentation (30 mins)</p>	<p>Humane Workplaces Lungi Langa - Group Executive: HR at Airports Company South Africa Master Tutorial</p>
14:00 - 15:00	<p>Making the cut: The art of setting cut-scores for talent decisions supporting utility, diversity, and inclusivity. Hennie Kriek Master Tutorial</p>	<p>How mature is your organisation in implementing Diversity & Inclusion? Maturity is an indicator of a 'human' driven vs 'compliance' driven D&I model. Rendani Tshililo-Baumgartner Master Tutorial</p>	<p>A Talent Value Proposition for a South African Higher Education Institution. Dr. Musawenkosi Saurombe Research Presentation</p>
15:00-15:15	Tea Break / Demo corner 6		
15:15-16:15	<p>Are we complicit: A critical discussion of Diversity, Equity and Allyship. Rob Jardine & Dr. Ruwayne Kock Master Tutorial</p>	<p>Leading in uncertain times? Why most Leadership Frameworks won't work. Jorn Dannheimer & Brandon Pleaner Master Tutorial</p>	<p>Wellness as a pillar of humane workplaces in SA Technology firms. Gemma Oberholzer & Jessica Brownlee Case Study</p>
16:15 – 16:35	Cognadev Demo Corner		
16:35 – 17:00	Oath ceremony		
17:00-18:00	<p>Keynote: Professor Nathan Kuncel Marvin D. Dunnette Distinguished Professor of Industrial-Organizational Psychology, McKnight Presidential Fellow</p>		