

THE INAUGURAL FUTURE OF JOBS SUMMIT™

The DP World Wanderers Stadium

22 & 23 May 2025

Co-creating South Africa's Future of Jobs Roadmap

The Inaugural Future of Jobs Summit™ brought together 200 business, public and civic society leaders to find solutions to the country's socio-economic challenges, and in particular to solving South Africa's youth unemployment at scale (in partnership with Brand South Africa).

Bringing Together Public & Business Leaders

- The Presidency of the Republic of South Africa
- The Executive Mayor of the City of Joburg
- The Chair of Chairs of the Gauteng Provincial Legislature
- The President of SASCO
- The Managing Director of SAP Southern Africa
- The Chief Executive Officer of Lions Cricket Union
- The Chief Executive Officer of Discovery Insure
- The Chief Executive Officer of Momentum Corporate
- The Chief Executive Officer of Grant Thornton
- The CEO of Cape Town International Convention Center (CTICC)
- The Chief Executive Officer of Richards Bay Coal Terminal
- The Chairman and Corporate Partner of Webber Wentzel
- The Chief Executive Officer of the Institute of Directors (South Africa)

The SAP Panelists and The Mayor of Johannesburg



Global Business Leaders from SAP and the Future of Jobs Stakeholders

“Through the National Digital Transformation Roadmap, we’re building the digital rails - real infrastructure and services - to ensure young people are not left behind, but are leading the future. The future of jobs in South Africa isn’t something we predict - it’s something we build. Let’s build a future where every young South African can thrive.”

Melvyn Lubega

Head of the Digital Service Unit at The Presidency of South Africa

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- Welcome Address by the Mayor of Johannesburg
- Keynote Address by the Presidency South Africa
- Opening Keynote by the Mayor of Johannesburg
- SAP Job Creation Panel
- The Future of Leadership Book Launch
- The Future of Leadership Awards

The 2025 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 Global and South African influential public and private sector leaders to co-create 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 Adcorp, DP World, Workday and FNB, 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 Educate to Employ and Young Professionals 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 2025 Future of Jobs Summit™ is 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 in 2025 and the 7th 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 Dialogue to Delivery

Following the highly successful 1st and 2nd editions of the Future of Leadership Summit™, which were 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 Future of Jobs Summit™ is an official T20 Site Event (T20 being the Think Tank of South Africa's G20 Presidency) and will feed into the global G20-T20 agenda.

The official Summit Outcomes Report — capturing the top job creation strategies, public-private partnerships, and sectoral pledges — will be presented to:

- ◆ The Office of the Presidency
- ◆ The Parliament of South Africa
- ◆ The G20 Plenary in November 2025

The 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.



Highlights of the Future of Jobs Summit™

- **Opening Keynote Address** by The Executive Mayor of Johannesburg
- **Special Keynote Address** by the Head of the Digital DService Unity at The Presidency of South Africa
- **Industry Leading Panels** on the Future of Jobs, and Keynote Addresses by prominent Public & Business Leaders;
- **The Future of Leadership Book Launch:** 48 TOP Leadership Voices from South Africa;
- **The CEO Dialogue™ & The CHRO Dialogue™** featuring Chief Executive and Chief Human Resources Officers from South Africa's leading Brands.
- **The Future of Leadership Awards:** The 2025 Leadership Awards nominated and voted for by the members of the Future Leader Forum;

The outcome of the Future of Leadership Summit™ will be South Africa's 1st Future of Jobs Report which will be tabled to The Presidency, Parliament and the SETA's.





Special Keynote Address by The Presidency and The Mayor of Johannesburg

Melvyn Lubega, the Head of the Digital Service Unit in The Presidency of South Africa, delivered the Presidency Keynote, sharing his insights into the Future of Digital Jobs at the 2025 Future of Jobs Summit™: “Over 60% of South Africans are under 35 - yet youth unemployment remains one of our greatest challenges. At the same time, AI and digital platforms are reshaping work in real time.

Through the National Digital Transformation Roadmap, we’re building the digital rails - real infrastructure and services - to ensure young people are not left behind, but are leading the future.”

“I believe in a future where a young coder in Limpopo builds for the continent, and a student in the Eastern Cape works globally without leaving home. Let’s build a future where every young South African can thrive.”

Dada Morero, the Executive Major of the City of Johannesburg, delivered the Welcome Keynote: “The City of Johannesburg has adopted a strategic approach focused on the digital economy and the Fourth Industrial Revolution. Our Digital Public Infrastructure Strategy, supported by artificial intelligence, will create at least 2,000 high-tech jobs by 2026 via our Global Business Services Centre in Alexandra, where 90% of the workforce is youth.

We are partnering with BPESA to train at least 30% of unemployed youth in coding, AI, and cybersecurity. Our goal is to train 10,000 young people in digital skills by 2026, aligned with industry needs.

