



LABORATORY TRANSFORMATION
Seasonal School 2025

———— SEPTEMBER 02 – 03, 2025 ————

Lab Forward:
**Advancing Efficiency,
Sustainability, and
Innovation in Modern
Laboratories**

2-DAY LIVE VIRTUAL EVENT PROSPECTUS

LabVine™

Welcome to LTSS 2025

Modern laboratories face a pivotal moment. As the demand for faster, smarter, and more sustainable operations accelerates, transformation is no longer optional - it's essential. Under the theme **Lab Forward: Advancing Efficiency, Sustainability, and Innovation in Modern Laboratories**, the **Laboratory Transformation Seasonal School (LTSS) 2025** brings together global experts to explore how labs can thrive in this new era.

Over two dynamic days, LTSS 2025 will unpack real-world strategies for digital transformation, predictive maintenance through AI, sustainability certifications, cross-sector collaboration, laboratory design, and empowering the lab workforce. Whether you're charting your digital roadmap, reimagining infrastructure, or enhancing team performance, this event offers practical insights to help you lead change - not react to it.

Join us to discover how cutting-edge ideas and proven approaches are reshaping laboratories across healthcare, research, environmental science, and industry.

This is your opportunity to connect, learn, and advance your lab - intelligently, efficiently, and sustainably.



Daily sessions
**start at 13:00
UTC and end at
16:10 UTC.**



Daily sessions will
**consist of two 40
minute speaker
slots**, each covering
a different topic
based on the day's
theme.



A **keynote speaker**
will address each
day, kicking off the
day's proceedings.



Knowledge sharing
and transfer will
happen through
interactive,
facilitated sessions
delivered **virtually.**



This is an
international
sponsored
event and is
free of charge.

We have included an overview of the course content and provisional program. Delegates can look forward to the below educational benefits and outcomes:

- ✓ 6 Contact Hours - American Society for Clinical Laboratory Science (PACE)
- ✓ 6 CEUs - Society of Medical Laboratory Technology of South Africa (SMLTSA)
- ✓ Free LabVine Membership
- ✓ Valuable Insights
- ✓ Accredited Certificate of Attendance

Good luck and enjoy the program.



ASCLS P.A.C.E.®
11107 Sunset Hills Road, Suite 100
Reston, VA 20190
CA Accrediting Agency No: 0001



Science | Technology | People

Wilhelm Boshoff

Founder & Managing Director
at LabVine Learning

Thank You to Our Sponsors

Platinum Sponsor

ThermoFisher
S C I E N T I F I C

Silver Sponsors



EVENT SPEAKERS' TOPICS AND ABSTRACTS

DAY 1:

Navigating Transformation

Setting the stage, people-focused leadership, and digital enablement

KEYNOTE ADDRESS



Why Most Laboratory Transformations Fail – And How to Break the Pattern

By Lauren Barnardo

LTS

Laboratory transformation is no longer optional, but it is a necessity in the face of increasing complexity, cost pressure, and rising expectations for speed, quality, and sustainability. Yet, research shows that **60–70% of laboratory transformation initiatives fail** to deliver their intended outcomes. This presentation explores why.

Drawing on both firsthand experience as a former laboratory stakeholder and current role as a transformation consultant, we will examine the root causes of failure through an implementation science lens. Central to the problem is the **"implementation gap"**: a predictable breakdown between expert recommendations and a lab's internal capacity to execute.

Traditional consulting models exacerbate this by focusing on reports rather than results. In contrast, this talk presents a new paradigm: **transformation through systematic capability transfer, collaborative engagement, and de-risked decision-making**. The session will introduce a performance system approach, grounded in peer-reviewed evidence, that delivers **measurable and sustainable results without creating long-term dependency**.

Real-world case insights from international projects will highlight what works and what does not - offering actionable strategies for leaders navigating change. Whether you are in a lab role, managing performance, or driving digital transformation, this session provides a powerful and practical lens on sustainable laboratory improvement.

SPEAKER 01



Leading from the Frontlines: Transforming Phlebotomy Through Leadership, Innovation, and Resilience

By Tokelo Masokela

Lancet Laboratories

The laboratory sector is rapidly transforming, driven by digital integration, quality mandates, and the demand for faster, patient-centered service. Within this shift, phlebotomy team leaders remain undervalued despite being on the frontline of service delivery. This presentation highlights their **pivotal role in laboratory transformation and tackling operational challenges**.

