Organised by: Empire Training

Celebrating...

WOMEN IN HVAC-R LEADERSHIP SUMMIT 2026

EMPOWERING THE NEXT GENERATION OF TRADE

"Leadership is not defined by the title you hold—it is reflected in the confidence you project, the respect you earn, and the impact you leave behind. When women own their voice, embrace their value, and lead with authenticity, they don't just change their careers—they transform the future of the HVAC-R industry."





Ntokozo Dube: Refrigeration Mechanic Refrigeration Facilitator & Assessor, Ekurhuleni East Tvet College



Thandokazi Portia Mqwebedu: Senior Commissioning Engineer | ALEC Engineering & Contracting LLC (Dubai)



Eugene Le Roux: EAC Project Management



Jessica Mamutsi: HVACR Technician, Boleng Mechanical Engineering Services and Consulting



Phophi Matshaya: Managing Director, Mumy & Sons HVACR | Project Management



Dr Lerato Makoro WITS: Secretary General for Women in Global Health (WGH) South Africa



Lutendo Ndlovu: Department of Forestry, Fisheries, and the Environment



Marilyn Morris: Personal Brand Strategist | International Professional Image Association (IPIA)



Sylvia Baloyi: Industrial Psychologist, Transition Coach and Adjunct Academic



Ayanda Mona: Refrigeration Mechanic, COCA -COLA Beverages SA



Lisle Jenneke: AI solutions consultant



David Botha: Executive Director, SARACCA



Thobile Ndwandwe: HOD Engineering Lumacon



Andre van Der Merwe: Managing Director, Evapco



Edith Makandi: Founder / Director : Pearl Development Consulting



Angelique Thomson: Chief Operations Officer- ERASE



Michele Hughes: DAIKIN SA

28th / 29th October 2026

EMPERORS PALACE
Johannesburg

CPD points in progress

The HVACR (Heating, Ventilation, Air Conditioning, and Refrigeration) industry is undergoing rapid transformation driven by technological innovation, sustainability, digitalisation, and increasing demand for skilled professionals. Despite these advancements, women remain underrepresented across technical, operational, and executive leadership roles.

The Women in HVACR Leadership Summit -2026 organised by Empire Conferencing aims to provide a platform that celebrates women leaders, equips emerging professionals with leadership skills, encourages mentorship, and promotes diversity and inclusion across the HVACR value chain.

The conference will bring together industry executives, engineers, contractors, manufacturers, policymakers, educators, and young professionals to share knowledge, inspire change, and develop actionable strategies for increasing women's participation in leadership.

Conference Objectives

- Inspire women to pursue and advance leadership careers within HVACR.
- Showcase successful women leaders and industry role models.
- Promote diversity, equity, and inclusion across the HVACR industry.
- Build leadership, negotiation, and strategic decision-making skills.
- Foster mentorship and networking opportunities.
- Highlight innovations, sustainability, and emerging technologies.
- Encourage collaboration between academia, industry, and government.
- Develop practical recommendations to improve gender representation within HVACR organisations.

Target Audience:

• HVACR Engineers • Mechanical Engineers • Facility Managers • Contractors • Manufacturers • Consultants • Technical College Students • University Students • Government Representatives • Industry Associations • Human Resource Professionals • Women Entrepreneurs • Young Professionals • Executive Leaders • Sustainability Professionals

SPONSORS

BRONZE SPONSOR

DAIKIN AIR CONDITIONING

EXHIBITORS

METRACLARK Refrigeration & Air-Conditioning Wholesale

IDEAL CONDITIONS AIR CONDITIONING & REFRIGERATION

EM ElectroMechanica

PARTICPATING COMPANIES

Coca-Cola

environmental affair
Department: Environmental Affairs
REPUBLIC OF SOUTH AFRICA

MUMY & SONS

ALEC Building Excellence

lehlogonolo

Women IN HVACR CANADA

GIPIA INTERNATIONAL PROFESSIONAL IMAGE ASSOCIATION ESTD 2020

UNIVERSITY OF THE WITWATERSRAND, JOHANNESBURG

EWC Ekurhuleni West TVET College "Empowering Students"

university of south africa UNISA

ERASE Air Conditioning & Refrigeration

evapco

GREE

BOLENG Engineering Management (Pty) Ltd

SARACCA

LEADERSHIP AND CAREER ADVANCEMENT

- Building successful careers in HVAC&R
- Women in executive and boardroom leadership
- Mentorship and succession planning
- Overcoming barriers in technical industries



