



SIOPSA

SOCIETY FOR INDUSTRIAL &
ORGANISATIONAL PSYCHOLOGY OF SA

The 19th Annual SIOPSA Conference

CSIR International Convention Centre

25-27 July 2017



Conference Programme

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Time	Diamond	Emerald	Ruby	Amethyst 1	Crystal	Garnet	Onyx
07:00 - 08:00	Conference Registration						
08:00 - 08:30	Welcoming Address by SIOPSA President Manoko Ratala - Diamond Room						
08:30 - 09:00	Industrial Theatre Production: Earning Potential						
09:00 - 10:00	1. Keynote Address: Monde Kote (PAPU) and Manoko Ratala (SIOPSA): Collaboration within the Psychology fraternity on the African Continent						
10:00 - 10:30	Coffee break						
10:30 - 11:15	2. SIOPSA Transformation Workshop	3. Wrogemann (IGCCP) (moderator), Panelists: Odendaal (UJ), Johnson (ESKOM Academy of Learning), Price (COMENSA), Norden (Wits Business School), Breger (DynamicDIALOGUE): The state of play in professional coaching in formal organisations	4. De Coning (JvR Consulting), De Klerk (JvR Consulting): Engagement as a key element of people strategy	5. Zhou (UWC), Mahembe (UWC): The influence of organisational culture on organisational commitment and intention to quit among employees at selected retail organisations in the Western Cape province of South Africa	6. Distiller (PAI), De Jager (PAI), Bischof (PAI): The use of assessment tools in industry: A PAI Study	7. Botes (The Talent Connection): Applying insights from systems thinking and strategy development to improve the effectiveness of talent management	8. Bredell (UP), O'Neil (UP): Disabled students perceived barriers to career success
11:15 - 11:30							
11:30 - 12:15		9. Interest Group for Coaching and Consulting Psychology AGM	10. Ashton (BIOSS Southern Africa): IOP: The time to lead is NOW!	11. Ebrahim (NWU), M Stander (NWU), F Stander (NWU): Authentic leadership trust and work engagement amongst health care workers	12. Schlebusch (LEMASA) (moderator): Next generation HR	13. Lemmer (EOH Human Capital Solutions): Organisational Mindfulness: Building a case for mindfulness in organisations	14. Vermaak (Total Care SA), Görgens-Ekermans (Stellenbosch University): The development and empirical evaluation of a psychological well-being at work structural model for geriatric care staff.
12:15 - 12:30							
12:15 - 13:30	Lunch						
13:30 - 14:30	15. Keynote Address: Leanne Manas: Achieve your impossible!						
14:30 - 15:30		16. Vorster (The Ethics Institute): Measurement of ethics risk behaviour in organisations	17. Rothmann (NWU) (chairperson), Panelists: Du Toit (NWU); Van der Vaart (NWU); Paver (NWU); Researching and dealing with unemployment in the South African context	18. Venter (JPV Business Solutions): Quantification in IOP opinion in personal injury cases - improving the standard of reports	19. Interest Group for Positive Organisational Psychology AGM	20. Thatcher (Wits): Collaborative solutions: Recent developments in the ergonomics field relevant for IOP	21. Winkler-Titus (Independent): Facilitating change in the new normal- understanding the impact of change decisions
15:30 - 16:00	Coffee break						
16:00 - 17:00		Vorster (The Ethics Institute): Measurement of ethics risk behaviour in organisations	Rothmann (NWU) (chairperson): Researching and dealing with unemployment in the South African context	Venter (JPV Business Solutions): Quantification in IOP opinion in personal injury cases - improving the standard of reports	Interest Group for Positive Organisational Psychology AGM	Thatcher (Wits): Collaborative solutions: Recent developments in the ergonomics field relevant for IOP	22. Erasmus (NWU), De Beer (NWU): Does engaging leadership impact on need satisfaction, work engagement and workplace boredom?

