

# shiftXchange 2024

## RETHINKING LEADERSHIP IN THE DIGITAL ERA: A PRACTICE-BASED APPROACH

- \*Ethical and sustainable leadership
- \*Leading in the financial sector
- \*Leading responsible technology

MIDDLESEX UNIVERSITY, MAURITIUS  
27-30 AUGUST 2024



**Scan QR code  
Book of Abstracts**

**Tuesday, 27 August 2024 - (09:00 – 15:00)**  
**Lunch @ 12:00**

Pre-conference Workshops

**WORKSHOP 1 - (Venue EG01)**

Responsible leadership in the digital era and the age of technology  
Dr Carike Noeth, Globethics

**WORKSHOP 2 - (Venue EG02)**

“Red-Robot // Green-Robot: Ready or not, here [AI] comes!”  
Policy standards for accountable technology:  
Practical and good practice frameworks  
Avani Singh  
Independent digital rights and information law specialist;  
Attorney of the High Court, SA

# Wednesday, 28 August 2024 (9:00 – 16:30)

09:00 – 10:00

REGISTRATION

10:00 – 10:30

Lecture Theatre  
CG02

**WELCOME (10:00 – 10:10)**

**Prof. Mari Jansen Van Rensburg**  
Pro Vice-Chancellor, Middlesex University

**OPENING ADDRESS (10:10 – 10:30)**

Kevin Ramkaloan,  
CEO of Business Mauritius

10:30- 12:30

Lecture Theatre  
CG02

**PLENARY 1 Innovative leadership: Navigating the digital frontier  
(Facilitator: Prof. Mari Jansen Van Rensburg)**

**Leadership in the digital era (10:35 – 11:10)**

**Dr Stephen Murgatroyd**

Research Associate, Contact North | Contact Nord, Canada

**IVA's practical journey in understanding the role of metaverse  
and AI in education (11:15 – 12:00)**

**John Luis**

CEO, IVA Global School

**Respondents**

- Esther Venter, STADIO (12:05 – 12:15)
- Marc Israel, CEO Aetheis (12:15 – 12:25)

12:30 – 13:15

LUNCH

13:15 – 14:45

EG01/02/03

**PARALLEL SESSION 1**

EG01 - Track 1: Ethics and sustainable leadership

EG02 - Track 2: Leadership in the digital era

EG03 - Track 3: Corporate social responsibility and global citizenship

14:45 – 15:00

**SHUFFLE BREAK**

15:00 – 16:30

EG01/02/03

**PARALLEL SESSION 2**

EG01 - Track 1: Tech in business – risks and opportunities

EG02 - Track 2: Digital challenges and leading practices in education

EG03 - Track 3: Technology and the changing world of work

17:00

**OPENING RECEPTION**

9:00 – 10:00  
Lecture Theatre  
CG02

**PLENARY 2 Responsible technology use and deployment  
(Facilitator: Assoc Prof Girish Bekaroo)**

**Keynote Address (9:05 – 9:35)**

**Avani Singh**

Digital Rights and Information Law Specialist, Attorney of the High Court, SA

**Table Buzz (9:35 – 9:45)**

**Plenary Engagement (9:45 – 10:00)**

10:00 – 10:10

**Industry Talk**

**Mr Awad Kaidoo, Vice President** – Product and Technology.  
Topic: Dayforce's approach to "Rethinking Leadership"

10:10 – 10:30

**SHUFFLE BREAK**

10:30 – 12:45

EG01/02/03

**PARALLEL SESSION 3**

EG01 - Track 1: Micro-credentials and the world-of-work

EG02 - Track 2: Using avatars and AI to promote learning and teaching

EG03 - Track 3: AI and digital technology – sharing good practices

12:45 – 13:30

**LUNCH**

13:30 – 14:35

Lecture Theatre  
CG02

**PLENARY 3: Rethinking leadership in the digital era  
(Facilitator: Dr Truida Oosthuizen)**

**PANEL DISCUSSION**

**Prof Anton Grobler**, UNISA (13:30 – 13:45)

**Dr Stephen Murgatroyd**

Research Associate, Contact North I Contact Nord, Canada (13:45 -14:05)

**Ann Taukoordass** - Chief Transformation Officer Medine (14:05 – 14:20)

**Mediated Conversation with Panellists (14:20 – 14:35)**

14:40 – 14:50

**Industry Talk**

**Mr Kaylin Mendes**,

Chief Marketing Officer and Ms Terje Mark, Marketing Manager,  
Edge Education

15:00 – 16:00

**PARTICIPANT/SPEAKER SPEED DATING**

Delegates will have the opportunity to spend time with speakers and colleagues in pursuit of strengthening scholarship and academic ties.