We're also investing in the green economy and infrastructure development. Our R3.3 billion investment in underserved areas—Diepsloot, Ivory Park, Orange Farm, Zandspruit, and Eldorado Park—creates immediate jobs and long-term economic assets. Our R296 million electrification program will train youth in renewable energy systems, installations, and maintenance.”





Opening Keynote: SAP Young Professionals Programme

Alp Geckalan, the Head of External Capacity Build at SAP, delivered the Opening Keynote Address.

Said Alp: “In South Africa, over 45% of young people are unemployed. In Spain, the figure is over 25%. In Morocco, over 36%. Across EU countries, the average is 14%.

These numbers are not just statistics. They represent dreams on hold. And when those dreams are stalled, economies suffer.

But again, there’s hope. SAP’s capacity-building programs have trained over 10,000 individuals in the past decade, with a placement rate of 95%. This isn’t just about training. It’s about building real

capacity — and helping people land jobs in our ecosystem.

I would like to focus your attention on ecosystem leadership. That’s the central idea I want you to take away from today. What is ecosystem leadership? It’s the art of orchestrating systems — talent, technology, and purpose — to work together like a symphony. Every instrument plays a part. Employees, partners, platforms — all contribute. You, the leaders, are the conductors. This isn’t about working in silos. It’s about connecting the dots.

At SAP’s Digital Skills Center, we’ve seen this model in action — training thousands across 44 countries, linking universities with governments, and empowering businesses with scalable tools. Ecosystem leadership is the future. It’s how we transform challenges like the skills gap into opportunities.

So, how do you become an ecosystem leader? At SAP, we’ve identified three key components:

1. Investing in People Since 2012, our Young Professionals Program has empowered over 4,500 individuals — with a 95% placement rate. Many of them are now CIOs, ERP leaders, and IT managers. These are the future leaders.
2. Leveraging Partnerships We’ve partnered with over 50 universities across EMEA to train talent in SAP solutions. Imagine the potential if each of you tapped into networks like that.
3. Embracing Technology Our cloud and AI platforms helped one oil and gas client in the Middle East cut costs by up to 20%. These tools aren’t just for tech giants. They’re accessible to any leader willing to innovate. All you need is a laptop and internet. Many of our tools are now free.

So here’s my challenge to you: What one step will you take to build your own ecosystem? Will you train your team? Partner with a university? Explore AI use cases? Let’s start today.

SAP Centre Stage

SAP had the privilege of participating in the Future of Jobs Summit, a pivotal event under the T20 and G20 frameworks, under South Africa's Presidency of the G20. This summit brought together an incredible array of stakeholders, including government leaders, industry innovators, and thought leaders from around the globe, all united by a common goal: to propel job creation and shape the future of work.

During the summit, insightful discussions were held on the impact of technology on job creation, workforce transformation, and the importance of upskilling and reskilling in today's fast-paced digital landscape.

SAP's commitment to fostering a sustainable future was highlighted as we engaged in collaborative dialogues aimed at addressing the evolving needs of the workforce, in particular the SAP Young Professionals and SAP Educate to Employ programmes took centre stage with regards to skills development and job creation.

Key takeaways included the necessity for partnerships between public and private sectors, the importance of inclusive policies that support diverse talent, and the urgent need to embrace digital transformation responsibly.



SAP leading the Skills Charge

One promising response to the unemployment challenge is SAP's *Educate to Employ* initiative, a flagship 'learn-to-earn' program spearheaded by SAP's Corporate Social Responsibility team.

Launched in South Africa in 2023, the program provides marginalized individuals — including non-degree holders — with foundational and professional digital skills aligned with market demands. Through micro-credentials and SAP certification pathways, learners gain the competencies necessary to enter and thrive in the digital economy.

What makes *Educate to Employ* particularly powerful is its systemic approach. The program addresses not just skills and knowledge but also attitudes and values that foster long-term employability. SAP partners with nonprofit organizations and education providers to ensure that content is locally relevant and globally recognized. By successfully placing South African learners into real jobs — SAP has demonstrated that skills-based pathways can open doors even in economically strained contexts.

The program which has been incubated in the Global South, is now expanding into the Global North, creating a global network of learners and employers within and beyond the SAP ecosystem, proving that solutions born in the Global South can have far-reaching, global impact.

If we are to transform the promise of digital innovation into inclusive prosperity, we must treat skilling as infrastructure. Business, government, and civil society must collaborate to scale effective programs like *Educate to Employ*, integrate them into national strategies, and ensure that every individual — regardless of background — has the opportunity to learn, earn, and contribute. From Global South to Global North, skilling isn't just a policy agenda. It is the cornerstone of equitable growth and resilient transformation.