ENGINEERING EXCELLENCE AND INNOVATION

- Smart HVAC technologies
- Building automation and digital transformation
- Artificial intelligence and predictive maintenance
- IoT applications in HVAC



SUSTAINABILITY AND CLIMATE TECHNOLOGIES

- Net-zero buildings
- Energy efficiency and decarbonisation
- Green cooling technologies
- Refrigerant transition and environmental compliance



SKILLS DEVELOPMENT AND WORKFORCE TRANSFORMATION

- Closing the gender gap in technical fields
- Apprenticeships and vocational training
- Future skills for HVAC professionals
- Developing women technicians and engineers



ENTREPRENEURSHIP AND BUSINESS GROWTH

- Women-owned HVAC businesses
- Supplier development opportunities
- Access to finance and procurement
- Building successful service and maintenance enterprises



BE INSPIRED by stories

SHARE IDEAS and solutions

BUILD CONNECTIONS that matter

DRIVE CHANGE together

TOGETHER, WE SHAPE THE FUTURE OF HVAC&R

TOGETHER, WE CAN BUILD A MORE INCLUSIVE, INNOVATIVE & SUSTAINABLE HVACR INDUSTRY.

AGENDA: DAY ONE (28TH OCTOBER 2026)

08:30-09:00	Registration Meet and Greet /Morning Snacks
09:00-09:45	**BREAKING BARRIERS: WOMEN REDEFINING LEADERSHIP IN HVACR** *"From Apprentice to CEO" (SUCCESS STORY)* **Phophi Matshaya:** Managing Director, **Mumy and Sons HVACR** | Project Management | Vice Chair South African Refrigeration and Air-Conditioning Contractors Association (SARACCA
09:45-10:30	**THE FUTURE OF WOMEN IN HVACR: Beyond the 3%** **Thandokazi Portia Mqwebedu:** Senior Commissioning Engineer | **ALEC Engineering & Contracting LLC (Dubai)** | Stargate UAE 200MW Data Centre Cluster | SAIRAC Associate | Director, Women in Refrigeration and Air Conditioning Alliance (WIRACA)
10:30-10:45	**BREAK**
10:45-11:30	**Who Moved My Cheese** **Andre van Der Merwe:** Managing Director, **Evapco** SAIRAC Member | Served on SAIRAC JHB Committee for 14 years and a Past Centre Chairman and National President
11:30-12:15	**CREATING THE NEXT GENERATION OF LEADERS:** Leading with Purpose: Inspiring Young Women towards a Career in HVAC-R **Ayanda Mona:** Refrigeration Mechanic, **COCA -COLA Beverages SA**
12:15 -13:00	**Encouraging Women Engineers/Technicians on the Use of Natural Refrigerants** **Lutendo Ndlovu: Department of Forestry, Fisheries, and the Environment**
13:00-14:00	**LUNCH**
14:00-14:30	**Shortage of Technicians in the Refrigeration and Air conditioning Industry:** **Eugene Le Roux:** EAC Project Management
14:30-15:00	**Gender Equality and Inclusive Policymaking:** **Edith Makandi:** Gender & Social Inclusion/ Human rights Lawyer, Founder / Director : Pearl Development Consulting
15:00-15:15	**BREAK**
15:15-16:00	**COOLING DOWN!!** Mental wellness: Balancing ambition and wellbeing **Sylvia Baloyi:** an **Industrial Psychologist**, Transition Coach and Adjunct Academic on an exclusive session on Balancing Mental Health in the Workplace: Building Resilience, Well-being, and Creating High-Performing Teams
16:00	**END OF DAY ONE FOLLOWED BY COCKTAIL HOUR CELEBRATING WOMEN**

AGENDA: DAY TWO (29TH OCTOBER 2026)

