

# THE 2026 FUTURE OF JOBS SUMMIT™

The Maslow, Sandton, Johannesburg

28 May 2026

## Co-creating South Africa's Future of Jobs Roadmap

The 2026 Future of Jobs Summit™ brought together more than 200 business, public and civic society leaders to co-create solutions South Africa's Future of Jobs Roadmap and initiate partnerships that enable the Job of the Future.

## Bringing Together Public & Business Leaders

- The Presidency of the Republic of South Africa
- The MEC Economic Development of Gauteng
- The Chair of Chairs of the Gauteng Provincial Legislature
- The President of SASCOC (South African Olympic Committee)
- The Managing Executive: Talent Management at ABSA Group
- The Chief Executive Officer of Afrika Tikkun
- The Chief Executive Officer of YES
- The Chief Executive Officer of Momentum Corporate
- The Chief Executive Officer of GIFS
- The Vice Chancellor of North-West University (NWU)
- The Chief Executive Officer of BPESA
- The Chief Executive Officer of SPUR Corporation
- The Chief Executive Officer of CASSAVA Southern Africa

## Opening by the MEC Economic Development Gauteng



Global Business Leaders from SAP and the Future of Jobs Stakeholders

*"The future of jobs is not just about economics. It is about whether we are building a society in which people are able to imagine futures for themselves again.*

*Every great nation is a product of its people and the scale of their ambition.*

*Young people in Alexandra, Tembisa, Soweto and Mamelodi should be able to compete globally without needing to leave South Africa in search of relevance "*

**Hon Vuyiswa Ramokgopa**  
(Gauteng MEC for Economic Development, Agriculture and Rural Development)

## Summit Highlights

- Opening Keynote by the MEC Economic Development Gauteng
- Keynote Address by the Presidency South Africa
- SAP Job Creation Panel
- The Annual CEO and CMO Dialogue
- The 2026 Future of Leadership Book Launch
- The 2026 Future of Leadership Awards

# The 2026 Innovation Challenge

Against the backdrop of South Africa’s youth unemployment crisis, a bold new initiative is taking shape to turn the tide. The Future of Jobs Summit™ brought together 200 influential public and private sector leaders to co-create solutions for the jobs of the future — with a firm focus on youth employment, digital skills, and scalable solutions. Leading technology giant SAP, alongside major job creation enablers such as the Graduate Institute of Financial Sciences (GIFS), ABSA Group, North-West University (NWU), Afrika Tikkun, and the Youth Employment Service (YES) unveiled their bold strategies and pragmatic programs for attracting, developing, and retaining top talent in an increasingly competitive global market.

SAP in particular showcased its globally acclaimed Programmes, which have already equipped thousands of young Africans with in-demand digital skills and meaningful career pathways. These initiatives are helping to create an inclusive talent pipeline that fuels both local innovation and international competitiveness.

## A National Mandate to Mobilize Jobs for Youth

Spearheaded by the Future Leader Forum, under the direction of its founder Dr Nik Eberl, the Future of Jobs Summit is not another policy talk shop — it is a high-impact platform for action and alignment. Bringing together CEOs, Ministers, labour leaders, skills providers, and community champions, the summit is structured around a singular mission: to create a sustainable and inclusive South African workforce.

*“Youth unemployment is the greatest threat to our democracy — and the greatest opportunity to unlock national prosperity,” said Dr Nik. “This summit is about co-creating jobs of the future through partnerships that work — and delivering those solutions at scale.”*

## The Future of Jobs Summit™ Partners

The 2026 Future of Jobs Summit™ follows the inaugural 2025 edition which was an **official T20 Side Event (recognized by the Think Tank of South Africa's G20 Presidency)** and fully aligned with South Africa’s G20 Presidency and the 7<sup>th</sup> Administration’s Strategic Priority of driving Inclusive Growth & Job Creation, and in particular the call to action by President Ramaphosa’s 2025 State of the Nation Address to “ensure that growth creates jobs for all, especially for young people”.



## From G20 to NEXT10!

Following the highly successful Inaugural Future of Jobs Summit™, which was hosted in partnership with Brand South Africa and addressed by The Presidency of South Africa, the Premier of Gauteng, the Executive Mayor of the City of Joburg, and attended by 250 prominent leaders from South Africa's leading Brands,

The 2025 Future of Jobs Summit™ was an official T20 Site Event (T20 being the Think Tank of South Africa's G20 Presidency) and the official 2026 Summit Outcomes Report will be presented to:

- ◆ The Office of the Presidency
- ◆ The Parliament of South Africa
- ◆ The T20 Secretariat of South Africa's G20 Presidency

The Future of Jobs Summit is aligned with the G20's global commitment to inclusive growth, skills development, and job creation for the youth, making South Africa a leading voice in shaping the global future of work.

Part of the 2026 Summit Report is the Next10! White Paper on "How Africa can lead the Ten Industries of the Future and create Job Opportunities at Scale".



## Special Mention: The President's G20 Address

Following the Global Leaders G20 Summit held in Johannesburg on 28-30 November 2025, President Cyril Ramaphosa quoted extensively from Dr Nik's G20 Visitor Experience Report in his Address to the Nation.

