

PRACTICAL INSIGHTS – MANAGING WORKPLACE RISK VIDEO SERIES



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4 CPD HOURS



LEGAL AND PROCEDURAL KNOW-HOW FOR TODAY'S EMPLOYMENT CHALLENGES

ABOUT THE VIDEO SERIES:

Enhance workplace decision-making with this on-demand video series designed for HR professionals, managers, and labour law practitioners. Presented by leading South African experts, each session delivers practical, real-world insights into employment law issues that commonly give rise to workplace disputes or litigation. Each 45–60-minute video is SABPP-accredited, earning registered members 1 CPD point.

TOPICS COVERED:



Employment Equity in Context of the 2025 Amendments: What they mean for your organisation *Ulrich Stander*

This session unpacks the 2025 Employment Equity Act amendments and new regulations, highlighting key implications, risks and opportunities.

Learning outcomes:

- Understanding the background to the amendments.
- Highlighting some of the key changes.
- Assessing the obligations and potential risks for employers.
- Effectively implementing the changes.



Video 2. Contracting in a Changing Business Landscape: What Employers Need to Know *Prof. Barney Jordaan*

This session explores the legal and practical distinctions between employees, independent contractors and other forms of atypical employment.

Learning outcomes:

- Exploring the different types of employment contract.
- Illustrating the pros and cons of each contract type with reference to the legal framework.
- Identifying common missteps and related risks.



Developing Conflict Competence at the Individual, Team and Organisational level *Prof. Barney Jordaan & Ulrich Stander*

Conflict is unavoidable whenever people are interdependent, but with the right approach, it can be productive.

Learning outcomes:

- Differentiating between conflict management and conflict resolution.
- Exploring the difference between 'functional' and 'dysfunctional' conflicts and the pros and cons of each.
- Developing conflict competence at the individual, team and organisational levels.
- Learn how to build trust, encourage open dialogue, and use conflict to strengthen team dynamics and drive organisational performance.



Challenges and Adaptations in Organisational Behaviour in the Post-COVID Era *Dr Wiza Munyeka*

This masterclass explores how COVID-19 reshaped organisational behaviour, leadership, and workplace dynamics, with focus on hybrid work, trust, and employee well-being.

Learning outcomes:

- Understanding key post-COVID organisational behaviour challenges.
- Evaluating the impact of hybrid and remote work on teams.
- Identifying strategies to improve trust, communication, and engagement.
- Applying practical approaches to strengthen resilience and performance.



Decolonising Talent Management: African Epistemologies and Contextually Responsive HR Practice in South Africa *Dr Sizile Makola*

This masterclass explores how African Indigenous Knowledge Systems (IKS) and Ubuntu philosophy can reshape talent management in South African organisations. It challenges dominant Western talent frameworks and considers how epistemological assumptions influence talent identification, development, and retention in practice. The session provides a practical, contextually grounded approach to building more inclusive and effective HR systems.

Learning outcomes:

- Critically examining the epistemological assumptions embedded in mainstream talent management frameworks.
- Understanding how African Indigenous Knowledge Systems (IKS) and Ubuntu philosophy can inform talent practice.
- Identifying practical, contextually responsive shifts in talent management for South African organisations.
- Developing strategies to navigate organisational resistance when introducing decolonial HR perspectives.
- Aligning talent management approaches with SABPP professional standards and competency frameworks.

MEET THE PRESENTERS



Prof. Barney Jordaan
LLB, LL.D
(Stellenbosch)

Barney Jordaan is an expert in negotiation, conflict management, and employment law. He lectures at a top European business school and previously taught at Stellenbosch and UCT's Graduate School of Business. A certified mediator, he co-founded Jordaan Stander (now Maserumule Corporate Employment Law) and has advised corporate clients since 1998. He has served as a senior CCMA commissioner and published widely in his areas of expertise, including *Effective Workplace Solutions: Employment Law from a Business Perspective* (Juta).



Ulrich Stander
BA, LLB, LL.M (IRDP)
(Stellenbosch)

Ulrich Stander is a co-founder of Jordaan Stander (now Maserumule Corporate Employment Law) and practises as an employment law specialist, mediator, conflict coach, and trainer. He advises leading companies across diverse industries and co-designed the long-running leadership programmes Leaders @Work and Leading for Results. An accredited mediator who trained through the Harvard Negotiation Programme, Ulrich also guest lectures at the Stellenbosch University Business School and is the co-author of two practical guides on employment law, including *Effective Workplace Solutions: Employment Law from a Business Perspective* (Juta).



Dr Wiza Munyeka
PHD (UKZN) MCom,
B.Admin (Hons)
and B admin (UL)

Wiza Munyeka is Head of the Human Resource Management Department and Senior Lecturer at Durban University of Technology, holding a PhD in HRM. With over 13 years in academia, he has published widely and presented at national conferences, contributing significantly to South African HRM scholarship. A registered SABPP member, he bridges academic theory and professional practice. He is the editor of *Navigating Organisational Dynamics: Contemporary Perspectives and Challenges in Organisational Behaviour in South Africa*.



Dr Sizile Makola

Sizile Makola is a Senior Lecturer in the Department of Business Management at the University of South Africa (UNISA), where she specialises in women's leadership and Afrocentric human resource management. Her research is grounded in African feminist epistemology and Indigenous Knowledge Systems, with a focus on decolonising leadership, African spirituality in organisational development, and ethical and inclusive workplaces. She serves as Chairperson of the Department of Business Management Research Ethics Committee at UNISA, holds active grants from the National Research Foundation and the Society for the Advancement of Management Studies, and has served as Assistant Editor of the *GiLE Journal of Skills Development*.

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☐	Challenges and Adaptations in Organisational Behaviour in the Post-COVID Era	ORGDYNVID26	1. 2. 3. 4. 5.	
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