09:00-09:30	**Resilience in Leadership** **Dr Lerato Makoro WITS :** Secretary General for **Women in Global Health (WGH) South Africa**
09:30-10:00	**The Role of SARACCA: Driving Compliance, Professional Standards, and Excellence in the HVAC Industry** **David Botha:** Executive Director - **SARACCA**
10:00-10:15	**BREAK**
10:15-11:00	**How Daikin SA is Changing the Lives of Women:** As a leader in the HVAC-R industry, Daikin is committed to advancing diversity and inclusion by creating pathways for women to excel, lead, and shape the future of the industry. **Michele Hughes: DAIKIN SA**
11:00-11:45	**TOOLS TECH AND TRAILBLAZERS:** Women Leading the AI Transformation in HVACR **Lisle Jenneke:** AI Solutions Consultant: | Global Top 100 Innovator in Data & Analytics | 100 Influential Women in Tech | Driving Data and AI Innovation & Data Literacy Across Africa | CDAO at Women in AI | Mentor | BFSI Top50
11:45 -12:30	**POWER SESSION:** Own the Room: Professional Etiquette, Executive Presence & the Confidence to Lead **Marilyn Morris:** Personal Brand Strategist | **International Professional Image Association (IPIA)** Personal Brand Coach | Speaker | Women Empowerment | Corporate Brand Strategist | Protocol & Etiquette Consultant Image Consultant | Chamber Committee Chairperson: Services SETA
12:30-13:00	**Women Leading the Future of Sustainable Cooling:** Natural Refrigerants in HVACR **Ntokozo Dube:** Qualified refrigeration mechanic refrigeration facilitator and assessor and gas safe handling practitioner | **Ekurhuleni East Tvet College**
13:00-14:00	**LUNCH**
14:00-14:30	**Committed to Advancing Mentorship, Skills Development & Championing Opportunities that Empower the Next Generation of Women in the HVAC-R Industry** **Angelique Thompson:** Chief Operations Officer - **Erase**
14:30-15:00	**Closing the Skilled Trades Gap Through Inclusion** **Thobile Ndwandwe:** HOD Engineering **Lumacon**
15:00-15:45	**Women Driving Sustainability in HVACR** **Jessica Mamutsi:** HVACR Technician | **Boleng Mechanical Engineering Services and Consulting**
15:45-16:00	**CLOSING REMARKS/VOTE OF THANKS** **END OF CONFERENCE**

TOGETHER, WE CAN BUILD A MORE **INCLUSIVE, INNOVATIVE & SUSTAINABLE** HVACR INDUSTRY.

WOMEN IN HVAC-R
LEADERSHIP SUMMIT 2026

28TH –29TH OCTOBER 2026 | EMPEROR'S PALACE | JOHANNESBURG

RESERVE YOUR PLACE TODAY!

R7 490.00
Per Delegate | Excl. Vat

SELECT ☑

Fill in the form and send to: R.J

Email: Ryan@empiretraining.co.za

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Tel: +27 87 700 5648 | www.empiretraining.co.za

AUTHORIZING PERSON

First Name: _____ Surname: _____

Company/ Organization: _____ Designation: _____

Phone: _____ Email Company VAT No:

Postal Address: _____ Postal Code: _____

Person dealing with accounts: _____ Country: _____

Email Address: _____ Date: _____

Signature:

DELEGATE ATTENDANCE FORM

Title	Delegate Name & Surname	Position	Email	Phone

SUBSTITUTIONS:

Delegate substitutions. Substitutions is welcome at any time and do not occur any additional charges. Please notify EMPIRE in writing of any such changes at least 3 days before the date of the event.

- Please note that the speakers and topics were confirmed at the time of publishing however circumstances beyond the control of the organizers may necessitate substitutions, alterations or Cancellations of the speakers and/or topics.
- As such, EMPIRE reserves the right to alter or modify the advertised speakers and /or topics if necessary. Any substitutions or alterations will be updated and sent to you as soon as possible.
- Delegate substitutions must be made in writing 7 days before the event.

PAYMENT BY MEANS OF BANK TRANSFER

- Please state your full names clearly on the money transfer.
- Please note, bank charges are of your OWN account and this should be stipulated to your bank. Please advise your bank that the charges should be included in your deposit
- A copy of the bank deposit receipt should accompany your registration form and must be posted, emailed or faxed.

By signing and returning this registration form, the authorizing signatory on behalf of the stated company is subject to the following terms and conditions:

- Charge of 50% of the registration fees, plus R700 (+ VAT) Administrative charge will be made for cancellations received in writing at least 14 working days prior to the event.
- or any cancellations received in less than 7 working days before the date of the event, the full fee will be payable and no refunds or credit notes will be
- If a registered delegate does not cancel and fails to attend the summit, this will be treated as cancellation and no refund or credit will be issued.
- By Completing and signing this form, the signatory accepts the terms and conditions as stated on the registration form.
- **Registration fees above INCLUDES the following entitlements:** Entrance to session, registration pack, lunch and refreshment breaks.
- **Registration fees above EXCLUDES the following entitlements:** Travel costs and accommodation.

BANKING DETAILS:

Branch: Fourways Mall | **Account Name:** Empire Conferencing & Training | **Name of Bank:** Standard Bank | **Branch Code:** 051001 | **Account number:** 10157386951
Swift Code : SBZAZAJJ

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