Drawing on experience from two decentralized sites, Hilton Lab and Howick Depot, it explores common hurdles such as **staffing shortages, delayed sample transport, compliance issues, and sustaining team motivation** under pressure. Practical interventions that improved turnaround time (TAT), enhanced patient safety, and strengthened team cohesion will be showcased.

Focusing on the human side of transformation, the session emphasizes emotional intelligence, adaptability, and structured leadership in resource-limited settings. Attendees will gain **actionable strategies to empower phlebotomy teams, improve communication with clinical staff, and align daily operations with institutional goals** - positioning phlebotomy as a strategic driver of laboratory excellence.

EVENT SPEAKERS' TOPICS AND ABSTRACTS

DAY 1:

Navigating Transformation

Setting the stage, people-focused leadership, and digital enablement

SPEAKER 02



Designing the Lab of the Future: A Practical Roadmap for Digital Transformation in Life Sciences

By Ken Alves

KA Informatics Consulting

The life sciences industry is undergoing rapid digital evolution - and the laboratory is at the center of it. But turning buzzwords like “Lab of the Future” into reality requires more than just deploying new software or automating instruments. It takes a strategic, phased, and people-centered approach to reimagine how lab data, systems, and people work together.

In this presentation, Ken will walk through a **practical roadmap to help R&D, QC, and IT leaders create a digitally integrated, intelligent, and scalable laboratory ecosystem**. Drawing on real-world examples and best practices, we'll explore how to define your digital vision, modernize core informatics platforms, and leverage emerging technologies such as AI, digital twins, and Lab-as-a-Service (LaaS).

Whether you're just starting your digital transformation journey or looking to optimize your existing systems, this session offers a comprehensive yet actionable framework for making your lab future-ready - today.

EVENT SPEAKERS' TOPICS AND ABSTRACTS

DAY 2:

Enhancing Laboratory Performance

Deepening innovation, managing risks, and embedding sustainability

KEYNOTE ADDRESS



Predict to Protect - Mission Critical: AI-driven Maintenance Strategies for Critical Laboratory Infrastructure

By Sonja Strydom

Vitro Technology (PTY)Ltd

In today's high-stakes laboratory environments, equipment downtime can compromise data integrity, delay operations, and increase regulatory risk. Traditional maintenance approaches - reactive and scheduled preventive - are no longer sufficient. This session explores how artificial intelligence (AI) enables predictive, data-driven maintenance by analyzing real-time and historical equipment data to detect early signs of failure. Through smart sensors, cloud-based platforms, and AI-powered alerts, labs can reduce downtime, extend asset lifespan, and optimize compliance. Applications span biopharma, clinical research, and regulated industries where uptime is mission-critical.

Attendees will gain a **practical framework for transitioning to predictive maintenance, including technology requirements, implementation steps, and return on investment**. Real-world use cases will highlight how AI can transform lab operations from reactive to proactive, offering strategic advantages in safety, efficiency, and sustainability.

SPEAKER 01



Artificial Intelligence (Healthcare) - Ethics & Guidelines

By Taranjeet Singh

Rayat Bahra University, Mohali, Punjab, India

Artificial intelligence (AI) is transforming healthcare through enhanced diagnostics, treatment planning, and operational efficiency, but it also presents significant ethical challenges. This talk explores the **key principles guiding responsible AI use - transparency, fairness, accountability, patient autonomy, and data protection** - and their role in safeguarding patient trust. We will examine how opaque algorithms, biased data, and limited oversight can impact patient safety and decision-making. Practical strategies will be shared for implementing ethical AI, including documenting model limitations, auditing for bias, ensuring human oversight, and protecting data confidentiality. The session also highlights relevant guidelines and regulatory frameworks, such as HIPAA and the AI Bill of Rights, that support safe and effective AI integration. Attendees will leave with actionable insights for adopting best practices in AI governance, validation, and patient communication - ensuring that healthcare organizations can **leverage AI's potential while prioritizing ethical responsibility and maintaining public confidence**.

EVENT SPEAKERS' TOPICS AND ABSTRACTS

DAY 2:

Enhancing Laboratory Performance

Deepening innovation, managing risks, and embedding sustainability

SPEAKER 02



Reimagining the Lab: Where Science Meets Sustainability

By Kayla Stocking

My Green Lab

While science propels advancements in healthcare, technology, and beyond, the laboratories that power this innovation often come with a significant environmental footprint. As sustainability becomes a global imperative, laboratories are uniquely positioned to lead by example - if equipped with the right tools and strategies.