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07:30 - 08:00	Registration in the Registration Area						
08:00 - 08:30	Welcoming Address by SIOPSA President Manoko Ratala - Diamond Room						
08:30 - 09:30	23. Keynote Address: Nene Molefi (Mandate Molefi Human Resource Consultants) : An integrated approach to diversity and inclusion						
09:30 - 10:15	24. Workshop 1: Van Vuuren (The Ethics Institute), Vorster (The Ethics Institute): How to make ethical decisions: Ethics decision-making heuristics and social contexts	25. Workshop 2: Geldenhuys (UNISA), Venter (UNISA): Organisational neuroscience: An introduction to basic principles and their implications for IOP	26. Guest (TTS): Contextual talent analytics: Using forward and backward looking data to gain organisational and individual insights	27. Van Tonder (OMT): Man vs Machine: Who interprets best?	28. Harwood (Coca Cola), R Van Niekerk (NMU): Development and demonstration of authentic leadership in the career of Brand Pretorius	29. Steyn (ESKOM): From theory to practice: A practical approach on the implementation of recommendations from a research project	30. A Van Niekerk (UNISA): Two worlds colliding: Tanzanian and South African financial institutions merging diverse milieus and managing change
10:15 - 10:45	Coffee break						
10:45 - 11:30	Workshop 1: Van Vuuren (The Ethics Institute), Vorster (The Ethics Institute): How to make ethical decisions: Ethics decision-making heuristics and social contexts	Workshop 2: Geldenhuys (UNISA), Venter (UNISA): Organisational neuroscience: An introduction to basic principles and their implications for IOP	31. Wrogemann (GCW Consulting): Demonstrating Impact when consulting in complexity	33. Goodman (UCT) (moderator), Panelists: Bagraim (UCT), Meyer (UCT), Jaga (UCT): What does a decolonised Industrial/Organisational Psychology university curriculum look like?	34. Naidoo (HFM Talent Index), De Kok (HFM Talent Index): Talent analytics: Exploring the foundation for data-driven business solutions	36. Workshop 3: Du Plessis (IGPOP): Putting positivity into practice: A selection of positive organisational tools to enable change for good	37. Coetzee (UNISA), Schreuder (UNISA): Psychological career resources identity and life orientation among young emerging adults 38. Ramasodi (UNISA), Van Der Westhuizen (UNISA): Gender differences on work-related sense of coherence in a South African sample 39. Govender (UNISA), Grobler (UNISA): Job satisfaction and organisational commitment in a South African airline
11:30 - 12:15			32. Breger (DynamicDIALOGUE): Exploring the role of embodiment in coaching for authentic leadership engagement		35. Cilliers (UNISA), Terblanche (Trinity Western University): The systems psychodynamic role experiences of young nursing professionals in large hospitals		
12:15 - 13:00	Lunch						

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13:00 - 13:45	Workshop 1: Van Vuuren (The Ethics Institute), Vorster (The Ethics Institute): How to make ethical decisions: Ethics decision-making heuristics and social contexts	Workshop 2: Geldenhuys (UNISA), Venter (UNISA): Organisational neuroscience: An introduction to basic principles and their implications for IOP	40. Lichtenstein (Baobab Inspired Talent): Computational Modelling for Industrial and Organisational Psychologists	41. Cilliers (UNISA) (chairperson), Panelists: Cooper (TILT): A systems psychodynamic exploration of the impact of organisational dynamics on the role of consultants in South Africa today	42. R Van Niekerk (Nelson Mandela University): Alignment and responsiveness of IOP curricula presented at South African universities	Workshop 3: Du Plessis (IGPOP): Putting positivity into practice: A selection of positive organisational tools to enable change for good	44. Viljoen (ESKOM), Du Toit (NWU), M Stander (NWU): Exploring the coachee's expectations and experiences of the coaching relationship within a state-owned utility
13:45 - 14:00							
14:00 - 14:45					43. Bischof (Deloitte Consulting): 2017 Deloitte Global Human Capital Trends report: Rewriting the rules for the digital age		45. Manolas (TTS): Values-driven risk behaviour and how managers perceive it in a large multi-national organisation
14:45 - 15:00							
15:00 - 15:30	Coffee break						
15:30 - 17:30	SIOPSA AGM - Emerald Room						
18:00 - 22:00	SIOPSA Gala Dinner - Amber Room						

