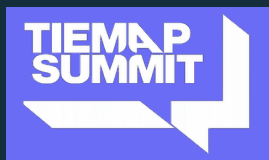


# 2026 OPTIMISING ROI IN HUMAN CAPITAL SUMMIT



**CA SURAJ JAIN**  
SPEAKER



**ALLAN OYIER**  
SPEAKER



**TUMI SIBANDA**  
SPEAKER



+27 69 637 8035

**12–14 August 2026** 

**Start 08.00 AM** 

**HOTEL SKY SANDTON** 

**INDIVIDUAL  
REGISTRATION**

**GROUP  
REGISTRATION**

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# OPTIMISING ROI IN HUMAN CAPITAL SUMMIT 2026

12–14 AUGUST 2026 | HOTEL SKY SANDTON



## INDIVIDUAL REGISTRATION

| REGISTRATION CATEGORY                                                                                    | REGISTRATION PERIOD                | INVESTMENT (ZAR) |
|----------------------------------------------------------------------------------------------------------|------------------------------------|------------------|
|  <b>EARLY BIRD</b>      | Available until 14 July 2026       | R12,650          |
|  <b>STANDARD PASS</b> | Available until 4 August 2026      | R14,650          |
|  <b>FINAL RELEASE</b> | Final allocation before the summit | R15,650          |



## GROUP REGISTRATION

### EARLY BIRD - AVAILABLE UNTIL 14 JULY 2026

| GROUP SIZE                                                                                             | INVESTMENT PER DELEGATE (ZAR) |
|--------------------------------------------------------------------------------------------------------|-------------------------------|
|  <b>5–9 DELEGATES</b> | R11,730                       |
|  <b>10+ DELEGATES</b> | R11,500                       |

### STANDARD PASS - AVAILABLE UNTIL 4 AUGUST 2026

| GROUP SIZE                                                                                               | INVESTMENT PER DELEGATE (ZAR) |
|----------------------------------------------------------------------------------------------------------|-------------------------------|
|  <b>5–9 DELEGATES</b> | R13,800                       |
|  <b>10+ DELEGATES</b> | R13,340                       |

### FINAL RELEASE – FINAL ALLOCATION BEFORE THE SUMMIT

| GROUP SIZE                                                                                               | INVESTMENT PER DELEGATE (ZAR) |
|----------------------------------------------------------------------------------------------------------|-------------------------------|
|  <b>5–9 DELEGATES</b> | R14,950                       |
|  <b>10+ DELEGATES</b> | R14,090                       |

### REGISTRATION INCLUDES



Full Conference Access



All Keynote Sessions



Networking Opportunities



All prices are VAT inclusive.



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WELCOME TO THE SUMMIT

# OPTIMISING ROI IN HUMAN CAPITAL SUMMIT 2026

## Turning Human Capital Investment Into Measurable Organisational Performance

The Optimising ROI in Human Capital Summit 2026 is a high-level executive platform designed to help organisations maximise the return on their investment in people, leadership, systems, innovation, and organisational performance.

Hosted by Tiemap, this summit brings together executives, business leaders, HR professionals, finance specialists, policymakers, innovators, and transformation experts to explore one of the most important challenges facing organisations today:

### How do we convert investment in people into measurable business value?

Across both public and private sectors, organisations continue to invest heavily in:

- ✓ Human capital development
- ✓ Leadership programmes
- ✓ Employee well-being
- ✓ Digital transformation
- ✓ AI and innovation
- ✓ Organisational systems and infrastructure

Yet despite these investments, many organisations still experience poor execution, leadership misalignment, low accountability, skills gaps, workforce disengagement, and inconsistent performance.

The challenge is no longer access to strategy.

The challenge is optimising the **integration of people, leadership, and systems** to consistently deliver measurable outcomes that fit the organisation's strategy.

This summit is designed to address that challenge directly.

### KEY INVESTMENT AREAS

-  Human capital development
-  Leadership programmes
-  Employee well-being
-  Digital transformation
-  AI and innovation
-  Organisational systems and infrastructure

### COMMON ORGANISATIONAL CHALLENGES

-  Poor execution
-  Leadership misalignment
-  Low accountability
-  Skills gaps
-  Workforce disengagement
-  Inconsistent organisational performance

“

The future of work will belong to organisations that understand, invest in, and optimise their human capital with clarity, purpose, and measurable intent.

”

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12–14 AUGUST 2026

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# WHY HUMAN CAPITAL ROI MATTERS

People remain the single greatest driver of organisational success. However, human capital only creates measurable value when organisations are able to align leadership, culture, systems, and execution.

This summit explores proven strategies and practical frameworks that help leaders turn human capital investment into measurable business performance.