18:30

**CONFERENCE DINNER**

Dress code: Informal

BBQ Trent Park Terrace

9:00 – 10:15  
Lecture Theatre  
CG02

**PLENARY 4 Beyond generative AI: Leveraging enterprise AI and data sciences to solve complex business challenges**  
**Hosted by Business Mauritius and facilitated by Zaahira Ebrahimjee**

- **Introductory Remarks** – Zaahira Ebrahimjee, Head of National Economic Collaboration, Business Mauritius (09:00 – 09:05)
- **Keynote address** – Mahen Govinda, the CTO of Ciel Group (09:05 – 09:15)
- **Presentation** – Dr Mohamed Es Fih, Co-Founder of DataInFact Ltd (09:15 – 09:35)
- **Panel discussion (09:35-10:15)**
  - **Dev Hurkoo**, Managing Director of Rogers Capital
  - **Shateeaum Sewpaul**, CEO of Excelebrate Consulting Ltd
  - **Vrighesh Futta**, Director of Mauritius Emerging Technologies Council (METC)
  - **Jenny Chan**, Managing Director of Astek Mauritius Ltd & President of Outsourcing and Telecommunications Association of Mauritius (OTAM)
  - **Ms Charlotte Govin**, Board Director of La FrenchTech Mauritius

10:15 – 10:25

**Industry Talk:**  
**Mr Vinay Ramyeed**,  
Senior Trainer at Dale Carnegie Training,  
"How to Win Friends and influence people in the Digital Age"

10:25 – 11:30  
Lecture Theatre  
CG02

**PLENARY 5 Workplace AI and technology – what stays and who goes**  
**(Facilitator: Prof Divya Singh)**

**Panel Discussion:**  
**Prof Dr Amele Ekue**,  
Academic Dean, Globethics, Geneva (10:25 – 10:40)

**Lelane Bezuidenhout**,  
CEO, Financial Planning Institute, SA (10:40 – 10:55)

**Dr Suraj Juddoo**,  
Executive Director Mauritius Digital Promotion Agency (10:55 – 11:10)  
Q & A (11:10 – 11:30)

11:30 – 11:45

**BREAK**

11:45 - 13:00  
Lecture Theatre  
CG02

**CLOSING CEREMONY**  
(Facilitator: Prof Divya Singh)

**11:45 - 13:00**  
**Lecture Theatre**  
**CG02**

**Leading ethical technology in a tsunami:  
Avoiding business dystopia (11:45 – 12:15)**

In conversation with Dr Vincent Maphai, Chairman of the Board of STADIO Holdings Ltd and Sibanye-Stillwater, both JSE-listed entities

**Q & A (12:15 – 12:45)**

**Vote of Thanks and Closure (12:45 – 13:00)**

**Prof Divya Singh**

CAO: STADIO Higher Education

**13:00**

**Lunch**

**OPTIONAL EXCURSION: Sunset Catamaran**

**Departure at 17:00 from Black River to Tamarin Bay (ends at 21:00)  
to watch the Sunset and BBQ dinner**

**PARALLEL SESSION 1 - Wednesday 28 August 2024 (13:15 – 14:45)**

**Track 1**  
**Ethics and**  
**Sustainable**  
**Leadership**  
**EG01**

**Facilitator:**  
**Dr Bridget Manyaga**

**Dr Emetia Swart, Prof Flip Schutte**  
**REGENESYS, STADIO**

The new kid on the block takes us to the Fifth Industrial Revolution

**Dr Oluwakemi Adebayo**  
**STADIO**

Exploring ethics and sustainable leadership competence of academic managers in a private higher education institution in South Africa

**Prof Anton Grobler**  
**UNISA**

The relationship between hope and optimism, ethical leadership, and person – organisation fit

**Group engagement on papers**

**Track 2**  
**Leadership in**  
**the digital era**  
**EG02**

**Facilitator:**  
**Dr Catriona**  
**Planel-Ratna**

**Boodeo Nem**  
**Middlesex, Mauritius**

How AI impacts leadership: a developing country perspective from the financial sector

**Dr Tejwant Mohabeer**  
**Mauritius Institute of Education**

Policies, leadership, and ethics in higher education in the digital era of neoliberal globalization: Whose leadership?

**Prof Sonja Grobler, Dr Michael Stanley Cloete**  
**UNISA**

A leadership capability model for the South African Higher Education environment

**Group engagement on papers**

**Track 3**  
**Corporate social responsibility and global citizenship**  
**EG03**

**Facilitator:**  
**Jeanette Smit**

**Dr Catherine le Roux, Lebogang Mametja, Prof Annemarie Davis UP, UNISA**

Exploring the lived experience of a community involved in a sustainability initiative

**Denisha Seedoyal Seereekissoon**  
**MIDDLESEX, MAURITIUS**

Rethinking leader's social responsibility:  
An exploration of CSR funding towards anti-domestic violence initiatives in Mauritius

**Dr Mikidadi Muhanga, Dr Edwin Ngowi (TBC)**  
**UNIVERSITY OF AGRICULTURE, TANZANIA**

Corporate social responsibility and sustainable businesses experiences: A discourse on the leadership tasks and functions

**Group engagement on papers**

**PARALLEL SESSION 2 - Wednesday 28 August 2024 (15:00 - 16:30)**

**Track 1**  
**Tech in business – risks and opportunities**  
**EG01**

**Facilitator:**  
**Prof Flip Schutte**

**Prof Peet Venter**  
**UNISA**

The use and value of strategic management tools in South African organisations

**Dr Bridget Manyaga**  
**STADIO**

The role of leadership on mitigating quiet quitting for improved organisational performance in the digital era: perspectives from generation z.