Said President Ramaphosa: "Participants of the G20 who attended from other countries experienced the friendship, hospitality and generosity that defines our nation and our continent. Many visitors commented on the vibrancy, warmth and hospitality of our people. Some had this to say, **as related by Dr Nik Eberl, who wrote:** "Your people are extraordinary. A German delegate is said to have commented: "I've attended summits on six continents. I've never experienced warmth like this." A Japanese delegate had this to say: "Your security guards smile while being vigilant. Your drivers share stories while navigating. Everyone — from the protocol officers to the coffee vendors — treats us like welcomed family, not foreign dignitaries." Commenting about our Ubuntu philosophy one trade representative said: "In other countries, hospitality is a transaction. Here, it feels like a tradition."

A French delegate shared something profound: "We came to discuss economic frameworks. But what we'll remember is how your people made us feel. That's not soft power — that's real power." Dr Eberl concludes by saying: "This weekend, the world's most powerful people aren't talking about our GDP or our credit ratings. They're talking about our people. **And that's a currency no economy can print.**"

**LIVE Stream**

**President Cyril Ramaphosa addresses the nation**

**Union Buildings**

live on:  
sabcnews.com  
sabcnews Youtube

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# Opening Keynote Address by The Gauteng MEC of Economic Development, Agriculture and Rural Development



In her keynote address at the 2026 Future of Jobs Summit, Hon Vuyiswa Ramokgopa, Gauteng MEC for Economic Development, Agriculture and Rural Development, emphasized that the future of South Africa depends on its ability to invest in young people and create an economy capable of absorbing their talent, creativity, and ambition.

Using Sandton as a powerful symbol of transformation, the MEC reflected on how the financial hub was built through vision, innovation, and the collective efforts of thousands of people, arguing that every great city and nation is ultimately a product of its people and the scale of their ambition.

**Drawing on her own journey** from a teenage sales assistant to entrepreneur and public leader, MEC Ramokgopa spoke about the importance of restoring hope among young South Africans. She noted that while youth unemployment remains one of the country's greatest challenges, with unemployment rates exceeding 45% and even higher among young people, it also presents an extraordinary opportunity. With more than 60% of Africa's population

under the age of 35, the continent possesses an abundance of creativity, innovation, and potential that can drive future economic growth.

**The MEC outlined Gauteng's Economic Growth and Development Plan 2030**, which aims to increase economic growth to between 3% and 5% and create up to 410,000 additional jobs. The strategy focuses on 12 high-growth sectors, including advanced manufacturing, ICT, business services, agriculture, logistics, tourism, green industries, fintech, renewable energy, and the creative economy. She stressed that job creation must be viewed not only as employment placement but as the development of sustainable ecosystems, infrastructure, and value chains that can support long-term prosperity.

Concluding with a call for collaboration between government, business, academia, and civil society, MEC Ramokgopa urged leaders to ensure that young people can imagine a future for themselves in South Africa. **She announced a commitment to create 10,000 youth jobs** during June and reaffirmed that the future of jobs is ultimately about building a society where opportunity, inclusion, and hope are accessible to all.

## Opening Keynote by SAP: From Skills to Scale



Lance Williams (Public Sector Lead at SAP South Africa) delivered the Opening Keynote titled “From Skills to Scale: How Technology and People can rewrite South Africa's Economic Story”. Lance shared a compelling call to action on one of South Africa’s most pressing challenges: youth unemployment. He highlighted that 4.7 million South Africans between the ages of 15 and 34 are unemployed, warning that prolonged unemployment erodes skills, confidence, and future opportunities. Drawing on global data, he argued that the challenge is not insurmountable but requires deliberate interventions that move young people from unemployment to training, certification, employment, and ultimately economic participation.

Williams outlined SAP’s response through a four-pillar skills development framework. The model begins with community technology centres that provide digital access and foundational skills, followed by the SAP Learning Hub, which offers free learning resources and certification opportunities. The third pillar, the Educate to Employ programme, connects learners with structured training and job placement opportunities through partnerships with organisations such as UNICEF, EY, Deloitte, Accenture, Capgemini, and Coursera. The flagship Young Professionals Programme has already trained thousands of graduates globally and boasts a 95% placement rate.

A central theme of the presentation was the role of artificial intelligence. Williams argued that AI should empower people rather than replace them, enabling workers to become more productive and innovative. He stressed that South Africa’s opportunity lies in developing future-fit skills that align with the growing global demand for digital and AI-related expertise. The presentation concluded with a call for greater collaboration between universities, employers, government, and civil society. Williams encouraged education institutions to embrace free digital learning tools, employers to hire certified graduates, and organisations to invest in community-based skills development initiatives. His message was clear: South Africa has the talent, resilience, and innovation needed to compete globally, but success will depend on collective action to unlock opportunities for the next generation.

## Keynote Address by Melvyn Lubega (Head of the Digital Service Unit in The Presidency)



In his Keynote Address: Building South Africa's Future Through Digital Infrastructure, Talent and Opportunity, Melvyn Lubega highlighted that South Africa stands at a defining moment in its history. For the first time, the country is confronting two powerful forces simultaneously: the largest youth population in its history and an unprecedented wave of technological transformation driven by artificial intelligence and digital innovation. How South Africa manages this intersection will largely determine its economic trajectory over the next two decades.