Presenting the Panel Discussion: The SAP Educate to Employ Programme



Nonkululeko Mokoena
SAP Educate to Employ Africa Lead



Rochelle Blaauw
Transformation Director,
SAP South Africa



Eugene Ho
Global CSR
Director, SAP



Andrew Levy
Co-Founder,
Umuzi



Ernst Hattingh
Salt Analytics
Representative



Hosted by:



The SAP Educate to Employ Programme

Under South Africa's G20's Presidency, Digital Transformation Strategy prioritizes digital inclusion, human-centric innovation, and a future-ready workforce. This aligns with the growing recognition that economic growth and technological advancement cannot be separated from social equity. Digital skilling must be inclusive, accessible, and focused on creating tangible employment outcomes — especially for youth and underserved communities. One promising response to this challenge is SAP's Educate to Employ initiative, a flagship 'learn-to-earn' program spearheaded by SAP's Corporate Social Responsibility team.



Presenting the Panel Discussion: The Future of Job Creation in the Logistics Industry



Keitumetse Masike

(Director: Business and Strategic Communication sub-Saharan Africa at DP World



Phumla Mosotho

Head of Talent Acquisition, sub-Saharan Africa at DP World



Christa Small

Senior Director, Organizational Effectiveness at DP World



Jono Leaf-Wright

Chief Executive Officer: Lions Cricket Union



The Future of Job Creation in Logistics & Future Workforce Design

The DP World Panel discusses DP World's Employee Value Proposition (EVP), highlighting a human-first culture, purpose-driven work, and opportunities for growth and development through programs like "grow," "emerge," and "she leads". The Panel explored how to leverage human capital across Africa through skill exchange and mobility options.

The Adcorp Panel discussed the impact of AI as a significant focus, with projections that up to 40% of tasks in South Africa's tech outsourcing space could be impacted by 2030, emphasizing the urgent need for upskilling and workforce transformation. The panel explored how organizations can transform uncertainty into a strategic advantage by integrating AI, adopting flexible staffing models, and aligning procurement strategies with evolving market dynamics.

Presenting the Panel Discussion on From Uncertainty to Opportunity: Rethinking Workforce Design for Tomorrow's Demands



Pascale Yav

Business Development Manager, The European House - Ambrosetti



Natasha Parmanand

Managing Director of Staffing Solutions at Adcorp Group



Bruce Toerien

Managing Director, Contingent Staffing at Adcorp Group



Sibonakaliso Shabangu

Global Business Director and Human Resources, BASF



Presenting the Panel Discussion 6: The Future of Jobs and Nation Brand Reputation



Dumisani Moyo
Marketing Director for Africa at SAP



Wendy Silinyana
MiniBoss Johannesburg Business School Director & Franchisee



Sandiso Sibisi
Founder and director of COOi Studios



Thami Nkadimeng
Programme Director I Communication Strategist



Tshepo Matseba
Managing Director of Reputation 1st Group



Inge Wulff
Head of People at Simply Black Media

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The Role of Nation Branding in Job Creation & NEF Success Stories

The Brand South Africa Panel explored the role of nation branding in job creation and whether South Africa is building viable jobs that contribute to its nation brand reputation, with a focus on exporting skills and attracting talent. The panelists advocated for moving away from a "unicorn mentality" in showcasing talent and instead promoting authenticity and a broader range of skills to the world.

The NEF shared a number of success training and job creation programs, like one that placed 100 unemployed youth in businesses, leading to 95% securing permanent employment after a year of experience. The panelists discussed the newly launched Transformation Fund, advocating for a collaborative approach between the private and public sectors to collectively manage resources, open opportunities for employment, and provide financial support.

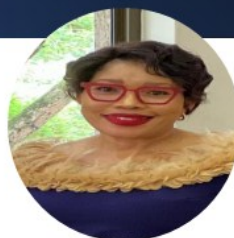
Presenting the Panel Discussion on: How the NEF is creating Job Opportunities for the Youth



Mziwabantu Dayimani
Chief Executive Officer
National Empowerment Fund



Kgomotso Selokane
Chief Executive Officer
Heron Marine South Africa



Nokuthula Fakude
Senior Manager: Socio Economic Development
National Empowerment Fund



Mr. Andile Stemela
Divisional Executive for Strategy, Planning and Significant Investments

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The Keynote Addresses at the Inaugural Future of Jobs Summit™

The following leaders delivered the Keynote Addresses on the Future of Jobs: Dr Iqbal Surve (Chair of Sekunjalo Investment Holdings & Independent Media), Faith Mangope (TV & Radio Broadcaster), Alp Geckalan (Head of External Capacity Build at SAP), Toni Gumede (Manager Stakeholder Relations at Brand South Africa), Dulton Keith Adams (Chair of Chairs of the Gauteng Provincial Legislature), Barry Hendricks (President of SASCOC), Melvyn Lubega (Head of the Digital Service Unit in The Presidency), Katleho Mahloane (Marketing Executive Head: Commercial at FNB South Africa), Dada Morero (Executive Mayor of the City of Joburg), Kiv Moodley, Country Managing Director at Workday,





The Future of Leadership Book Launch (Edition 4)

