

2026

OPTIMISING ROI IN HUMAN CAPITAL SUMMIT

TIEMAP
SUMMIT



CA SURAJ JAIN

SPEAKER



ALLAN OYIER

SPEAKER



TUMI SIBANDA

SPEAKER

12–14 August 2026 

Start 08.00 AM 

HOTEL SKY SANDTON 

**INDIVIDUAL
REGISTRATION**

**GROUP
REGISTRATION**



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www.tiemap.co.za



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.

”



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

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DAY 1

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 - 09:00	Registration	—
09:00 - 09:15	Chairman's Welcome	Welcome Address
09:15 - 10:00	Seatla Ratshosa	To Be Confirmed
10:00 - 10:15	Q & A	Questions & Answers
10:15 - 11:00	Thilo Makrelov	Why Execution Breaks: The Leadership Patterns That Dilute Focus
11:00 - 11:15	Q & A	Questions & Answers
11:15 - 11:30	TEA BREAK	—
11:30 - 12:15	Thabo Makama	To Be Confirmed
12:15 - 12:30	Q & A	Questions & Answers
12:30 - 13:30	LUNCH	—
13:30 - 14:15	Suraj Jain	Finance Automation Using AI
14:15 - 14:30	Q & A	Questions & Answers
14:30 - 15:15	Prof. Bonang F. Mohale	Strategic Transformation and Human Capital ROI: Human-Centric Leadership and Lift As You Rise
15:15 - 15:30	Q & A	Questions & Answers
15:30 - 16:15	Norah Munyai	The Hidden Human Systems Shaping Leadership, Culture and Business Results
16:15 - 16:30	Q & A	Questions & Answers
16:30 - 16:50	PANEL DISCUSSION	To Be Confirmed
16:50 - 17:00	Chairman	Chairman'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
08:30 – 09:00	 TEA COFFEE	–
09:00 – 09:45	Andile Khumalo	Hire People Smarter Than You, Then Listen to Them!
09:45 – 10:00	Q & A	Questions & Answers
10:00 – 10:45	Allan Oyier	Driving Measurable ROI in Agriculture: Leveraging FarmNet for M&E, Policy Development, and Ecosystem Integration
10:45 – 11:00	Q & A	Questions & Answers
11:00 – 11:15	 TEA BREAK	–
11:15 – 12:00	Luke Mhlaba	The Contribution of Human Capital to Organisational Resilience and Business Productivity in a Complex and Rapidly Changing Global Setting
12:00 – 12:15	Q & A	Questions & Answers
12:15 – 13:15	 LUNCH	–
13:15 – 14:00	Jolanda Pretorius	Workplace Mediation
14:00 – 14:15	Q & A	Questions & Answers
14:15 – 15:00	Ali Mhlanga	Personal Performance
15:00 – 15:15	Q & A	Questions & Answers
15:15 – 16:00	Tumi Sibanda	To Be Confirmed
16:00 – 16:15	Q & A	Questions & Answers
16:15 – 16:35	 PANEL DISCUSSION	To Be Confirmed
16:35 – 16:45	Chairman	Chairman'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 – 10:00	Q & A	Questions & Answers
10:00 – 10:45	Carol Abade	Harmonising AI Innovation with Human-Centred Leadership
10:45 – 11:00	Q & A	Questions & Answers
11:00 – 11:15	TEA BREAK	–
11:15 – 12:00	Shaun Schmidt	To Be Confirmed
12:00 – 12:15	Q & A	Questions & Answers
12:15 – 12:35	PANEL DISCUSSION	To Be Confirmed
13:35 – 13:45	Chairman	Chairman's Closing Remarks
13:45 – 14:30	COCKTAILS & NETWORKING	–
14:30 – 15:30	BREAK	–
15:30 – 16:00	GALA DINNER WELCOME	–
16:00	GALA DINNER & CLOSE	–

KEY DISCUSSION AREAS



Digital accounting adoption



ROI in human capital in rapidly changing environments



AI and digital transformation



Innovation and organisational scalability



Human capital value creation



Practical frameworks for sustainable growth



WHO SHOULD ATTEND?

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



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JOHANNESBURG, SOUTH AFRICA

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

ADDITIONAL SPEAKER: Shaun Schmidt



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 McLean Sibanda



Dr Seatla Ratshosa



Luke Mhlaba

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



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, Sahnno Pty Ltd



Jolanda Pretorius

CEO, AAArb | Accredited Mediator |
ADR Specialist



Shiphra Chisha

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

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Visit our website
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South Africa

EVENT INFORMATION

Everything you need to know for a seamless summit experience.

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VENUE INFORMATION



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GETTING THERE

- Convenient access via Gautrain Sandton Station.
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SECURE YOUR SPOT!



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