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13:30 - 14:15	61. Meiring (UP): Ethics and Scope of Practice of IOP in South Africa	62. Le Roux (IGCCP) (moderator): Collaboration between, and benchmarking of IOP with other professions	63. Nieuwoudt (EOH Human Capital Solutions), Blignaut (EOH Human Capital Solutions), Van Schouwenburg (EOH Human Capital Solutions): Employee Share Ownership Plans (ESOP's): The softer side	64. D Veldsman (Mindset Management), Mduli (African Bank): Does employee engagement matter? A longitudinal study evaluating the impact of engagement on performance	65. Schaap (UP), Van Heerden (UP): A new look at the structural validity of the Five Factor Model of the 15FQ+ using Exploratory Structural Equation Modelling (ESEM)	66. Cooper (TILT): Leading our Transformation: A working conference in the Tavistock tradition: A critical reflection	
14:15 - 14:30							70. Pleaner (CEB Global): Crowdsourcing the future of Industrial and Organisational Psychology
14:30 - 15:30				67. Olickers (UP), Booysen (TTS): Measurement invariance of the South African Psychological Ownership Questionnaire: A generational study	68. Matsimbe (SANDF), Engelbrecht (Stellenbosch University): The effect of integrity and moral intelligence on authentic leadership and organisational citizenship behaviour	69. Launch of Interest Group for Transformation	
15:30 - 16:00	Closing						
16:00	End of conference refreshments						