This session explores how the **My Green Lab Certification 2.0** program is transforming lab sustainability from aspiration into measurable action. Through a practical, data-driven framework, the program enables labs to reduce energy and water consumption, minimize waste, improve procurement practices, and even uncover financial savings - all without compromising scientific integrity.

We'll share real-world success stories from labs around the world and explore the importance of third-party verification in ensuring credibility and driving continuous improvement. Attendees will gain insight into how **measurable impact and scaling sustainable practices** are not only possible but essential in modern research environments.

Whether you're just beginning your sustainability journey or looking to elevate existing efforts, this session will equip you with **actionable strategies, a framework for progress, and a clear path to credible, high-impact change** in your lab.

Your Organizer and Hosts



Hanine van Deventer

Chief Executive Officer at LabVine

Hanine brings over 16 years of experience as a professional engineer, managing large-scale infrastructure projects. Renowned for her adept management of multidisciplinary projects, Hanine champions excellence through performance-driven initiatives.

Her proactive approach to change has positioned her as a leader in implementing innovative systems. Since 2020, she has steered LabVine towards unprecedented success, offering unparalleled support to laboratories globally. Under her leadership, LabVine has become synonymous with innovation and collaboration, providing comprehensive training programs and fostering dynamic partnerships.

Her dedication to driving continuous improvement sets the standard for laboratory management, ensuring a brighter and more innovative future for the industry.

[VIEW ON LINKEDIN](#)

<https://www.linkedin.com/in/hanine-van-deventer-944a0b84/>



Joy-Mari Buys

Digital Account Manager and Laboratory Professional

Joy-Mari is a dedicated laboratory professional and holds a master's degree in Medical Cell Biology from the University of Cape Town. Her extensive experience in laboratory science has provided her with a deep understanding of the field. In 2020, she joined the LabVine team and transitioned into the role of Digital Account Manager, where she plays a key role in curating and disseminating valuable insights from global experts in laboratory science, making advanced laboratory knowledge accessible to an international audience. As part of a dynamic team, she has contributed to reaching over 17,000 members, delivering unique and valuable content focused on the professional development of laboratory professionals.

[VIEW ON LINKEDIN](#)

<https://www.linkedin.com/in/joy-mari-buys-00a223a4/>



Louise Beretta-Venter

LabVine Facilitator

Louise brings over 30 years of HR and training experience, with a strong passion for people development. She has worked with the Power of Process team since 2017 and played a key role in achieving their accreditations. Louise holds multiple qualifications in HR, Training, Business, and Franchise Management, and is an accredited SDF, Facilitator, Assessor, and Moderator. She is a registered HR Practitioner with SABPP and has delivered over 80 accredited programmes across various industries. Louise has also contributed to coaching initiatives for LTS Health Learning, Pathcare, and USB, and completed multiple LabVine transformation programmes.

[VIEW ON LINKEDIN](#)

<https://www.linkedin.com/in/louise-beretta/>

Speaker Bios

DAY 1



Lauren Bernardo

LTS



Lauren Bernardo is a dynamic and results-oriented Laboratory Consultant at LTS, bringing over 15 years of experience across the government, pathology, and biotechnology sectors. MBA-qualified, she combines technical depth with strategic insight to drive impactful laboratory transformation.

Her expertise spans diagnostic clinical testing (Haematology, Clinical Chemistry, Serology, and Microbiology), DNA analysis, Next-Generation Sequencing (NGS), and Good Laboratory and Clinical Practice (GLP & GCLP). She is well-versed in implementing and maintaining Quality Management Systems, including ISO 9001, 17025, 15189, and 13485 - recognized cornerstones of operational excellence.

Known for her integrity, emotional intelligence, and people-centered leadership style, Lauren builds strong relationships and fosters collaborative, purpose-driven teams. Her ability to connect technical strategy with human dynamics enables her to guide laboratories through meaningful and sustainable change.