- Anel Bosman (Group Managing Executive CIB at Nedbank)
- Anita Carrollisen (Executive Head: People & Transformation)
- Brecht Mohonathan (Chief Financial Officer at Lions Cricket Union)
- Caroline Marwisa (Group Head of Learning at Old Mutual)
- Clarissa Appana (Group Chief Financial Officer at Tracker Connect)
- Enver Duminy (Chief Executive Officer of Cape Town Tourism)
- Esha Mansingh (Head of Corporate Affairs and Sustainability for sub-Saharan Africa at DP World)
- Kershen Pillay (CEO at Graduate Institute of Financial Sciences)
- Linda Ncube-Nkomo (Chief Executive Officer at Nelson Mandela Children's Fund)
- Lulu Gwagwa (Chief Executive Officer at Lereko Investment)
- Luvuyo Rani (Co-Founder of Silulo Ulutho Technologies)
- Mpho Matsitse (Chief Industries Officer at Gijima)
- Mxolisi Mgojo (Co-Chair B20 South Africa)
- Njabulo Mashigo (Executive Director, Human Resources Director Vodacom South Africa)
- Ntombi Mhangwani (Executive Head: Marketing Vodacom Business)
- Vishal Haripersad (MD of Knight Piésold Southern Africa)
- Sheldon Tatchell (Chief Executive Officer of Legends Barbershop)
- Snowy Khoza (Chairman of Snokho Investments)
- Stewart van Graan (Independent Non-Executive of various Boards)
- Tejal Somaru (Senior Associate Partner at EY)
- Tumelo Chaka (Managing Executive: Media, Strategy & Consumer Behaviour at The Strategists)



The Future of Leadership Book Launch (Edition 5)

- Aarti Takoorden (CFO at the Johannesburg Stock Exchange)
- Barry Holland (Board Member at the Comrades Marathon)
- Bulelani Balabala (Founder: Township Entrepreneurs Alliance)
- Christo Els (Chairman at Webber Wentzel)
- Firoze Bhorat (Chief Marketing Officer at Discovery)
- Hendrik Bekker (Executive Head at Drakensberg Boys Choir School)
- Jono Leaf-Wright (Chief Executive Officer at Lions Cricket Union)
- Khensani Nobanda (Group Executive: Marketing at Nedbank)
- Khulekani Mathe (Chief Executive Officer at BUSA)
- Linda Reddy (Global Supply Chain Executive at Nando's Group)
- Lindiwe Miyambu (Chief People Officer at Auditor General SA)
- Manoj Puri (Chief Security Officer at ABSA Group)
- Mpho Hlefana (Head of Marketing at Alexforbes)
- Nangamso Matebese (Executive at Eastern Cape Development Corporation)
- Natasha Parmanand (Managing Director at Adcorp Group)
- Nobesuthu Ndlovu (Director: SME at Old Mutual Corporate)
- Nosipho Siwisa Damasane (Chair at Richards Bay Coal Terminal)
- Parmi Natesan (CEO at Institute of Directors in South Africa)
- Penny Heyns (Double Olympic Champion)
- Punki Modise Group Chief Strategy & Sustainability Officer at ABSA)
- Robert Attwell Chief Executive Officer of Discovery Insure)
- Stanley Mpofo (Chief Information Officer at the University of the Witwatersrand)
- Taubie Motlhabane (Chief Executive Officer at Cape Town International Convention Centre)
- Zuko Mdwaba (Vice President Africa at Salesforce)

48 TOP Leadership Voices (The 2025 Book Launch)

Following the 1st, 2nd and 3rd 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 (1st Edition)