## HUMAN CAPITAL CREATES MEASURABLE VALUE WHEN ORGANISATIONS ARE ABLE TO:

-  **Align leadership and culture** to promote innovation at all levels
-  **Improve employee engagement** and build commitment
-  **Build execution discipline** and operational consistency
-  **Improve organisational resilience** and adaptability
-  **Empower teams to perform** under pressure and deliver results

“ When organisations invest in people strategically, performance follows sustainably. ”

## ORGANISATIONS THAT OPTIMISE HUMAN CAPITAL ACHIEVE:

-  **Higher productivity** through engaged teams and effective leadership
-  **Improved employee retention** by creating meaningful and supportive workplaces
-  **Stronger leadership performance** across all levels of the organisation
-  **Greater organisational agility** to respond to market changes with confidence
-  **Improved financial and operational performance** driven by people, systems and innovation



Human capital is not just an investment in people—  
it is an investment in the future of your organisation.

**INVEST SMART. LEAD BETTER. PERFORM STRONGER.**



# SUMMIT OBJECTIVES

The summit is designed to equip leaders with practical insights, implementation frameworks, and strategic tools to strengthen human capital investment and drive measurable ROI.

## DELEGATES WILL LEARN HOW TO:



01

Strengthen leadership effectiveness



02

Improve organisational execution



03

Build resilient and high-performing teams



04

Align strategy with operational delivery



05

Retain and engage key employees



06

Use AI and digital transformation more effectively



07

Improve accountability and performance management



08

Create sustainable organisational growth

## WHAT DELEGATES WILL GAIN



### HUMAN CAPITAL OPTIMISATION STRATEGIES

Practical approaches for improving workforce alignment, engagement, and performance outcomes.



### LEADERSHIP & EXECUTION FRAMEWORKS

Proven tools to improve accountability, drive execution, and build high-performance cultures.



### AI & INNOVATION INSIGHTS

A clearer understanding of how AI, automation, and digital systems can support growth and efficiency.



### ORGANISATIONAL RESILIENCE APPROACHES

Strategies for navigating uncertainty, leading through complexity, and sustaining performance.



### SUSTAINABLE PERFORMANCE MODELS

Insights into leadership well-being, workforce wellness, emotional intelligence, and high-performance cultures.



### MEASURABLE ROI APPROACHES

Frameworks for linking human capital investment to measurable business and organisational outcomes.

“

The most successful organisations are those that invest in people strategically, lead intentionally, and execute consistently.

**STRATEGY WITHOUT PEOPLE IS JUST A PLAN.**

”



## PROGRAMME OVERVIEW

# DAY 1

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## LEADERSHIP, AI & HUMAN CAPITAL BUILDING HIGH-PERFORMANCE ORGANISATIONS

Day One explores the relationship between leadership behaviour, organisational alignment, innovation, and performance execution.



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|  TIME |  SPEAKER            |  TOPIC          |
|----------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------|
| 08:00 – 08:45                                                                          | Registration                                                                                         | —                                                                                                |
| 08:45 – 09:00                                                                          | Chairperson's Welcome                                                                                | Welcome Address                                                                                  |
| 09:00 – 09:45                                                                          | <b>Shiphra Chisha</b>                                                                                | Untapped Trillion:<br>Women Leaders, Africa's Next Growth Frontier                               |
| 09:45 – 09:55                                                                          | Q & A                                                                                                | Questions & Answers                                                                              |
| 09:55 – 10:40                                                                          | <b>Thilo Makrelov</b>                                                                                | The Execution Advantage: How Leaders Create<br>Focus, Ownership and Sustainable Performance      |
| 10:40 – 10:50                                                                          | Q & A                                                                                                | Questions & Answers                                                                              |
| 10:50 – 11:05                                                                          |  TEA BREAK        | —                                                                                                |
| 11:05 – 11:50                                                                          | <b>Thabo Makama</b>                                                                                  | To Be Confirmed                                                                                  |
| 11:50 – 12:00                                                                          | Q & A                                                                                                | Questions & Answers                                                                              |
| 12:00 – 12:45                                                                          | <b>Dr. Lynette Moretlo Molefi</b>                                                                    | To Be Confirmed                                                                                  |
| 12:45 – 12:55                                                                          | Q & A                                                                                                | Questions & Answers                                                                              |
| 12:55 – 13:55                                                                          |  LUNCH            | —                                                                                                |
| 13:55 – 14:40                                                                          | <b>CA Suraj Jain</b>                                                                                 | Finance Automation Using AI                                                                      |
| 14:40 – 14:50                                                                          | Q & A                                                                                                | Questions & Answers                                                                              |
| 14:50 – 15:35                                                                          | <b>Prof. Bonang F. Mohale</b>                                                                        | Strategic Transformation and Human Capital ROI:<br>Human-Centric Leadership and Lift As You Rise |
| 15:35 – 15:45                                                                          | Q & A                                                                                                | Questions & Answers                                                                              |
| 15:45 – 16:30                                                                          | <b>Norah Munyai</b>                                                                                  | The Hidden Human Systems Shaping Leadership,<br>Culture and Business Results                     |
| 16:30 – 16:40                                                                          | Q & A                                                                                                | Questions & Answers                                                                              |
| 16:40 – 16:55                                                                          |  PANEL DISCUSSION | To Be Confirmed                                                                                  |
| 16:55 – 17:00                                                                          | Chairperson's Closing Remarks                                                                        | Chairperson's Closing Remarks                                                                    |



