



**SABPP™**

SA BOARD FOR  
PEOPLE PRACTICES

*Setting HR standards*

# LEARNING AND DEVELOPMENT CONFERENCE

## FUTURELEARN

Navigating the AI-volution of  
Learning and Development



13 JUNE 2024



THE MASLOW HOTEL  
SANDTON



09H00 - 15H30

R2 100.00 – MEMBERS EXCL VAT

R2 700.00 – NON-MEMBERS EXCL VAT



# PROGRAMME

	TIME	TOPIC	SPEAKER
	8:30 – 9:00	REGISTRATION AND GREETINGS	
	9:00 – 9:05	Welcome	<b>Debbie Mtshelwane</b> Lecturer / Program Leader   <b>NWU</b>
	9:05 – 9:20	Opening of conference	<b>Xolani Mawande</b> CEO   <b>SABPP</b>
MORNING	9:20 – 10:05	Beyond the micro in microcredentials: Implications for learning and development in South Africa	<b>James Keevy</b> CEO   <b>JET Education services</b>
	10:05 – 10:55	Make learning matter!	<b>Vish Sanghani</b> Chief Learning Officer   <b>ABSA</b>
	10:55 – 11:20	TEA AND COFFEE BREAK	
	11:20 – 12:05	TBC	<b>Busi Xulu</b> Manager: Learning and Development   <b>National Youth Development Agency</b>
	12:05 – 12:50	Collaborate and flourish: Addressing the emerging needs of leaders and managers	<b>Lerato Mahlasela</b> Managing Executive: Corporate Education   <b>GIBS</b>
	12:50 – 13:40	LUNCH	
AFTERNOON	13:40 – 14:25	Bridging Worlds: Centering Humanness & Anchoring AI in Learning	<b>Kershia Naidoo and Bernadine Sprighton</b> Managing Executive and CEO   <b>CEED Learning</b>
	14:25 – 15:10	L&D tech landscape	<b>Barry Vorster</b> Director   <b>BDO People and Business Solutions</b>
	15:10 – 15:15	Closure and vote of thanks	<b>Xolani Mawande</b> CEO   <b>SABPP</b>



## MEET OUR SPEAKERS



### DEBBIE MTSHELWANE

*Lecturer / Program Leader | NWU*

Lecturer, HR program leader at North-West University Potchefstroom Campus, Senior Associate Consultant at Fitt Talent, HRP (Professional) (SABPP) and PhD candidate.

Debbie Mtshelwane is a Strategic Human Resource Management Lecturer, with over 10 years of experience in teaching and learning and the HR programme leader at the North-West University in the School of Industrial Psychology and Human Resources. She is currently completing her Ph.D. Her study focuses on developing a short learning programme to enhance critical competencies for emerging Human Resources practitioners. Her overall research niche focuses on the competency development of HR leaders, components of the HR value chain, and career and talent development. She supervises master's students and has published a number of articles, including a book titled DEVELOPING SOFT SKILLS FOR SUCCESS - A GUIDE FOR MODERN PROFESSIONALS. She completed her Advanced human resource management course at Tilburg University in 2018.

She holds a professional registration as an HR Professional at SABPP and serves on the SABPP's Higher Education Committee. Debbie also acts as a Senior Associate Consultant at Fitt Talent, which focuses on enabling talent through innovative solutions and delivering data-driven people decisions globally. She is passionate about Human capital, building, investing in talent, and developing professionals. Debbie is also co-founder and owner of Bahari Hair Boutique, a hair & beauty salon in Potchefstroom.



### JAMES KEEVY

*CEO | JET Education services*

James Keevy is an experienced policy researcher that has worked in South Africa, Africa and internationally for the last 30 years. Following 13 years at the South African Qualifications Authority in research policy and international liaison capacities, he joined JET Education Services in 2014 as the chief executive. His specific areas of expertise include qualifications, the recognition of learning, digitalisation, and the professionalisation and migration of teachers. He has worked closely with several international agencies, including the OECD, ILO, UNICEF, World Bank, Commonwealth Secretariat, Commonwealth of Learning, SADC Secretariat, African Union Commission and others. At present his main expertise lies in the ability to oversee large multinational research and evaluation teams to execute programmes in a robust and efficient manner. He brings a strong international network and perspective that has translated into a wide range of published research, most recently, this includes a mapping study on qualifications for the African Union Commission, as well as the development of microcredentials frameworks in a range of countries.



