



SABPP™

SA BOARD FOR
PEOPLE PRACTICES

Setting HR standards

ANNUAL GENERAL MEETING

19 APRIL 2024

Time: 09h00- 12h00
Venue: Virtual (Online)
Cost: Free

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DEAR SABPP MEMBERS AND STAKEHOLDERS

Notice is hereby given that the 41st Annual General Meeting of the SA Board for People Practices (SABPP) will be held virtually on Friday the 19th of April 2024 from 09h00 to 11h30. The purpose is to conduct the general business of the AGM and to consider and, if deemed fit, pass with or without modification, the ordinary resolutions, and special resolutions, if applicable.

All stakeholders are invited to attend. However, only members in good standing will be able to vote on any resolution. The AGM is one of the highlights on our calendar and a great opportunity to learn, share, and network. Join us as we celebrate what we managed to achieve during 2023 and ponder on our challenges.

ORDINARY BUSINESS

- To consider the 2023 Annual report
- To present the Audited Annual Financial Statement (AFS) including the Auditors' report
- To reflect on the achievements of the 14th Board and present the plans for 2024
- To transact any other business of the members brought before SABPP
- To provide an opportunity to members to ask questions.
- To celebrate excellence

QUESTIONS

Where possible, Stakeholders are encouraged to send their questions and comments to manage time and give Board enough time to prepare the detailed responses. All questions should be sent to executiveoffice@sabpp.co.za and will be acknowledged.

PROGRAMME | THEME: INVESTING IN THE PROFESSION

08h00 - 09h00	STAKEHOLDERS LOGIN (CHAT BOX REGISTRATION)	
09h00 - 09h20	Welcome & Chairperson's Remarks Approval of minutes	Dr James Ramakau SABPP Board Chairperson
09h20 - 09h40	Keynote Speaker 2024 HR work trends: to do or not to do?	Dr Liiza Gie Associate Professor: HR Academic & Researcher University Canada West (Vancouver, British Columbia, Canada)
09h40 - 09h55	Youth Representative Unlocking the Power of Artificial Intelligence: Bridging the Gap for Inclusive Access and Opportunity	Johan Els Vice Chairperson of the SABPP North West (University Student Chapter 2023)
09h55 - 10h15	Annual Report: Top highlights based on the SABPP Strategy	Xolani Mawande SABPP CEO
10h15 - 10h30	Review of the financial statements	Kolobe Mashala Risk and Audit Committee Chairperson
10h30 - 10h45	Charter Review (Update)	Dr Rica Viljoen Board Vice Chairperson
10h45 - 10h55	Excellence Awards	Dustin Hogg Board Member
10h55 - 11h25	Interactive questions and answer session	All SABPP Board Members and members
11h25 - 11h30	Closure, Thanks and Focus of the last 8 months of the board.	Dr Dayalan Govender Board Vice Chairperson

MEET THE SPEAKERS



Dr James Ramakau
SABPP Board Chairperson

Dr James Ramakau has more than 16 years' experience specialising in human resources, talent management, people effectiveness and industrial psychological services in multiple industries including mining, manufacturing, and education. James holds a PhD in Industrial Psychology from UKZN. He is a registered Industrial Psychologist with the Health Professions Council of South Africa (HPCSA). He recently completed his Post Graduate Diploma in Management with the Gordon Institute of Business Science (GIBS) and he is finalising his MBA programme with the same institution. Dr Ramakau is the current Chairperson of the Board for SABPP since the beginning of 2021 and before that he was the Vice Chairperson. He further has the privilege of serving in the national board for psychology with the HPCSA.

James is a passionate human capital developer, some of his areas of interest include diversity and inclusion, gender mainstreaming and executive coaching. He advocates for a new way of thinking when it comes to people practices and creating conducive environments for people and organisations to flourish and reach their potential. As a professional James believes that leaders are not leaders until they create other leaders who will also create other leaders. He is fervent about mentorship and coaching, not just to keep up with the trend, but because he also is a direct beneficiary of this very process. One of his life philosophies is that "if you have something good and you do not share it, then you are evil - Chinese proverb"; so at any given opportunity, James will share what is great that he has seen, heard or learnt and also take time to listen to receive the gift and insights from others.



Dr Liiza Gie
Associate Professor: HR Academic & Researcher | University Canada West (Vancouver, British Columbia, Canada)

Liiza's 20-year HR academic career includes teaching and learning, community engagement, research, quality assurance and academic management through various job roles from lecturer, with two acting secondments as Manager of Academic Advancement, Planning and Quality Assurance and Teaching and Learning Coordinator, to Head of Department for HRM in the Faculty of Business and Management Sciences at the Cape Peninsula University of Technology. In her current role at Associate Professor in the Leadership and People Management department at the University Canada West, her focus is on developing as an international scholar while skilling new HR practitioners.

Professionally she is registered with the Chartered Professionals in Human Resources (CPHR) in British Columbia & Yukon, Canada, and as a Master HR Professional in Learning and Development with SA Board for People Practices. Liiza also served as Deputy Chairperson, Chairperson and Secretary of the national HR Universities Forum (SA HR Universities Forum), a higher education sub-committee of the SABPP, as well as a member of the Higher Education Committee.