“ Great leadership is not about position or power, it is about purpose, impact and people. ”





# PROGRAMME OVERVIEW

## DAY 2

### STRATEGIES IN A CHANGING ENVIRONMENT

Day Two focuses on resilience, adaptability, workforce sustainability, and leadership in complex operating environments.

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| TIME          | SPEAKER                             | TOPIC                                                                                                                                                     |
|---------------|-------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------|
| 08:15 – 08:45 | TEA COFFEE                          | –                                                                                                                                                         |
| 08:45 – 09:30 | <b>Andile Khumalo</b>               | Hire People Smarter Than You, Then Listen to Them!                                                                                                        |
| 09:30 – 09:40 | Q & A                               | Questions & Answers                                                                                                                                       |
| 09:40 – 10:25 | <b>Allan Oyier</b>                  | Driving Measurable ROI in Agriculture: Leveraging FarmNet for M&E, Policy Development, and Ecosystem Integration                                          |
| 10:25 – 10:35 | Q & A                               | Questions & Answers                                                                                                                                       |
| 10:35 – 10:50 | TEA BREAK                           | –                                                                                                                                                         |
| 10:50 – 11:35 | <b>Luke Mhlaba</b>                  | The Contribution of Human Capital to Organisational Resilience and Business Productivity in a Complex and Rapidly Changing Global Setting                 |
| 11:35 – 11:45 | Q & A                               | Questions & Answers                                                                                                                                       |
| 11:45 – 12:15 | <b>Ms Joy Sidloyi-Msizi (SAWIF)</b> | From Skills Development to Sustainable Livelihoods – Empowering Women, Youth, and Farming Communities Through Practical Opportunity and Digital Inclusion |
| 12:15 – 12:25 | Q & A                               | Questions & Answers                                                                                                                                       |
| 12:25 – 13:35 | LUNCH BREAK                         | –                                                                                                                                                         |
| 13:35 – 14:10 | <b>Jolanda Pretorius</b>            | Workplace Mediation                                                                                                                                       |
| 14:10 – 14:20 | Q & A                               | Questions & Answers                                                                                                                                       |
| 14:20 – 15:05 | <b>Dr. Thabang Chiloane</b>         | Strategic Blind Spots: The Human Capital Risk of Ignoring Stakeholder Relations                                                                           |
| 15:05 – 15:15 | Q & A                               | Questions & Answers                                                                                                                                       |
| 15:15 – 16:00 | <b>Tumi Sibanda</b>                 | The Greatest Leak in Human Capital ROI is Not Capability. It's disconnection.                                                                             |
| 16:00 – 16:10 | Q & A                               | Questions & Answers                                                                                                                                       |
| 16:10 – 16:25 | PANEL DISCUSSION                    | To Be Confirmed                                                                                                                                           |
| 16:25 – 16:30 | Chairperson's Closing Remarks       | Chairperson's Closing Remarks                                                                                                                             |

### DAY 2 THEMES



Entrepreneurship  
in a Changing  
Environment



Policy and  
Strategy



Human Capital  
Resilience



Alternative  
Dispute  
Resolution



Wellness and  
Performance



Emotional  
Intelligence



Organisational  
adaptability



## PROGRAMME OVERVIEW

# DAY 3

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## PEOPLE AND TECHNOLOGY

Day Three focuses on innovation, digital transformation, and creating measurable value through people and systems optimisation.