### VISH SANGHANI

*Chief Learning Officer | ABSA*

Globally experienced, award winning, L&D leader with 25 years of deep business & cultural experience across four continents with a broad variety of industry leading multinationals in Telecoms, Technology, Consulting, Banking & Luxury Retail.

Over the past 25 years Vish has worked across Australia, Africa & Middle East, with the following industry leading multinational organisations like MTN, Standard Bank, Deloitte & Microsoft. He is currently Head of Learning for the Investment Banking business within Standard Bank Group for more than 6 years.



### BARRY VORSTER

*Director | BDO People and Business Solutions*

Analysis – dynamic skills and talent intelligence tools, strategic upskilling

Design – using AI to build learning journeys, reducing the time to skill

Development – AI tools for the learning practitioner, ChatGPT, dall-e, etc.

Implementation – learning that encapsulates MELS, making learning visceral

Evaluation – adaptive learning and assessment



## MEET OUR SPEAKERS



### BUSI XULU

*Manager: Learning and Development | National Youth Development Agency*

Sibusisiwe "Busi" Xulu - a seasoned Human Resources professional with over 14 years of experience in Human Resources. She is currently the Manager: Learning and Development at the National Youth Development Agency (NYDA). Busi's extensive expertise covers Talent Acquisition, Talent Management, Performance Management, Learning & Development, Cultural Awareness, and Diversity and Inclusion.

Aligned to Busi's passion for fostering professional growth and enhancing organizational capabilities, her role with the NYDA involves overseeing the development and execution of comprehensive learning strategies, ensuring that employees at all levels are equipped with the skills and knowledge needed to excel. She is dedicated to creating an inclusive learning environment that supports continuous improvement and career advancement.

She holds a B.Com in Industrial and Organizational Psychology from the University of South Africa, a Post Graduate Diploma in Business Management from Regenesys Business School, and various HR certifications. She recently completed her Masters in Philosophy in Change Leadership at the Gordon Institute of Business Science.

Busi is also a Chartered HR Professional with the South African Board of People Practice and serves as the Deputy Chairperson of the SABPP – CPD Committee.



### LERATO MAHLASELA

*Managing Executive: Corporate Education | GIBS*

Lerato Mahlasela is currently the Managing Executive: Corporate Education at the Gordon Institute of Business Science (GIBS) where she leads a team that designs and delivers relevant learning solutions aimed at improving responsible individual and organisational performance in South Africa and on the continent. Since August 2023, she has also had the privilege of leading the Entrepreneurship Development Academy aimed at empowering individuals to not only build successful businesses but also drive sustainable economic growth and societal change.

Over the last 23 years, Lerato has worked in Recruitment, Learning as well as Talent and Leadership Development for organisations in Financial Services, Engineering and Construction, Consulting as well as Education.



### KERSHIA NAIDOO

*Managing Executive | CEED Learning*

Kershia Naidoo is a passionate advocate for learning and development, dedicated to making a positive impact in the lives of individuals and the growth of organisations. With a career in consulting across various industries, Kershia brings a wealth of experience and a genuine desire to empower others through transformative learning experiences.

In her role as Managing Executive at Ceed Learning, Kershia has had the privilege of working with talented teams to explore the intersection of technology and learning. Together, they've embarked on a journey to reimagine what learning can look like in the digital age, leveraging tools like Generative AI to create engaging and effective learning experiences.

One of the most rewarding aspects of Kershia's work is partnering with organisations to build skills-based cultures. Whether designing corporate skills academies or facilitating learning programs for in-house L&D teams through the Ceed Future-Ready L&D Academy, Kershia is driven by a desire to help individuals unlock their full potential and thrive in their careers.