Date: September 02, 2025

Time: 13:10 - 13:50 UTC

Address: Why Most Laboratory Transformations Fail – And How to Break the Pattern

[VIEW ON LINKEDIN](#)

<https://www.linkedin.com/in/laurenalberts/>



Tokelo Masokela

Lancet Laboratories

Tokelo Masokela is a dynamic Phlebotomy Team Leader with extensive experience leading high-performance teams across diverse healthcare settings. He leads with purpose, clarity, and vision - empowering teams through accountability, collaboration, and continuous growth. With a strong foundation in patient care compliance, turnaround time (TAT) optimization, and team development, Tokelo combines emotional intelligence with a solution-driven mindset. His leadership encompasses mentoring, strategic implementation of laboratory systems, and fostering collaboration among phlebotomy, technical, and administrative units. Tokelo is at the forefront of driving transformation initiatives that enhance sample integrity, documentation standards, and staff engagement. A passionate advocate for professional development, he champions the role of phlebotomy as a cornerstone of healthcare excellence. His leadership fosters a culture where every team member is valued, challenged, and inspired to contribute to a more efficient and patient-focused healthcare system.

Date: September 02, 2025

Time: 14:00 - 14:40 UTC

Address: Leading from the Frontlines: Transforming Phlebotomy Through Leadership, Innovation, and Resilience

Speaker Bios

DAY 1



Ken Alves

KA Informatics Consulting

Ken Alves is a professional in the Laboratory Informatics space, where he leads digital laboratory transformation initiatives for life sciences organizations across R&D, QC, and manufacturing. With over 15 years of experience - and a foundational career as a research scientist in the pharmaceutical industry - Ken brings a rare blend of scientific understanding and digital strategy to every engagement. He has successfully delivered enterprise-scale lab informatics projects at global pharma and biotech companies while holding senior consulting roles across the industry. His expertise includes LIMS implementation, data integrity, digital lab architecture, and workflow optimization. Ken focuses on helping clients adopt FAIR data principles, ensure GxP compliance, and build agile, insight-driven laboratory ecosystems. He is passionate about creating scalable, future-ready labs by aligning technology with people and process - and has become a trusted advisor to organizations modernizing their scientific operations.

Date: September 02, 2025

Time: 14:50 - 15:30 UTC

Address: Designing the Lab of the Future: A Practical Roadmap for Digital Transformation in Life Sciences

[VIEW ON LINKEDIN](#)

<https://www.linkedin.com/in/kenneth-alves-pmp-pmi-pba-0a05351/>

Speaker Bios

DAY 2



Sonja Strydom

Vitro Technology (PTY)Ltd



Sonja Strydom is an accomplished executive with over 17 years of experience in the life sciences, pharmaceutical, and laboratory equipment industries. Currently serving as Managing Director of Vitro Technology (Pty) Ltd since January 2025, she brings extensive leadership in the design, implementation, and business development of cutting-edge scientific solutions across Africa. Her previous roles as Continent Manager for Esco Technologies and Esco Projects underscore her ability to lead cross-functional teams, establish new subsidiaries, and manage multimillion-Rand projects in Laboratory facilities and healthcare environments. With a Bachelor of Science (Cum Laude), Accounting as well as various international training courses relating to Laboratory and Process equipment and facilities, Sonja combines technical acumen with strategic business insight. She is passionate about innovation in laboratory design, client engagement, and empowering diverse teams to deliver excellence in the scientific industry. Her strengths include strategic thinking, relationship building, and driving operational excellence across complex projects and multinational partnerships. In her free time, she is a Life and Business coach through the Gallup Academy, USA.

Date: September 03, 2025

Time: 13:10 - 13:50 UTC

Address: Predict to Protect - Mission Critical: AI-driven Maintenance Strategies for Critical Laboratory Infrastructure

[VIEW ON LINKEDIN](#)

<https://www.linkedin.com/in/sonja-strydom-8b65334b/>



Taranjeet Singh

Rayat Bahra University, Mohali, Punjab, India

With over 18 years of experience across laboratory practice, corporate roles, and academia, Taranjeet is a seasoned professional in medical laboratory sciences and healthcare quality management. Currently serving as Assistant Professor of Medical Laboratory Science at Rayat Bahra University, Mohali, he brings a wealth of global experience, including his role as a commissioning member of Francistown Academic Hospital in Botswana and former Head of Quality Assurance at Atulaya Healthcare, Punjab. He holds multiple advanced qualifications, including master's degrees in Clinical Biochemistry, Total Quality Management, and Hospital Administration & Healthcare Quality, as well as a PG Diploma in Artificial Intelligence, and is currently pursuing a PhD. A registered Medical Laboratory Scientist with BHPC, he is also a member of the American Society for Clinical Laboratory Science (ASCLS) and an internationally trained auditor for QMS and Lean Six Sigma. His expertise spans laboratory operations, quality assurance, and the integration of innovative technologies in healthcare.