While youth unemployment remains alarmingly high, the speaker challenged delegates to look beyond the statistics and recognise the human reality behind them. Every unemployed young person represents untapped talent, ambition and potential. The challenge is not a shortage of talent, but a shortage of opportunity.

The keynote argued that traditional approaches will not solve a modern employment crisis. "You cannot solve a digital economy problem with analogue thinking," the speaker noted, calling for a fundamental shift in how South Africa approaches job creation.

Three strategic priorities were identified.

**The first is digital infrastructure.** Just as roads, railways and electricity enabled economic growth in previous generations, today's economy requires digital infrastructure, including trusted digital identity, secure payments, affordable connectivity and integrated data systems. By reducing the friction that prevents individuals and businesses from participating in the economy, digital infrastructure becomes a powerful enabler of entrepreneurship, innovation and employment.

**The second priority is talent acceleration.** South Africa has no shortage of capable young people; rather, it faces a shortage of pathways into opportunity. The speaker argued that employers should increasingly assess candidates based not only on qualifications but on their ability to learn, adapt and solve problems. In a rapidly changing economy, adaptability is becoming more valuable than credentials alone.

**The third priority is building an ecosystem of opportunity.** Sustainable job creation requires closer collaboration between government, business, education and technology partners to create scalable pathways into employment, entrepreneurship and innovation. Individual initiatives, while valuable, will have greater impact when aligned within a broader national ecosystem. The keynote also addressed the growing influence of artificial intelligence. While acknowledging that AI will transform some occupations, the speaker emphasised that history shows technology consistently creates new industries and new forms of work. The greatest risk is therefore not AI itself, but failing to equip people with the skills needed to work alongside it.

## SAP Centre Stage

A key insight from the SAP Panel was that technical skills alone are no longer sufficient. Successful employability programmes combine digital and technical capabilities with mentoring, coaching, communication skills and real-world business exposure. Connecting young people directly with employers and industry professionals creates an ecosystem where learning translates into employment opportunities.

Artificial intelligence featured prominently throughout the discussion. While acknowledging concerns about automation, panelists agreed that AI should be viewed as an enabler rather than a threat. The future workforce must learn to work alongside AI, using technology to improve productivity, creativity and problem-solving. Continuous learning, adaptability and lifelong reskilling were identified as essential attributes for remaining employable in a rapidly changing labour market.

The panel further emphasised the importance of collaboration between business, education providers and technology partners. Professional services firms possess significant capacity to train talent at scale, while employers have opportunities to create structured pathways into employment.



Nonkululeko Mokoena moderating the SAP Panel Discussion

## Building Africa's Future Workforce

The SAP-hosted panel explored one of the Summit's central challenges: how to bridge the gap between education and meaningful employment in an era of rapid technological change. Bringing together leaders from business, technology and the Young Professionals Programme, the discussion highlighted practical approaches to preparing young people for the future world of work.

A recurring theme was that youth unemployment is not simply a shortage of jobs, **but a shortage of pathways into employment**. While South Africa has an abundance of talented young people, many lack access to the industry exposure, digital skills, professional networks and workplace experience required to transition successfully into employment.

The representative from EY emphasised that investing in graduate development is not merely a corporate social responsibility initiative **but a strategic business imperative**. As organisations grapple with ageing workforces and widening digital skills gaps, bringing young talent into the workplace introduces fresh thinking, new capabilities and greater organisational resilience. Future-proofing organisations therefore depends on intentionally developing the next generation of professionals.

The discussion also demonstrated **the transformative impact of structured employability programmes**. Participants shared personal journeys of moving from uncertainty and unemployment into successful careers through SAP's Educate to Employ and Young Professionals Programmes. Beyond technical certification, these initiatives build confidence, workplace readiness, mentoring relationships and industry networks, enabling graduates to contribute from their first day of employment.



## Creating Jobs in the Age of AI & the Young Professionals Programme

The SAP Panel Discussion explored one of the Summit's central challenges: how to bridge the gap between education and meaningful employment in an era of rapid technological change. Bringing together leaders from business, technology and the SAP Young Professionals Programme, the discussion highlighted practical approaches to preparing young people for the future world of work,

featuring Nonkululeko Mokoena (Snr Operational Excellence Lead at SAP Africa), Dr Suvel Ramgovind (SAP Public Cloud Director), Refilwe Motseta (Global Government Affairs & CSR Associate at SAP Africa), Sean Berrington (Partner - Technology Consulting at EY), Amanda Gibbs (CEO at African SAP User Group (AFSUG) ), and Bhekumusa Eric Ntshwenya (Business Analyst at FNB South Africa and SAP Young Professional).





## The Future of Jobs in Africa and Africa's Talent Dividend & G20 Agenda

The Panel Discussion by ABSA Group explored “The Future of Jobs in Africa: Rethinking Employability, Inclusion, and Growth” (featuring KG Bako (Managing Executive: Talent Management at ABSA Group), Marc Lubner (CEO at Afrika Tik-kun), Dr Busi Tshabalala (Group CHRO at ARM), Nonhlanhla Magagula (Head: Corporate Citizenship Programs at ABSA) The Graduate Institute of Financial Sciences (GIFS) discussed “Reimagining Job Creation in Education through Africa’s Talent Dividend and the G20 Agenda”, featuring Willem Bekker (Head of Service Management at Capitec), Germinah Nyi-kana (Human Resources Executive at Clicks Group), Nadia Starr (Chief Executive Officer at SAQA), and Suzanne Graham (Professor of International Relations at the University of Johannesburg).





