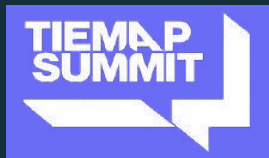


2026 OPTIMISING ROI IN HUMAN CAPITAL SUMMIT



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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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

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SUMMIT

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“

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

”

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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SUMMIT

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

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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	Andile Khumalo	Hire People Smarter Than You, Then Listen to Them!
09:30 – 09:40	Q & A	Questions & Answers
09:40 – 10:25	Allan Oyier	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	Luke Mhlaba	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	Ms Joy Sidloyi-Msizi (SAWIF)	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	Jolanda Pretorius	Workplace Mediation
14:10 – 14:20	Q & A	Questions & Answers
14:20 – 15:05	Dr. Thabang Chiloane	Strategic Blind Spots: The Human Capital Risk of Ignoring Stakeholder Relations
15:05 – 15:15	Q & A	Questions & Answers
15:15 – 16:00	Tumi Sibanda	To Be Confirmed
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 – 10:40	Carol Abade	Harmonising AI Innovation with Human-Centred Leadership
10:40 – 10:50	Q & A	Questions & Answers
10:50 – 11:05	TEA BREAK	–
11:05 – 11:30	Ali Mhlanga	Personal Performance
11:30 – 11:40	Q & A	Questions & Answers
11:40 – 12:25	Shaun Schmidt	To Be Confirmed
12:25 – 12:35	Q & A	Questions & Answers
12:35 – 13:05	PANEL DISCUSSION	To Be Confirmed
13:05 – 14:05	COCKTAILS & NETWORKING	–
14:05 – 16:30	BREAK	–
16:30 for 17:30	GALA DINNER ARRIVALS	–
17:30	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.



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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



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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



Carol Abade
Group CEO, EXP



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.

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MEET THE SUMMIT SPEAKERS

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



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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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VENUE INFORMATION



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