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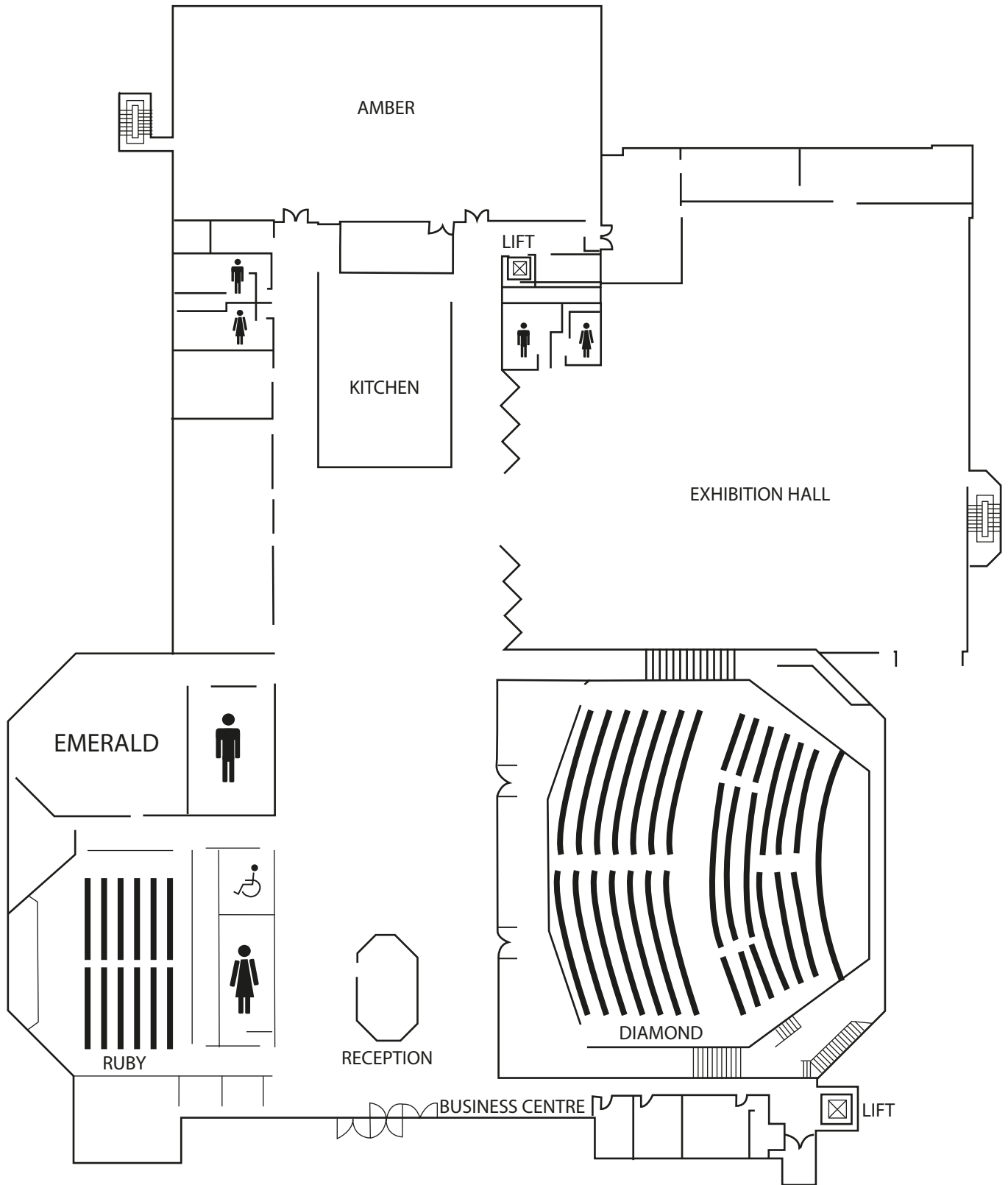
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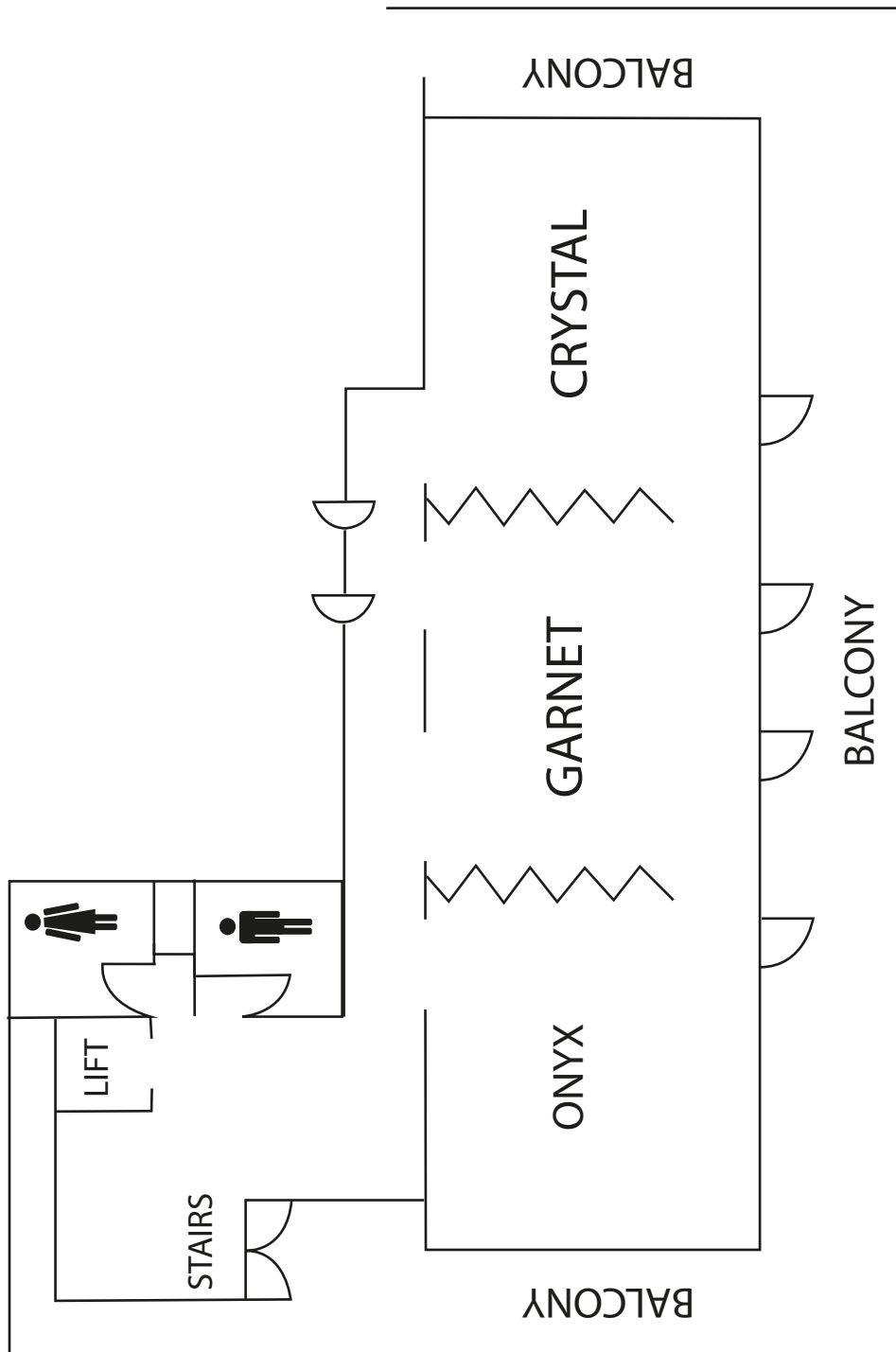