## The Keynote Addresses at the 2026 Future of Jobs Summit™

The following leaders delivered the Keynote Addresses: Hon Vuyiswa Ramokgopa (Gauteng MEC for Economic Development), Lance Williams (Public Sector Lead at SAP), Melvyn Lubega (Head of the Digital Service Unit in The Presidency), Dulton Keith Adams (Chair of Chairs of the Gauteng Provincial Legislature), Floyd Shivambu (Founder Afrika Mayibuye Movement), Marc Lubner (CEO at AfrikaTikkun), Faith Mangope (Founder: Faith Mangope Technology & Leadership Institute), Prof. Bismark Tyobeka (Vice Chancellor North West University), Sunil Geness (Director: Global Government Affairs & CSR Africa at SAP), Barry Hendricks (President at SASCO), Kershon Pillay (CEO at GIFS).





## The Future of Leadership Book Launch (Edition 6)

- Bronwyn Pretorius (Chief Marketing Officer at Ackermans)
- Ciko Thomas (Group Managing Executive at Nedbank)
- Derrick Msibi (Chief Executive Officer at STANLIB)
- Dineo Molefe (Chief Financial Officer at MTN South Africa)
- Dumo Mbethe (Chief Executive Officer at Momentum Corporate)
- Faith Mangope (Host at MetroFM & Founder at FMTALI)
- Guy Martin (Chief Executive Officer at Blueprints)
- Isaac Sello Seitholo (Deputy Minister of Water and Sanitation, MP)
- Jeanett Modise (Chief Human Resources Officer at ABSA Group)
- Johann Els (Chief Economist at PSG Financial Services)
- John Makgato (Head of Youth Segment Strategy at Nedbank)
- Kamini Redhi (Vice President at Mastercard Africa)
- Kasthuri Soni (CEO at Harambee Youth Employment Accelerator)
- Keith Kenneth (Director: Technology & Transformation at Deloitte)
- KG Bako (Managing Executive: Talent Management & Transitions at ABSA Group)
- Kganki Matabane (CEO at The Black Business Council)
- Khotso Mokoena (CEO at YASDI & Silver Olympic Medallist)
- Marc Lubner (Chief Executive Officer at Afrika Tikkun)
- Mosima Mabunda (Chief Clinical Officer at Discovery Vitality)
- Nick Dickson (Group CEO at Dream Hotels & Resorts)
- Nomonde White (CIO: Group Compliance at ABSA Group)
- Nyimpini Mabunda (Chairman of the Board at Schindler Lifts)
- Peggy Gruenwalder (Founder & CEO at Diversity Compass)
- Preshanta Govender (CFO at Standard Bank South Africa)
- Ravi Naidoo (CEO at Youth Employment Service (YES) South Africa)
- Ravikumar Govender (Group Digital and Technology Officer at Momentum Group)
- Raymond Hack (Arbitrator at the Court of Arbitration for Sports, fmr Chairman of FIFA Players Status Board)

## 35 TOP Leadership Voices (The 2026 Book Launch)

Following the first five editions of the Future of Leadership Book Series which featured insights from prominent leaders across society such as Bonang Mohale, Mteto Nyati, Margaret Nienaber, Mmusi Maimane, Jay Naidoo, Joel Stransky, Margaret Hirsch, Rob Hersov, Shirley Zinn, Stuart Baxter

And Daniel Mminele, Gareth Ackerman, Mayor Geordin Hill-Lewis, Herman Mashaba, Leila Fourie, Premier Alan Winde, Matimba Mbungela, Sydney Nhlanhla Mbhele, Gerrie Fourie, Prof Jonathan Jansen et al.

The 6th edition was launched at the 2026 Future of Jobs Summit™ on 28th May 2026 at The Maslow Hotel, Sandton, Johannesburg.

Featuring a Panel Discussion by the authors on key insights from their respective book chapters and sharing their leadership journey with the audience.

All editions of the Future of Leadership Book Series are available on Amazon at <https://www.amazon.com/dp/B0C5TJ624W> (and hard copies from the Future Leader Forum at Melrose Arch, Johannesburg 2076)

# The Future of Leadership



## 35 TOP Leadership Voices

The 6th edition of the Future of Leadership Book brings together 35 TOP Leadership Voices, from the CEO of South Africa's leading Job Creator for Youth, the Market Manager of Brand South Africa, President Mandela's Protection Team Leader, the Springboks' Physiotherapist, the President of Workday, the Chief Executive Officer of Liberty Group, the Deputy Minister of Water and Sanitation, South Africa's Record Olympic Attendance Athlete and Silver Medallist, the Vice President of Mastercard Africa, the Host of South Africa's leading Current Affairs Radio Programme, and twenty-four CXO's from South Africa's leading brands.

# The 2026 Business Leader of the Year

## Award Winner

**Val Nichas**

Chief Executive Officer at  
Spur Corporation



The Graduate Institute  
of Financial Sciences



The Future Leader Forum

## The Nominations for Business Leader & Social Impact Leader

The nominees for Business Leader of the Year are: Yael Geffen (Chief Executive Officer at Lew Geffen Sotheby's International Realty), Val (Bourdos) Nichas (CEO at Spur Corporation), Sibongile Manganyi-Rath (Founder & CEO at Alma Clinics), Jorge Mendes (CEO at Cell C), and Linah Mabena (CE at Standard Bank Insurance Brokers).