Date: September 03, 2025

Time: 14:00 - 14:40 UTC

Address: Artificial Intelligence (Healthcare) - Ethics & Guidelines

[VIEW ON LINKEDIN](#)

<https://www.linkedin.com/in/taranjeet-singh-8007033b/>

Speaker Bios

DAY 2



Kayla Stocking

My Green Lab

Kyla Stocking is a dynamic and mission-driven life sciences professional with deep expertise in scientific research, sales, and sustainability. Currently, she serves as a Market Development Representative at My Green Lab, where she combines technical insights and commercial acumen to promote eco-friendly laboratory practices worldwide.

Previously, Kyla held roles in R&D, manufacturing, and proficiency testing at ZeptoMetrix, and worked as a Research Technologist at Roswell Park Comprehensive Cancer Center. She also brings experience in sales and marketing within the life sciences sector from her time at Thermo Fisher Scientific. This diverse background enables her to effectively bridge scientific rigor with business strategy. In her nonprofit leadership role, Kyla serves as Board Vice President and Equity Committee Co-Chair at the Western New York Land Conservancy, championing environmental inclusion and conservation equity within her community.

Her qualifications include certifications in Leading the Sustainability Transformation and accreditation as a My Green Lab Accredited Professional, all built on a strong academic foundation with a Bachelor of Science (BSc) in Biochemistry.

Date: September 03, 2025

Time: 14:50 - 15:30 UTC

Address: Reimagining the Lab: Where Science Meets Sustainability

VIEW ON LINKEDIN

<https://www.linkedin.com/in/kayla-stocking-88a96468/>



Preliminary Program Outline

September 02 - 03, 2025

NAVIGATING TRANSFORMATION

ENHANCING LABORATORY PERFORMANCE

TIME (UTC)	TUESDAY	WEDNESDAY
13:00- 13:10	OPENING SHOW AND WELCOMING BY LABVINE	OPENING SHOW AND WELCOMING BY LABVINE
13:10 - 13:50	Why Most Laboratory Transformations Fail – And How to Break the Pattern Keynote Speaker: Lauren Barnardo from LTS	Predict to Protect - Mission Critical: AI-driven Maintenance Strategies for Critical Laboratory Infrastructure Keynote Speaker: Sonja Strydom from Vitro Technology (PTY)Ltd
13:50 - 14:00	BREAK	BREAK
14:00 - 14:40	Leading from the Frontlines: Transforming Phlebotomy Through Leadership, Innovation, and Resilience Speaker: Tokelo Masokela from Lancet Laboratories	Artificial Intelligence (Healthcare) - Ethics & Guidelines Speaker: Taranjeet Singh from Rayat Bahra University
14:40 - 14:50	BREAK	BREAK
14:50 - 15:30	Designing the Lab of the Future: A Practical Roadmap for Digital Transformation in Life Sciences Speaker: Ken Alves from KA Informatics Consulting	Reimagining the Lab: Where Science Meets Sustainability Speaker: Kayla Stocking from My Green Lab
15:30 - 16:00	Q&A	Q&A
16:00 - 16:10	REFLECTION AND CLOSURE	REFLECTION AND CLOSURE

** This program is subject to change without prior notice.*

LTSS 2025 is an international, sponsored event, and attendance is free of charge. Delegates attending the entire event will receive a Certificate of Attendance. Contact us for more information.

LabVine™
POWER of PROCESS

RSA +27 82 565 4671
US +12 242 08 1300
UK +44 740 222 1955
E : info@labvinelearning.com
W : www.labvinelearning.com

Date: September 02-03, 2025
Time: 13:00 – 16:10 UTC Daily
Duration: 2 Days
Hosted By: [LabVine](https://www.labvinelearning.com)
Location: Virtual Zoom Event

Attend, Present or become a Sponsor
 at the LTSS 2025.

 **FREE Registration**



LABORATORY TRANSFORMATION
Seasonal School 2025

REGISTER NOW

GET IN TOUCH

RSA: +27 82 565 4671

US: +12 242 08 1300

UK: +44 740 222 1955

E: info@labvinelearning.com

W: www.labvinelearning.com

LabVine™

Proudly Sponsored By

ThermoFisher
SCIENTIFIC

LTS

TRANSFORMING LABS
EMPOWERING FUTURES

eValuate
LAB COST MANAGEMENT. EASY AS ABC

BECOME A SPONSOR