

TTS CLIENT CONFERENCE

Embracing Generative AI in People Assessments

Date: Thursday, 27 November 2025

Venue: Taste, Bluevalley Hills, Centurion

Registration Request

08:00 REGISTRATION

08:30 WELCOME AND INTRODUCTION

Prof. Hennie Kriek

*CEO: TTS – Top Talent Solutions and
Professor Extraordinarius: UNISA*

08:45 SESSION 1

Keynote Address: Generative AI in Pre-Employment Assessment: Opportunities, Innovations, and Risks

Generative AI is reshaping assessment science, promising both innovation and disruption. Our keynote speaker will explore AI's diverse impact, from generating new assessment stimuli to vulnerabilities that may lead to potential misuse. Delegates will gain insights into the fundamentals of generative AI and its practical implications for assessments in organisations.

Key themes include:

- ⦿ Rapid generation of psychometric content (text, video, adaptive formats).
- ⦿ Broader applications: conversational agents and multimedia scoring.
- ⦿ Cheating, faking, and new vulnerabilities in assessment practice.
- ⦿ Balancing innovation with ethical and scientific rigour.
- ⦿ Implications for IO Psychology, computer science, and the workplace of the future.

Prof. Richard Landers

John P. Campbell Distinguished Professor of Industrial-Organizational Psychology, University of Minnesota (USA)

09:45 SESSION 2

Symposium: Safeguarding People Assessments in the Age of AI: Risks, Trends, and Practical Mitigating Strategies

This symposium highlights areas where assessments are most vulnerable to generative AI and explores practical strategies for monitoring, prevention, and mitigation of vulnerabilities.

SESSION 2 continued

- ⦿ **Monitoring vulnerable assessments:** Response irregularities and potential cheating behaviours
Dr Sebastian Clifton, TTS
- ⦿ **Candidate honesty contracts:** A proactive mitigating strategy
Dr Angela Marsburg, TTS
- ⦿ Mitigating strategies to prevent candidates from using GenAI to cheat when completing Video Assessments
Fred Guest, TTS
- ⦿ **Evaluating assessment characteristics and cheating vulnerability:** Not all tests are created equal
Manuella Manolas, TTS
- ⦿ **The implementation of technology to prevent AI cheating in SJTs:** Exploring the effectiveness of mitigation in a real-life case study
Dr Sebastian Clifton and Dr Angela Marsburg, TTS

Symposium Chair:

Prof. Hennie Kriek

11:00 TEA BREAK

11:30 SESSION 3

Round Table Client Discussion: Looking into the Crystal Ball – Implications of Gen-AI for Talent Management

As generative AI begins to reshape how organisations identify, assess, and grow talent, the challenge is turning possibility into practice. This executive roundtable brings together leading Talent Management professionals to share experiences, concerns, and foresight – exploring how evidence-based talent management can evolve responsibly in the age of AI.

Overview of discussion questions:

- ⦿ Where will Gen-AI have the most significant impact in talent management?
- ⦿ How will AI change what “good performance” looks like?
- ⦿ What cultural and leadership shifts are needed for successful AI adoption?
- ⦿ How will human judgement and AI intelligence coexist in future talent decisions?



SESSION 3 continued

Selo Govender

*Executive Head, Talent, Learning
and Leadership Development (Discovery)*

Geraldine Bruce

*HR Executive: Talent Attraction
and Acquisition (Nedbank)*

Sanjana Joshua

*Group Head of Talent, Employee
Experience and DE&I (FirstRand)*

Ntswaki Roboroko

*Executive: Group Talent Management
& Learning (Old Mutual)*

Facilitator: Fred Guest

Managing Director, TTS – Top Talent Solutions

12:30 LUNCH

13:15 SESSION 4

Interactive Discussion: The success profile of a worker of the future – the changing landscape of capabilities and competencies

In this session, participants will take part in an interactive discussion about the emerging competencies required to thrive in the new world of work. Which future skills and mindsets will matter most? This session will incorporate group discussions, qualitative and quantitative data collection, and conference delegates will be presented with an integrated report at the end of the conference.

Facilitator: Fred Guest

Managing Director, TTS – Top Talent Solutions

14:00 SESSION 5

Symposium: The augmentation and embracement of Gen-AI in people assessment practices

This symposium will present real-world case studies and reports on how Gen-AI has been used in assessment and talent management tasks and projects.

Embracing AI in Assessment Centres:

A case study on the measurement of prompt engineering in business simulations

**Jenna Dee Williams
and Manuella Manolas, TTS**

Generative AI in success profiling:

Empirical insights and best practice applications

**Dr Angela Marsburg and
Rozaan Roberts, TTS**

SESSION 5 continued

- Writing candidate reports with Gen-AI:
Addressing challenges in consistency, issues of tone, version control, and standardisation

**Natasha De Ravel De L'Argentiere and
Gerda van der Merwe, TTS**

Symposium Chair:

Prof. Hennie Kriek

14:45 TEA BREAK

15:00 SESSION 6

Case Study: The use of AI to measure Employee Experience

This session introduces, explores and demonstrates how AI are being used to measure employee experience at scale. This case study provides a real-world example of how external data can provide insights into well-being, engagement, and organisational culture.

Discussion points:

- Overview of Welliba's AI-enabled employee experience methodology
- Insights and implementation at Telkom
- Challenges and successes in embedding AI measures into employee experience
- Practical lessons for organisations seeking to apply AI solutions in talent management and employee engagement

Speakers:**Sam Cammarata**

Organisational Effectiveness Lead, Telkom

Busisiwe Mahlobo

Managing Consultant, TTS – Top Talent Solutions

Eltroné Wilhelm

Principal Consultant: TTS – Top Talent Solutions

15:45 SESSION 7

Open-Mic with Prof Richard Landers and Prof Hennie Kriek: Reflections on the Day – Where Do We Go from Here?

Discussion with Prof Landers on his insights and key takeaways from the day's proceedings. Followed by an open podcast-format dialogue and active audience participation, exploring academic and practitioner perspectives on the future of AI in assessment and the world of work and assessment in South Africa.

16:30 POST-CONFERENCE REFRESHMENTS AND NETWORKING