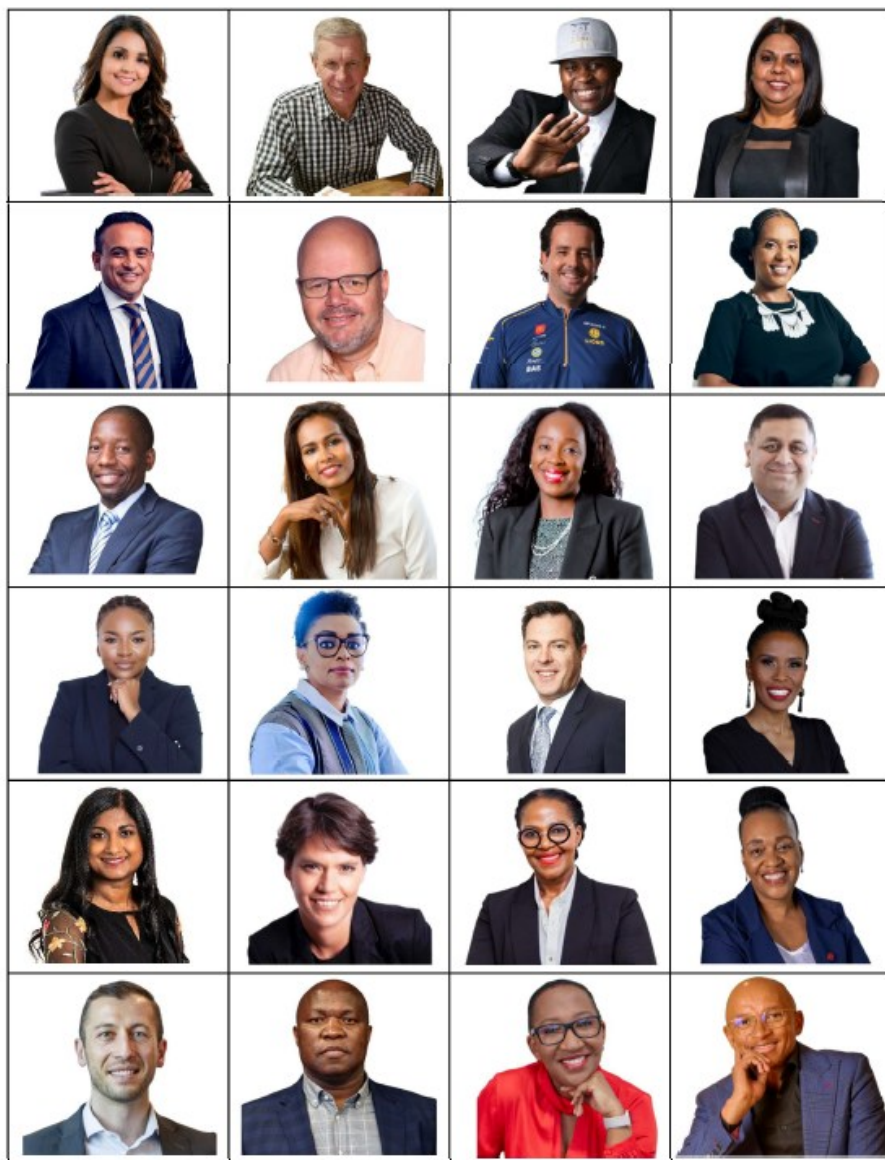
And Daniel Mminele, Gareth Ackerman, Mayor Geordin Hill-Lewis, Herman Mashaba, Leila Fourie, Premier Alan Winde, Matimba Mbungela, Sydney Nhlanhla Mbhele, Gerrie Fourie, Prof Jonathan Jansen et al (2nd Edition).

The 4th and 5th editions were launched at the Inaugural Future of Jobs Summit™ on 23rd May 2025 at The DP World Wanderers Stadium (aka 'The Pride of Jozi').

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



Twenty-Four TOP Leadership Voices

The 5th edition of the Future of Leadership Book brings together 24 TOP Leadership Voices, from the Record Comrades Marathon Runner to the Chief Marketing Officer of South Africa's most admired Brand, the Double Olympic Champion, the CEO of South Africa's leading Sports Organisation, the CEO of the World's leading Conference Centre, South Africa's most celebrated CIO, the Economic Advisor to South Africa's Deputy President, the Chairman of Africa's leading Law Firm, the Founder of the Township Entrepreneurs Alliance, and the CEO of the World's most innovative Insurance Firm.

The 6th edition of the Future of Leadership Book will be launched at the 2nd Future of Jobs Summit™ on the 7th November 2025 at The Maslow Hotel.

The 2025 Business Leader of the Year

Award Winners



Winner: Punki Modise
Group Chief Strategy &
Sustainability Officer at Absa Group

Hosted by



The Future Leader Forum



Runner-up: Rob Hersov
CEO at Invest Africa, Capitalist
Activist

The Nominations for Business Leader & Social Impact Leader

With 2,649 votes cast, the nominees for Business Leader of the Year are: Mike Bosman (Chairman at SPAR Group Limited, Spur Corporation Limited and Vinimark), Clarissa Appana (Group CFO at Tracker Connect), Punki Modise (Group Chief Strategy & Sustainability Officer at Absa Group), Yuresh Maharaj (Group CEO at Liberty), Rob Hersov (CEO at Invest Africa, Capitalist Activist), Val (Bourdoss) Nicholas (CEO at Spur Corporation).

2,464 votes went to the nominees of the Social Impact Leader of the Year Award, these being Ravi Naidoo (CEO at Youth Employment Service (YES) South Africa), Dr Steven Zwane (Managing Executive: Corporate Citizenship at ABSA Group), Lindiwe Matlali (Founder at Africa Teen Geeks NPC), Lyndi Lawson-Smith (Chief Executive Officer at Umuzi), Razia Adam (Deputy Chair at BRICS Youth Development Program).