And the nominees of the Social Impact Leader of the Year Award: Zoleka Lisa (VP Corporate Affairs & Communications at SAB), Thabo Limema (Chairperson: ABSA Group Men's Forum), Takara Natalie Lubner (CEO at PhilanthroStrat), Tina Venter (Leader of #SheUntamed Movement at ABSA Group), and Tejal Somaru (Associate Partner EY)

# The 2026 Social Impact Leader of the Year

## Award Winner

**Takara Natalie  
Lubner**

CEO at PhilanthroStrat



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of Financial Sciences



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# The 2026 Innovation Leader of the Year

## Award Winner

**Melvyn Lubega**

Chairperson Baobab Group  
Head of the Digital Service  
Unit in The Presidency



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of Financial Sciences



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## The Nominations for Innovation Leader & Future of Work Visionary

The nominees for the Innovation Leader of the Year were: Melvyn Lubega (Head of the Digital Service Unit in The Presidency), Vuyokazi Henda (Chief Marketing Officer at Spur Corp), Gerrie Fourie (Group CEO at Capitec Bank), Rapelang Rabana (Founder Rekindle Learning), Khensani Nobanda (Group Chief Marketing Officer at Nedbank Group).

And the nominees of for the Future of Work Visionary Award included: Tswelo Kodisang (Group Chief People Officer at FirstRand Group), Paul Norman (Chief Human Resources Officer at MTN Group), Vinolia Singh (Director: People and Culture at Coca-Cola Beverages South Africa), Tshidi Anya (Chief People Officer at Glencore Alloys), and Matimba Mbungela (Chief Human Resources Officer at Vodacom Group).

# The 2026 Future of Work Visionary

## Award Winner

**Paul Norman**

Chief Human Resources  
Officer at MTN Group



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of Financial Sciences



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# The 2026 Marketing Leader of the Year

## Award Winner

**Gugu Mthembu**

Chief Marketing Officer  
at Telkom



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of Financial Sciences



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## The Nominations for the Marketing & Job Creation Leader of the Year

The nominees for the Marketing Leader of the Year Award: Gugu Mthembu (Chief Marketing Officer at Telkom), Wendy Alexander (Chief Marketing Officer at Old Mutual Investment Group), Tracey-Lee Zürcher-Campbell (Chief Marketing Officer at Payflex), Mpho Hlefana (Chief Marketing Officer at BCX), Zandile Myeni (Chief Marketing Officer at SoluGrowth). And the nominees of the Job Creation Leader of the Year Award included Ravi Naidoo (CEO at Youth Employment Service (YES) South Africa), Kasthuri Soni, (CEO at Harambee Youth Employment Accelerator), Nonhlanhla Magagula (Head: Corporate Citizenship Programmes at ABSA Group), and Reshni Singh (CEO at BPESA).

# The 2026 Job Creation Leader of the Year

## Award Winner

**Ravi Naidoo**

CEO at Youth Employment Service (YES)  
South Africa



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# The 2026 Lifetime Achievement Leadership

## Award Winner

**Stavros Nicolaou**

**Group Senior Executive  
at Aspen Pharma Group**



**The Graduate Institute  
of Financial Sciences**



**The Future Leader Forum**

## The Nominations for Lifetime Achievement & Transformational Leader

The nominees for the Lifetime Achievement Leader of the Year were: Dr Snowy Khoza (Chair at Snokho Investments), Mxolisi Mgojo (Co-chair B20 South Africa, fmr CEO at Exxaro Resources), Sindi Mabaso-Koyana (Chair AWCA Investment Holdings & MTN South Africa), Stavros Nicolaou (Group Senior Executive, Strategic Trade at Aspen Pharma Group).

And the nominees of the Transformational Leader of the Year Award included: Prof Thuli Madonsela (Chair in Social Justice at Stellenbosch University), Prof Alistair Mokoena (Exec Dean Johannesburg Business School), Cyril Madiba (CEO at Cyril Ramaphosa Foundation), Jay Naidoo (Elder. Humanist. Inspiration Mentor, Cabinet Minister under President Mandela)

# The 2026 Transformational Leader of the Year

## Award Winner

**Prof Thuli  
Madonsela**

**Chair in Social Justice at  
Stellenbosch University**



**The Graduate Institute  
of Financial Sciences**



**The Future Leader Forum**

# The 2026 Inspirational Leader of the Year

## Award Winner

**Lincoln Mali**

Chief Executive Officer  
at Lesaka Technologies



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## The Nominations for the Inspirational & Strategy Leader of the Year

The nominees for the Inspirational Leader of the Year Award were: Lincoln Mali (CEO at Lesaka Southern Africa), Linda Reddy (Head of Global Supply Chain at Nando's | Supply Chain Executive of the Year), Jono Leaf-Wright (CEO at Lions Cricket Union), Judy Dlamini (Executive Chair at Mbekani Group).