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| TIME          | SPEAKER                       | TOPIC                                                                                               |
|---------------|-------------------------------|-----------------------------------------------------------------------------------------------------|
| 08:30 – 09:00 | TEA COFFEE                    | –                                                                                                   |
| 09:00 – 09:45 | Dr McLean Sibanda             | Digital accounting adoption                                                                         |
| 09:45 – 09:55 | Q & A                         | Questions & Answers                                                                                 |
| 09:55 – 10:20 | Jaroshen Naidoo               | From Workforce Cost to Workforce Intelligence: How AI and Big Data are Redefining Human Capital ROI |
| 10:20 – 10:30 | Q & A                         | Questions & Answers                                                                                 |
| 10:30 – 10:45 | TEA BREAK                     | –                                                                                                   |
| 10:45 – 11:10 | Ali Mhlanga                   | Personal Performance                                                                                |
| 11:10 – 11:20 | Q & A                         | Questions & Answers                                                                                 |
| 11:20 – 12:05 | Shaun Schmidt                 | To Be Confirmed                                                                                     |
| 12:05 – 12:15 | Q & A                         | Questions & Answers                                                                                 |
| 12:15 – 12:45 | PANEL DISCUSSION              | To Be Confirmed                                                                                     |
| 12:45 – 12:55 | Chairperson's Closing Remarks | Chairperson's Closing Remarks                                                                       |
| 12:55 – 14:10 | COCKTAILS & NETWORKING        | –                                                                                                   |
| 14:10 – 16:30 | BREAK                         | –                                                                                                   |
| 16:30 – 17:30 | GALA DINNER ARRIVALS          | –                                                                                                   |
| 17:30 onwards | GALA DINNER WELCOME           | –                                                                                                   |

### KEY DISCUSSION AREAS



Digital accounting adoption



AI and digital transformation



Human capital value creation



ROI in human capital in rapidly changing environments



Innovation and organisational scalability



Practical frameworks for sustainable growth





# WHO SHOULD ATTEND?

TIEMAP  
SUMMIT

This summit is designed for leaders who drive people, strategy and performance.

## IDEAL DELEGATES



### **CEOs and Executives**

Leading organisational strategy and performance.



### **HR and People Leaders**

Driving workforce effectiveness, culture and capability.



### **Finance Leaders and CFOs**

Optimising financial performance through people investment.



### **Organisational Development Specialists**

Enhancing organisational design, capability and change.



### **Transformation and Strategy Executives**

Executing transformation and aligning strategy to outcomes.



### **Government and Public Sector Leaders**

Improving public sector performance and service delivery.



### **Innovation and Digital Transformation Professionals**

Driving innovation, automation and technology adoption.



### **Entrepreneurs and Business Owners**

Scaling businesses and building high-performing teams.



**CONNECT.  
COLLABORATE.  
LEAD BETTER.**

Join a community of leaders committed to unlocking the full potential of human capital.



**12-14 AUGUST 2026**  
HOTEL SKY SANDTON



Be part of the conversations that shape the future of organisational performance.



# MEET THE SUMMIT SPEAKERS

Learn from visionary leaders, industry experts,  
and changemakers shaping the future.

**ADDITIONAL SPEAKER:** Shaun Schmidt



**12-14 AUGUST 2026**

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**Allan Oyier**  
Founder & CEO,  
Farmers Networks



**Ali Mhlanga**  
Corporate Wellness,  
Athletic Peak Performance &  
Personal Training Specialist



**Andile Khumalo**  
Founder, I AM AN  
ENTREPRENEUR /  
CEO, KhumaloCo



**CA Suraj Jain**  
Chief Growth Officer, Credfinza  
Global Financial Services Pvt Ltd /  
Director, XLPoint Global Solutions  
Pvt Ltd / Proprietor, Suraj Jain &  
Co.,  
Chartered Accountants



**Jaroshen Naidoo**  
EHOD: Digital Enablement  
and Propositions



**Dr. Lynette Moretlo Molefi**  
Medical doctor,  
entrepreneur, and business  
executive



**Dr. McLean Sibanda**



**Dr. Thabang Chiloane**  
Head: Financial Inclusion &  
Public Policy / Banking  
Association South Africa.



**Luke Mhlaba**  
Seasoned International Legal  
Expert  
with nearly 30 years of experience  
within the United Nations system.

For enquiries and partnerships  
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# MEET THE SUMMIT SPEAKERS

Learn from visionary leaders, industry experts,  
and changemakers shaping the future.



**12–14 AUGUST 2026**

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JOHANNESBURG, SOUTH AFRICA



**Jolanda Pretorius**

CEO, AAARB / Accredited  
Mediator / ADR Specialist



**Ms Joy Sidloyi-Msizi**

Founder and Director of  
Qhamasande Projects



**Norah Munyai**

Founder & CEO, THIA  
Enablement /  
Neuro Business Coach &  
Transformation Strategist



**Prof. Bonang F. Mohale**



**Thabo Makama**

Founder & CEO,  
T Makama and Partners



**Thilo Makrelov**

Leadership, Team and  
Business Coach / Strategy-to-  
Execution Specialist



**Tumi Sibanda**

Life Recalibration Catalyst /  
Author /  
Transformational Speaker /  
Founder, Sahno Pty Ltd



**Shiphra Chisha**

Director of Programmes,  
Graca Machel Trust /  
President, African Women in  
Business / Founder, MKT  
Investments

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# EVENT INFORMATION

Everything you need to know for a seamless summit experience.

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12-14 AUGUST 2026

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JOHANNESBURG, SOUTH AFRICA



## VENUE INFORMATION



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### GETTING THERE

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