The 2025 Social Impact Leader of the Year

Award Winners



Winner: Dr Steven Zwane
Managing Executive: Corporate
Citizenship at Absa Group

Hosted by



The Future Leader Forum



Runner-up: Ravi Naidoo
CEO at Youth Employment
Service (YES) South Africa

The 2025 Marketing Leader of the Year

Award Winners



Winner: Katleho Mahloane
Marketing Executive Head:
Commercial Segment at FNB
South Africa

Hosted by



The Future Leader Forum



Runner-up: Bronwyn (le Fleur) Pretorius
Chief Marketing Officer at
Ackermans

The Nominations for Marketing Leader & Lifetime Achievement

With 2,540 votes cast, the nominees for Marketing Leader of the Year were: Khensani Nobanda (Group Executive: Marketing and Corporate Affairs at Nedbank), Katleho Mahloane (Marketing Executive Head: Commercial Segment at FNB), Bronwyn (le Fleur) Pretorius (Chief Marketing Officer at Ackermans), Ntombi Mhangwani (Executive Head of Marketing: Vodacom Business).

2,226 votes went to the nominees of the Lifetime Achievement Award, these being Thebe Ikalafeng (Founder, Brand Africa. #100MostInfluentialAfricans), Phuthi Mahanyele-Dabengwa (Executive Director at Naspers Limited), Iqbal Surve (Chair of Sekunjalo Investment Holdings, and Executive Chair of Independent Media South Africa), Leila Fourie (Group CEO at JSE), Bonang Mohale (Chairman at Bidvest Group and Chancellor of the University of the Free State).

The 2025 Lifetime Achievement Leadership

Award Winners



Winner: Bonang Mohale
Chairman at Bidvest Group
and Chancellor of the University
of the Free State

Hosted by



The Future Leader Forum



Runner-up: Leila Fourie
Group CEO at JSE

The 2025 Future of Work Visionary

Award Winners



Winner: Jeanett Modise
Group Chief Human Resources
Officer at Absa Group

Hosted by



The Future Leader Forum



Runner-up: S'ne Magagula
Chief People Officer at
Tiger Brands

The Nominations for Future of Work Visionary & Entrepreneurial Leader

With 2,066 votes cast, the nominees for the Future of Work Visionary Award were: Anusuya Govender (Chief People Officer at Old Mutual), Jeanett Modise (Group Chief HR Officer at ABSA), Lindiwe Miyambu (Chief People Officer - Auditor General South Africa), S'ne (Mkhize) Magagula (Chief People Officer at Tiger Brands).

2,399 votes went to the nominees of the Entrepreneurial Leader of the Year Award, these being Sheldon Tatchell (Founder & CEO at Legends Barber Corporation | Chairperson-Elect at Franchise Association of South Africa), Serisha Barrat (Chief Executive Officer at Lawyered Up), Khotso Mokoena (CEO at YASDI | Silver Olympic Medalist), Bulelani Balabala (Founder at Township Entrepreneurs Alliance), Wendy Silinyana (Director at MiniBoss International Business School), Thato Mokhothu (Board Member at Global Entrepreneurship Festival).

The 2025 Entrepreneurial Leader of the Year

Award Winners



Winner: Sheldon Tatchell
Founder & CEO at Legends
Barber Corporation

Hosted by



The Future Leader Forum



Runner-up: Khotso Mokoena
CEO at YASDI | Silver Olympic
Medallist | SASCOC Board
Member

The 2025 Inspirational Leader of the Year

Award Winners



Winner: Penny Heyns
Double Olympic Champion

Hosted by



The Future Leader Forum



Runner-up: Mpho Matsitse
Chief Industries Officer at Gijima

The Nominations for Inspirational Leader & Public Sector Leadership

With 2,393 votes cast, the nominees for Inspirational Leader of the Year were: Mpho Matsitse (Chief Industries Officer at Gijima), Linda Reddy (Global Supply Chain Executive at Nando's), Natasha Parmanand (Managing Director at Adcorp), Penny Heyns (Double Olympic Champion), Jono Leaf-Wright (CEO at Lions Cricket Union), Parmi Natesan (CEO at Institute of Directors in South Africa).

1,679 votes went to the nominees of the Public Sector Leadership Award, these being Themba Maseko (Head: Wits School of Governance), Khulekani Mathe (CEO at Business Unity South Africa), Nangamso Matebese (Executive at Eastern Cape Development Corporation, Belinda Kayser-Echeozonjoku (DA Johannesburg Caucus Leader at City of Johannesburg).

The 2025 Public Sector Leadership

Award Winners



Winner: Belinda Kayser-Echeozonjoku
DA Johannesburg Caucus Leader at
City of Johannesburg

Hosted by



The Future Leader Forum



Runner-up: Themba Maseko
Head: Wits School of Governance

The 2025 Digital Transformation Leader of the Year Award Winners



Winner: Tebalo Tsoaeli
Group Chief Information Officer
at JSE

Hosted by



The Future Leader Forum



Runner-up: Nomonde White-Ndlovu
Chief Information Officer at
Bidvest Bank

The Nominations for Digital Transformation & Innovation Leader

With 2,129 votes cast, the nominees for the Digital Transformation Leader of the Year Award were: Mariam Cassim (CEO: Financial and Digital Services at Vodacom Group), Tebalo Tsoaeli (Group CIO at JSE), Manoj Puri (Chief Security Officer at Absa Group), Nomonde White-Ndlovu (CIO at Bidvest Bank), Lillian Barnard (President at Microsoft Africa).