And the nominees for the Strategy Leader of the Year Award included: Lizelle van der Merwe (CEO at the Financial Intermediaries Association of South Africa), Tshepo Ncube (Chair at British Chamber of Business in Southern Africa), Celiwe Ross (Group CHRO at Old Mutual Group)

# The 2026 Strategy Leader of the Year

## Award Winner

**Tshepo Ncube**

Chair at British Chamber of  
Business in Southern Africa  
Managing Executive: Sector  
Coverage at ABSA CIB)



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# The 2026 Talent Development Leader of the Year

## Award Winner

**KG Bako**

**Managing Executive  
Talent Management &  
Transitions at ABSA Group**



**The Graduate Institute  
of Financial Sciences**



**The Future Leader Forum**

## The Nominations for Talent Management & Digital Transformation

The nominees for the Talent Management Leader of the Year were: Malusi Ndlovu (Provincial Manager Youth at Standard Bank), KG Bako (Managing Executive: Talent Management & Transitions at ABSA Group), John Makgato (Head of Youth Segment Strategy at Nedbank), Shawn Govender (President Verulam Table Tennis Club)

And the nominees for the Digital Transformation Leader of the Year Award included: Sne Dlamini (Group Vice President: Technology and Digital at AECI Limited), Ziaad Suleman (CEO Cassava Technologies South Africa and Botswana), Julian Joshua (Group Chief Operating Officer - Human Capital at ABSA Group), Dr Stanley Mgobansimbi Mpofu (CIO at Wits University), Lee Naik (CEO at TransUnion Africa)

# The 2026 Digital Transformation Leader of the Year

## Award Winner

**Ziaad Suleman**

**CEO Cassava Technologies  
South Africa and Botswana**



**The Graduate Institute  
of Financial Sciences**



**The Future Leader Forum**

# The 2026 Sustainability Leader of the Year

## Award Winner

**Loshni Naidoo**

Chief Sustainability  
Officer at JSE



The Graduate Institute  
of Financial Sciences



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## The Nominations for the Sustainability Leader of the Year

The nominees for the Sustainability Leader of the Year were: Esha Mansingh (Head: Corporate Affairs & Sustainability, Africa at DP World), Sue Sunker (Chief Risk Officer at Graduate Institute of Financial Sciences (GIFS)), Priscilla Urquhart (Head of Public Affairs, Communication, Sustainability & Philanthropy at Coca-Cola), Ronell Govender (Global Sustainability Business Partner at Naspers), Loshni Naidoo (Chief Sustainability Officer at JSE).

In recognition of outstanding dedication to uplifting communities, empowering people, and creating meaningful social impact, Yusuf Abramjee was honored as the Community Leader of the Year.

# The 2026 Community Leader of the Year

## Award Winner

**Yusuf Abramjee**



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# The 2026 Public Service Leader of the Year

## Award Winner

**Dulton Keith  
Adams**

Chair of Chairs of the  
Gauteng Provincial  
Legislature



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## The 2026 Special Recognition Awards: Public Sector & Media Leader

In recognition of the exceptional dedication to public service, ethical leadership, and advancing the well-being of society, the Public Service Leader of the Year Award went to Bishop Dulton Keith Adams (Chair of Chairs of the Gauteng Provincial Legislature). Recognizing the extraordinary contribution to journalism, broadcasting, and public discourse over many years of distinguished service, Dan Moyane was honoured as the Media Leader of the Year (Lifetime Achievement).

# The 2026 Media Leader of the Year (Lifetime)

## Award Winner

**Dan Moyane**

News Anchor eNCA  
Chairperson AceCubePR



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of Financial Sciences



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# The 2026 Media Leader of the Year (Social Impact)

## Award Winner

**Uveka Rangappa**

Morning Weekend  
Anchor on eNCA



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of Financial Sciences



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## The Media Leader of the Year (Social Impact & Podcast Categories)

In recognition of outstanding contribution to media, social advocacy, and community empowerment, Uveka Rangappa was honored as the Media Leader of the Year (Social Impact Category).

Recognizing outstanding contribution to digital media, thought leadership, and meaningful public discourse, Dr Sizwe Mpofu-Walsh was honoured as the Media Leader of the Year (Podcast Category).

# The 2026 Media Leader of the Year (Podcast)

## Award Winner

**Dr Sizwe  
Mpofu-Walsh**

Host SMWX Podcast



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of Financial Sciences



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# The 2026 Media Leader of the Year (Radio)

## Award Winner

**Faith Mangope**

**Metro FM Host, Founder:  
Faith Mangope Technology  
& Leadership Institute**



**The Graduate Institute  
of Financial Sciences**



**The Future Leader Forum**

## The Media Leader of the Year (Radio Broadcast & Business Journalism)

In recognition of outstanding contribution to radio broadcasting, public dialogue, and impactful storytelling, Faith Mangope was honoured as the Media Leader of the Year (Radio Broadcast).

Recognizing exceptional contribution to business journalism, economic discourse, and public understanding of the world of business and finance, Bruce Whitfield was honoured as the Media Leader of the Year (Business Journalism).