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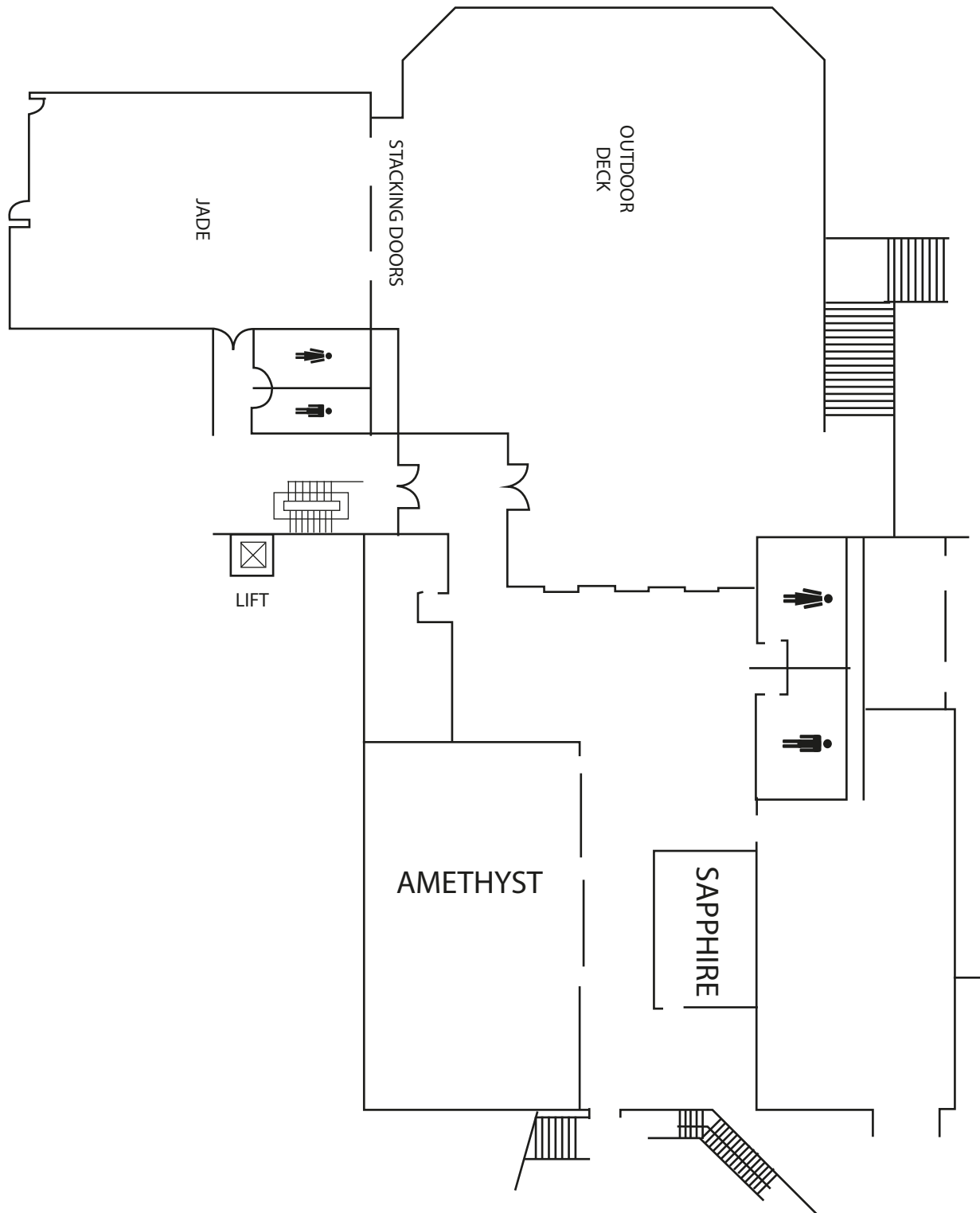


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