2,399 votes went to the nominees of the Entrepreneurial Leader of the Year Award, these being Sheldon Tatchell (Founder & CEO at Legends Barber Corporation), Serisha Barrat (CEO at Lawyered Up), Khotso Mokoena (CEO at YASDI | Silver Olympic Medalist), Bulelani Balabala (Founder at Township Entrepreneurs Alliance), Wendy Silinyana (Director at MiniBoss International Business School), Thato Mokhothu (Board Member at Global Entrepreneurship Festival).

The 2025 Innovation Leader of the Year Award Winners



Winner: Dirk van der Walt
Co-founder at WeBuyCars

Hosted by



The Future Leader Forum



Runner-up: Vuyokazi Henda
Chief Marketing Officer at Spur Corp



The 2025 Special Recognition Awards & The Winners' Stage

In recognition of special contributions to South Africa's socio-economic development and the future of jobs, three special recognition awards were issued to the following leaders: The Global Trailblazer Leadership Award to Dr Iqbal Survé (Chairman of Sekunjalo Investment Holdings & Independent Media South Africa); the Strategic Visionary Leadership Award to Lyndon Barends (Managing Director at Arena Holdings); and the 2025 Youth Advocacy Champion Award to Nonkululeko Mokoena (SAP Educate to Employ Program Lead).

23,462 votes went to the 2025 Future of Leadership Awards, the largest public participation in South Africa's Premier Leadership Awards to date.





The 2025 CEO Dialogue™ and The Inaugural CHRO Dialogue™

The 2025 CEO Dialogue™ brought together CEO's from South Africa's leading Brands: Nazia Pillay (Managing Director at SAP Southern Africa), Dumo Mbethe (Chief Executive Officer at Momentum Corporate), Tshepo Ncube (Managing Director ABSA International), Natasha Parmanand (Managing Director at Adcorp), Kiv Moodley (Country Managing Director at Workday), Toni Gumede (Manager in the Office of the CEO at Brand South Africa).

The Inaugural CHRO Dialogue™ brought together leading Chief Human Resources Officers: Caroline Marwisa (Group Head of Learning at Old Mutual), Dr Candice Hartley (Chief People Officer at Eskom), Jeanett Modise (Group Chief People Officer at ABSA), Steve Teasdale (Chief People Experience Officer at Discovery), Tiisetso Khalefi (Divisional Human Resources Director at SPAR South Africa).





The Launch of South Africa's Inaugural Future of Jobs Report

The inaugural Future of Jobs Summit, held on 22nd & 23rd of May 2025, marked a historic milestone in South Africa's commitment to tackling youth unemployment, closing critical skills gaps, and building a globally competitive workforce. Gathering over 200 business leaders, policymakers, entrepreneurs, and youth advocates, the Summit served as a national platform to co-create solutions for the future of work.

The Summit Report titled "South Africa's Inaugural Future of Jobs Report" will be launched to the Media on 15 October 2025 and include the following:

- **The Urgency of Youth Employment:** Speakers highlighted that more than 60% of South Africa's unemployed are under 35. Urgent collaboration between government, business, and civil society is needed to unlock job opportunities and stimulate entrepreneurship.
- **AI and Automation:** Experts projected that up to 30% of jobs in sectors like manufacturing, logistics, and will be reshaped by AI and automation within the next five years. Simultaneously, new roles in AI, cybersecurity, and green technology present massive opportunities for the South African Youth.
- **Skills of the Future:** Panel discussions underscored the need to future-proof the workforce through digital skills training, entrepreneurship development, and lifelong learning. Foundational skills in critical thinking, problem-solving, and communication remain vital.
- **Inclusive Growth:** The Summit showcased projects and partnerships aiming to drive inclusive growth, including youth internship initiatives, public-private partnerships in education, and place-based innovation hubs.

Conclusion: South Africa's Inaugural Future of Jobs Report will show a nation at the cusp of transformation. By fostering collaboration, driving skills development, and embracing innovation, South Africa can unlock its demographic dividend and build a future of shared prosperity.