# The 2026 Media Leader of the Year (Business)

## Award Winner

**Bruce Whitfield**

**Executive Director  
Mojalefa Media**



**The Graduate Institute  
of Financial Sciences**



**The Future Leader Forum**



## The Annual CEO Dialogue™ and The CMO Dialogue™

The 2026 CEO Dialogue™ brought together CEO's from South Africa's leading Job Creators (left to right): Ravi Naidoo (CEO at Youth Employment Service (YES)), Kershen Pillay (CEO at Graduate Institute of Financial Sciences), Shivan Mansingh (CEO at Vedant), Reshni Singh (CEO at BPESA), and Marc Lubner (CEO at Afrika Tikkun)

The Inaugural CMO Dialogue™ brought together Chief Marketing Officers from leading South African and Global Brands: Gugu Mthembu (CMO at Telkom), Tracey-Lee Zürcher-Campbell (CMO at Payflex), Sithembile Ndaba (CMO at South African Tourism), Zandile Myeni (CMO at SoluGrowth), Dumisani Moyo (CMO at SAP Africa).



# Future of Jobs Summit 2026



The Graduate Institute of Financial Sciences

## Co-creating the Future of Jobs Roadmap

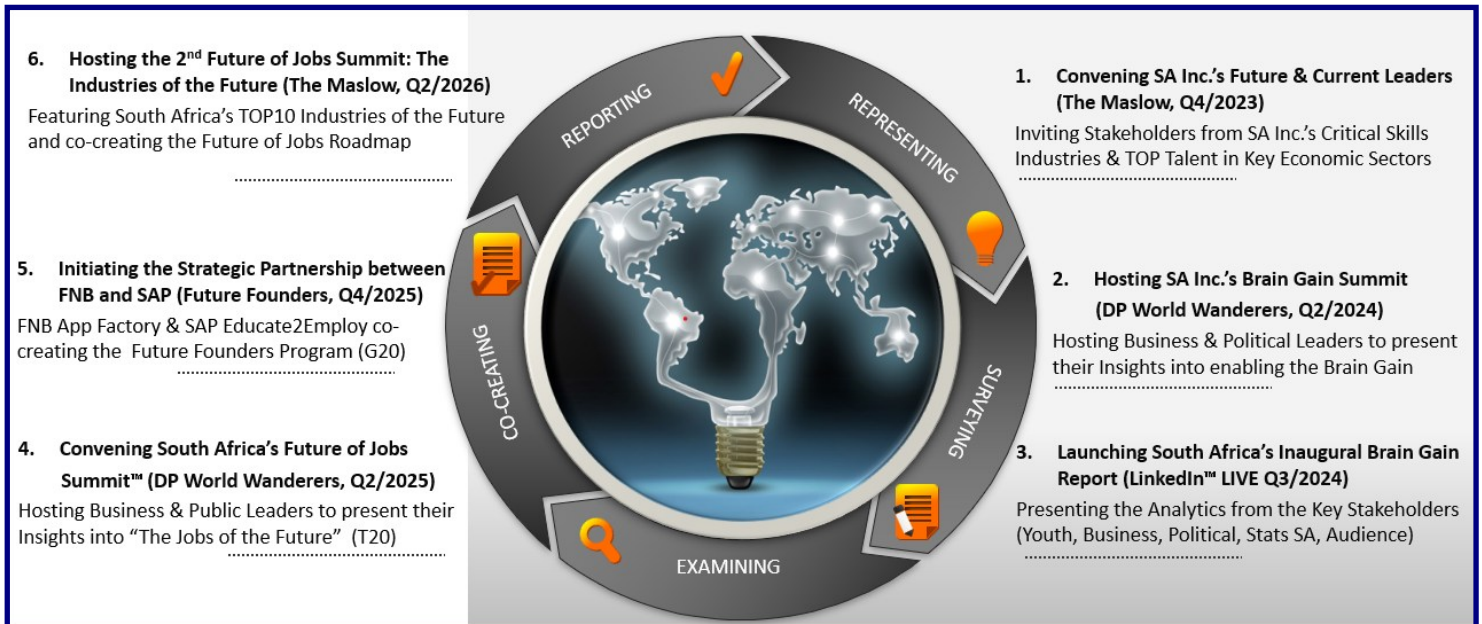
**Title:** FJS2026 - Following the Inaugural Future of Jobs Summit™, an official T20 Side Event