Johan Els
Vice Chairperson of the SABPP North West (University Student Chapter 2023)

Johan Els is a dedicated individual with a profound passion for working with people. He is currently pursuing his BCom Honours in Industrial Psychology at the University of Pretoria after achieving distinction in his BCom degree in Industrial and Organisational Psychology with Labour Relations from the North-West University in 2023.

During his time at the North-West University, Johan showcased exceptional leadership as he served as Deputy Chairperson and Vice Chairperson for the SABPP Student Chapter in 2023.



Kolobe Mashala
Risk and Audit Committee Chairperson

Kolobe Mashala has more than 12 years of experience in the field of operations, business, and financial management within the public, NGO and private sectors. Mr. Mashala is a CA(SA) (Chartered Accountant of South Africa). Throughout his career, he has gained extensive expertise applying among the following tools and applications: SAP, SAGE, SYSPRO, Accpac, Caseware, JD Edwards and Hyperion financial management. Moreover, he has acquired in-depth knowledge regarding treasury regulations, Generally Accepted Accounting Principles (SA GAAP), Generally Recognised Accounting Practice (GRAP), US GAAP, IFRS, MFMA, Sarbanes Oxley, Corporate Governance and the Public Finance and Management Act (PFMA). He has developed sound business, financial and investment strategies and implementation plans following audit recommendations, and managed human resources department; organizational supply chain and information technology including an implementation of an ERP system (Microsoft Navision) and Caseware for financial reporting and analysing. He oversees internal audits and controls, external audits and evaluates financial statements, risk management, and performance management systems. He also holds Audit Committee member and Board Member positions with various companies and organisation.



Dr Rica Viljoen
Board Vice Chairperson

Dr Rica Viljoen's research on inclusivity, which was a significant aspect of her doctoral thesis, gained widespread recognition for its potential impact in the field of Management, Spirituality and Religion. Due to her contributions, Rica received the prestigious CEO award from the Institute of People Management (IPM), both nationally and internationally. She consults to organisations in relation to Inclusivity, Culture and strategic HR issues.



Dustin Hogg
Board Member

Dustin is registered as an Industrial Psychologist with the Health Professions Council (HPCSA) and a Master HR Professional with the South African Board for People Practices (SABPP). Dustin also holds international membership with the Chartered Institute of Personnel and Development (CIPD) as a Chartered Member. He holds Master's Degree in Industrial and Organisational Psychology with UNISA as well as a BCom Honours degree in Business Management.

Dustin sits on the 14th Board (2021-2024) of the SABPP as a Board Member. He was also the past Chairperson for the SABPP Learning & Development committee and currently sits as the Vice Chair of the Organisational Development and Change Management Committee. Dustin has been the recipient of the prestigious SABPP Leadership award, as well as recently being named the Emerging Psychologist of the year 2021 at the SIOPSA Presidential awards.

Dustin firmly believes that everyone has a purpose and with the right process, persistence and passion, one will not just realise their potential, but will perform exponentially beyond it. His focus as an advocate for continued professional development on an organisational as well as people performance, development and growth perspective; finds him subscribing to the Coaching and Mentoring approach for both personal and professional development; including youth development.

His motto - "Success is not an option, it's a requirement."



Dr Dayalan Govender
Board Vice Chairperson

Dayalan holds a wide range of National and Internationally recognized qualifications in the areas of Education, Human Resource Development, Organisational Development (OD), Change Management as well as in other management & leadership related disciplines. He has served as a Senior training advisor / evaluator at the SA police training academy, assistant director at the SA management development institute (SAMDI), as a lecturer at Technikon South Africa (TSA) & the University of SA (Unisa) and as a regional Academic manager. During his tenures he has worked on a whole range of OD, transformational programmes, management & leadership and capacity building projects over the last 18 years across SA and broader Africa. In addition to this, he has done work in Kenya, Zimbabwe and some work with the Mauritius PwC offices. He is currently a Partner within the Advisory division of PricewaterhouseCoopers (PwC), where he leads the Organisation & Workforce Transformation Competency across SA. Before joining PwC, Dayalan occupied a number of senior positions within Government and the higher Education sector and also functioned as an Academic in the area of Management & Leadership at Unisa. He has presented a number of papers internationally and also published a series of articles during his stint as an Academic. He is also an active member of the Institute for Directors (IoD - SA). Dayalan served successfully on the IPM - Board of Directors for the period 2011-2014. He has travelled abroad extensively and has acquired vast experience and knowledge in the areas of HRD, People & Change Management & People Development. He currently leads the Change management proposition for PwC across Africa and serves on the Global forum. Dayalan successfully completed his Masters in HRD and Lifelong learning at the University of Stellenbosch, and he is now currently in the midst of his doctorate studies. He has served on the SABPP board of directors since 2019 and currently serves as the vice-chair for the SABPP.