Future of Jobs T20 Summit 2025



SOUTH
AFRICA
2025

Co-creating the Future of Jobs Roadmap

Title: AGENDA

Venue: DP World Wanderers

Date: 22 May 2025



Start	End	Time	Topic	Speaker
9:00 AM	9:10 AM	0:10	Welcome & Introductions	Dr Nik (Founder The Future Leader Forum)
9:10 AM	9:30 AM	0:20	Opening Keynote: How the City of Joburg is creating Job Opportunities for the Youth	Dada Morero (Executive Mayor of the City of Joburg)
9:30 AM	9:50 AM	0:20	Keynote 1: The SAP Young Professionals Programme	Alp Geckalan (Head of External Capacity Build at SAP)
9:50 AM	10:30 AM	0:40	Panel 1: The Future of Job Creation in the Logistics Industry	DP World SSA (Sub Saharan Africa)
10:30 AM	10:45 AM	0:15	Tea & Coffee Networking	NETWORKING
10:45 AM	11:25 AM	0:40	Panel 2: The SAP Educate to Employ Programme	SAP and Partners
11:25 AM	11:40 AM	0:15	Keynote 2: 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)
11:40 AM	11:55 AM	0:15	Keynote 3: Leveraging SA's G20 Presidency for Jobs of the Future	Toni Gumede (Manager in the Office of the CEO at Brand South Africa)
11:40 AM	12:20 PM	0:40	Panel 3: From Uncertainty to Opportunity: Rethinking Workforce Design for Tomorrow's Demands	Adcorp
12:20 PM	12:50 PM	0:30	Lunch: Networking	NETWORKING
12:50 PM	1:10 PM	0:20	Keynote 4: How South Africa can create Job Opportunities for the Youth and a thriving Economy	Dr Iqbal Surve, Chair of Sekunjalo Investment Holdings & Independent Media
1:10 PM	1:50 PM	0:40	Panel 4: South Africa's Marketing Leaders discussing Solutions to the Youth Unemployment Challenge	THE CMO DIALOGUE™
1:50 PM	2:20 PM	0:30	Keynote 5: The Future of Work	Kiv Moodley, Country Managing Director at Workday
2:20 PM	2:35 PM	0:15	Networking Session	NETWORKING
2:35 PM	2:55 PM	0:20	Keynote 6: How Brands contribute to Job Creation through Purpose, Possibility and Progress	Katleho Mahloane (Marketing Executive Head: Commercial at FNB South Africa)
2:55 PM	3:15 PM	0:20	Keynote 7: How Gauteng is creating Job Opportunities for the Youth	Dulton Keith Adams (Chair of Chairs of the Gauteng Provincial Legislature)
3:15 PM	3:35 PM	0:20	The BIG Question (Audience Interaction): Interactive Q&A with the Media	The Media Panel (IOL & Business Day)
3:35 PM	3:50 PM	0:15	Tea & Coffee Networking	NETWORKING
3:50 PM	4:50 PM	1:00	Panel 5: South Africa's Business Leaders discussing Solutions to the Youth Unemployment Challenge	THE CEO DIALOGUE™
4:50 PM	5:25 PM	0:35	Panel 6: The Future of Jobs and Nation Brand Reputation	Brand South Africa
5:25 PM	5:50 PM	0:25	Panel 7: How the National Empowerment Fund (NEF) is creating Job Opportunities for the Youth	National Empowerment Fund (NEF)
5:50 PM	6:35 PM	0:45	Networking Break	GALA DINNER & 2025 AWARDS
6:35 PM	6:45 PM	0:10	Opening of The 2025 Future of Leadership Awards	Dr Nik (Founder The Future Leader Forum)
6:45 PM	7:05 PM	0:20	Keynote 7: How Sports is enabling Job Opportunities for the Youth and growing the Economy	Barry Hendricks (President of SASCO)
7:05 PM	8:35 PM	1:30	The 2025 Future of Leadership Awards Ceremony	Future of Leadership Awards Ceremony

Future of Jobs T20 SOUTH AFRICA 2025

Co-creating the Future of Jobs Roadmap: Day 2

Start	End	Time	Topic	Speaker
9:00 AM	9:15 AM	0:15	Welcome & Introductions	Dr Nik (Founder The Future Leader Forum)
9:15 AM	10:00 AM	0:45	Panel 8: South Africa's HR Leaders discussing Solutions to the Youth Unemployment Challenge	THE CHRO DIALOGUE™
10:00 AM	10:30 AM	0:30	Co-creation Session: Drafting the Strategic Innovation MAP™ to enabling the Future of Jobs	10 x Working Groups
10:30 AM	10:45 AM	0:15	Tea & Coffee Networking	NETWORKING
10:45 AM	11:30 AM	0:45	Book Launch: The Future of Leadership (Season 4 & 5)	24 TOP Leadership Voices (The Co-authors)
11:30 AM	11:45 AM	0:15	Keynote 9: The 2027 Cricket World Cup & Job Creation	Brecht Mohonathan (CFO LIONS Cricket Union)
11:45 AM	12:15 PM	0:30	Co-creation Session: Drafting the Strategic Innovation MAP™ to enabling the Future of Jobs	10 x Working Groups
12:15 PM	12:30 PM	0:15	Tea & Coffee Networking	NETWORKING
12:15 PM	12:25 PM	0:10	T20 Reporting and Policy Recommendations for the G20 Plenary Summit in November 2025	Dr Nik (Founder The Future Leader Forum)
12:25 PM	12:30 PM	0:05	Vote of Thanks & Outlook to the 2026 Summit	Master of Ceremonies
12:30 PM	1:00 PM	0:30	DP World Wanderers Stadium Tour	DP World Wanderers

In the Media



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