**Venue:** The Maslow Hotel

**Date:** 28 May 2026



Start	End	Time	Topic	Speaker
9:00 AM	9:10 AM	0:10	Welcome & Introductions	Faith Mangope (Metro FM Host, Founder: Faith Mangope Technology & Leadership Institute)
9:10 AM	9:30 AM	0:20	Opening Keynote: How Gauteng is creating Job Opportunities for the Youth and an Inclusive Growth Economy	Hon Vuyiswa Ramokgopa (Gauteng MEC for Economic Development, Agriculture and Rural Development)
9:30 AM	9:50 AM	0:20	Keynote 2: From Skills to Scale: How Technology and People can rewrite South Africa's Economic Story	Lance Williams (Public Sector Lead at SAP South Africa)
9:50 AM	10:30 AM	0:40	Panel 1: Reimagining Job Creation in Education through Africa's Talent Dividend and the G20 Agenda	GIFS (Graduate Institute of Financial Sciences) G20 Legacy Project
10:30 AM	10:45 AM	0:15	Tea & Coffee Networking	NETWORKING
10:45 AM	11:25 AM	0:40	Panel 2: Creating Jobs in the Age of AI	SAP and Partners
11:25 AM	11:50 AM	0:25	Keynote 3: How South Africa is creating Job Opportunities for the Youth and growing the Digital Economy	Melvyn Lubega (Head of the Digital Service Unit in The Presidency, Chairperson at Baobab Group)
11:50 AM	12:30 PM	0:40	Panel 3: The Future of Jobs in Africa: Rethinking Employability, Inclusion, and Growth	ABSA GROUP
12:30 PM	1:15 PM	0:45	Lunch: Networking	NETWORKING
1:15 PM	1:30 PM	0:15	Keynote 4: How Gauteng is creating Job Opportunities for the Youth and an inclusive Growth Economy	Dulton Keith Adams (Chair of Chairs of the Gauteng Provincial Legislature)
1:30 PM	2:10 PM	0:40	Panel 4: South Africa's Business Leaders discussing Solutions to the Youth Unemployment Challenge	The 2026 CEO Dialogue™
2:10 PM	2:30 PM	0:20	Keynote 5: How South Africa can create Job Opportunities for the Youth through Local Industry Development	Floyd Shivambu (Founder Afrika Mayibuye Movement, fmr Member of Parliament)
2:30 PM	2:45 PM	0:15	Networking Session	NETWORKING
2:45 PM	3:00 PM	0:15	Keynote 6: How Afrika Tikkun is creating Job Opportunities for the Youth through AgriTech	Marc Lubner (Chief Executive Officer at AfrikaTikkun)
3:00 PM	3:10 PM	0:10	Keynote 7: How FMTALI is creating Job Opportunities for the Youth through AI and Technology	Faith Mangope (Founder: Faith Mangope Technology & Leadership Institute)
3:10 PM	3:35 PM	0:25	Keynote 8: How NWU is creating Career Pathways and Job Opportunities for the Youth	Prof. Bismark Tyobeka (Vice Chancellor North West University NWU)
3:35 PM	4:15 PM	0:40	Panel 5: South Africa's HR Leaders discussing Solutions to the Youth Unemployment Challenge	The 2026 CHRO Dialogue™
4:15 PM	4:30 PM	0:15	Tea & Coffee Networking	NETWORKING
4:30 PM	5:15 PM	0:45	Panel 6: South Africa's Marketing Leaders discussing Solutions to the Youth Unemployment Challenge	The 2026 CMO Dialogue™
5:15 PM	6:00 PM	0:45	Book Launch: The 2026 Future of Leadership Book	The 2026 Future of Leadership Book Launch
6:00 PM	6:15 PM	0:15	Closing of the Day Summit Proceedings and Outlook to the 2027 Future of Jobs Summit	Dr Nik (Founder The Future Leader Forum)
6:15 PM	7:00 PM	0:45	Networking Break	GALA DINNER & 2026 AWARDS
7:00 PM	7:05 PM	0:05	Opening Remarks & Reflections of the Jobs Summit by SAP (Headline Sponsor)	Sunil Geness (Director: Global Government Affairs & CSR Africa, Global Sustainability Lead Africa at SAP)
7:05 PM	7:15 PM	0:10	Keynote 9: How Sports is creating Job Opportunities for the Youth and uniting the Nation behind a Common Goal	Barry Hendricks (President at SASCOC, South African Sports Confederation and Olympic)
7:15 PM	7:35 PM	0:20	Keynote 10: How South Africa is leading the Future of Education and enabling Job Opportunities for the Youth	Kershen Pillay (Chief Executive Officer at GIFS)
7:35 PM	9:15 PM	1:40	The 2025 Future of Leadership Awards Ceremony	Gala Dinner & 2026 Annual Awards Ceremony



# Co-creating South Africa's Future of Jobs Roadmap

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## The Economic Impact of 2026 Future of Jobs Summit™

The 2026 Future of Jobs Summit demonstrated that its greatest value extended far beyond a single day of dialogue. It successfully convened a critical mass of influential leaders and institutions with the collective capacity to shape South Africa's economic future.

Following the first three editions of the Annual Future of Leadership x Jobs Summit (2023-2026), more than **50 leading organisations** participated in the Summit, representing an estimated **R2.5 trillion in economic activity** across key sectors of the economy. Collectively, these organisations employ **more than 500,000 people** and influence over **R1 trillion in procurement spend**, giving them significant leverage to stimulate inclusive growth, create employment opportunities and accelerate skills development.

This level of participation positions the Summit as one of South Africa's most influential multi-stakeholder platforms focused on the future of work, future skills and future industries.

The organisations represented reflected a broad cross-section of the economy, including business, government, higher education, technology, entrepreneurship and civil society. This diversity reinforced one of the Summit's central conclusions: the future of jobs cannot be addressed by any single stakeholder acting alone. Sustainable employment growth requires coordinated action across the entire economic ecosystem.

Beyond the economic footprint represented, the Summit created an environment in which strategic partnerships, knowledge sharing and collaborative problem-solving flourish. Leaders exchanged practical ideas on preparing organisations for artificial intelligence, accelerating digital transformation, addressing critical skills shortages and strengthening South Africa's competitiveness in a rapidly changing global economy.

Another significant outcome was the growing recognition that employability is becoming as important as employment. As industries evolve and new occupations emerge, organisations increasingly require adaptable, digitally capable and future-ready talent. This places greater emphasis on collaboration between employers, education providers and policymakers to ensure that skills development keeps pace with changing workforce demands.

# Leading Brands represented at the 2026 Future of Jobs Summit™