**Keeanne Jimmy, Dr Catherine le Roux**  
**UNIVERSITY OF PRETORIA**

Exploring middle managers' sensemaking and sense-giving practices in a hybrid work environment

**Group engagement on papers**

**Track 2**  
**Digital challenges and leading practices in education**  
**EG02**

**Facilitator:**  
**Denisha Seedoyal-Seereekissoon**

**Marisha Justine Jean**  
**MIDDLESEX, MAURITIUS**

When teaching Gen-Zers, should we rethink lecturer leadership in the classroom?

**Henk de Jager, Calvin Mabaso**  
**STADIO**

The role of ethical leadership and technology in creating sustainable Higher Education Institutions

**Sheryll Kisten, Prof Divya Singh**  
**STADIO**

Technological competence of academics in higher education

**Group Engagement on papers**



**Track 3  
Technology and  
the changing world  
of work  
EG03**

**Facilitator:  
Jeanette Smit**

**Dr Olebogeng Selebi  
UP**

Gender parity in flexible work: Investigating work-life balance in serviced-based sector

**Jeanette Smit, Dr Phillip Vuma  
STADIO, SAPS**

The influence of digital technology on decision-making in the South African Police Service: A critical analysis

**Baboo Ramkissoon  
MIDDLESEX, MAURITIUS**

Authentic leadership in the digital age: Measuring leaders' perceptions and readiness to employ authenticity as a strategy against corruption

**Group engagement on papers**

**PARALLEL SESSION 3 - Thursday 29 August 2024 (10:30 – 12:45)**

**Track 1  
Micro-credentials  
and the  
world-of-work  
EG01**

**Facilitator:  
Dr Oluwakemi  
Adebayo**

**Prof Flip Schutte  
STADIO**

Micro-credentials: The Janus of Higher Education

**Ruda Oosthuizen  
EDUVOLVE/STADIO**

Addressing quantitative skills gaps in management education:  
The potential of micro-credentials

**Prof Tenia Kyriazi, Mohammad A Meraj  
MIDDLESEX, DUBAI**

Micro-credentials and the future of learning: Replacing degree education?

**Dr Truida Oosthuizen  
STADIO**

Defining micro-credentials: Clarifying distinctions and implications for lifelong learning in Higher Education

**Robyn Ruiters, Dr Maupi Letsoalo, Prof Sam Lubbe,  
Prof Henry Mynhardt  
STADIO**

The emergence of blockchain as a useful tool in e-learning:  
Theoretical view

**Group engagement on papers**

**Track 2**  
**Using avatars and AI to promote learning and teaching**  
**EG02**

**Facilitator:**  
**Assoc Prof**  
**Girish Bekaroo**

**Dr Catriona Planel-Ratna**  
**MIDDLESEX, MAURITIUS**

Integrating artificial intelligence in Higher Education:  
A journey of opportunities, challenges, and transformative learning

**Charles Wiggill**  
**STADIO**

The impact of AI requires integration across K-12 and tertiary learning

**Dr Godson Nwokocha,**  
**Dr Jolanda Morkel**

Navigating the age of online learning and artificial intelligence:  
Identifying and managing assessment risks in Private  
Higher Education in South Africa

**Sipho Twala (TBC)**  
**ROSEBANK COLLEGE**

Using avatars and artificial intelligence to promote learning and teaching

**Guffran Rostom**  
**MIDDLESEX, MAURITIUS**

Balancing innovation and integrity: A constructively aligned  
approach to generative AI tools in essay writing

**Group engagement on papers**

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**Track 3**  
**AI and digital technology – sharing good practices**  
**EG03**

**Facilitator:**  
**Prof Divya Singh**

**Dr Ron Owston**

Research Associate, AI in Higher Education  
Contact North | Contact Nord  
AI and digital technology – sharing good practices

**Arantxa Barnard**  
**STADIO**

Implementation of the Traffic Light Model –  
Sharing good practices in a Higher Education Institution

**Dr Sreejith Balasubramanian & Sony Sreejith**  
**MIDDLESEX, DUBAI**

Leveraging artificial intelligence for business innovation and  
future of work: A case study of United Arab Emirates

**Dr Vanessa Grootboom**

STADIO A proposed model for leadership-driven responsible  
technology adoption

**Dr Catherine le Roux, Scott G Lawrence**  
**UP**

Exploring the role of trust as a strategic enabler for  
competitive advantage: a case study of  
South African manufacturing company

**Group engagement on papers**

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