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GIBS Spokespeople



**Gordon
Institute
of Business
Science**

University
of Pretoria



Abdullah Verachia

Abdullah serves as the CEO of The Strategists where he plays an active role in assisting companies and organisations craft competitive future strategies. He has significant expertise in strategy, competitiveness and sector trends and facilitates a number of high level strategy sessions and breakaways for companies and governments and also speaks globally in this area. He led the team that crafted the 2017 - 2030 Gauteng Economic Development Strategy with the Premier and Executive Council. He also led the 2017 Mauritius Competitiveness foresight strategy, He also plays a lead role on the Oxford University and Gates Foundation programme on South Africa in a Digital Age.

Having presented and consulted in over 60 cities globally Abdullah has been recognised as a leading speaker, disruptor, strategist and thought leader on competitiveness and the interplay between strategy and disruptive innovation. His experience make him a sought after global speaker in these areas. In December 2017 Abdullah received a standing ovation at the acclaimed TEDx Euston in London. Abdullah was also asked to be the keynote speaker at the 2018 World Speech Day.

Abdullah has built a number of disruptive and truly innovative companies. He is thus able to fuse experience, insight, strategy and expertise into a beautiful tapestry that

has relevance and application to companies and organisations around the world.

He holds a Bachelors in Law and a Masters in Management (cum laude). He has also completed executive programmes on strategy and shared value and also on Competitiveness, with Professor Michael Porter's Institute of Strategy and Competitiveness, at Harvard Business School. He also completed an executive programme at University of Oxford's Said Business School as well as an executive programme on broadcast technology at Columbia Business School.

He has presented around the world to leading listed firms, international organisations and governments including in Beijing, Shanghai, Shenzhen, Mumbai, Bangalore, Delhi, Singapore, Kuala Lumpur, Hong Kong, Accra, Dar Es Salaam, Nairobi, Frankfurt, Munich, Copenhagen, Madrid, Paris, London and New York. He has been asked to present at some of the world's leading institutions including the School of Public and International Affairs at Colombia University in New York, Tedx Euston, the OECD in Paris and Casa Asia in Madrid amongst others.

Area of expertise

Strategy and innovation

Emerging markets; dynamic capabilities, adapting in changing context

Strategic foresight and scenario planning

Youth development and engagement



Prof Adrian Saville

Adrian Saville's qualifications include a Bachelor of Arts (Honours) (cum laude), M.Com (cum laude) and PhD (Economics), which he completed at the University of Natal in 1997 and for which he was awarded the Economics Society of South Africa's Founders Medal. He is a UNESCO laureate and a matriculant of Linacre College (Oxford). He has completed programmes in value investing and competitive strategy at New York's Columbia University and Harvard Business School in Boston.

In 1994, while completing his doctorate in economics, Adrian formed an investment vehicle which became the forerunner to Cannon Asset Managers which he founded in 1998. In 2017 Bidvest Financial Services acquired Cannon Asset Managers. Today Adrian serves as Chief Executive at Cannon Asset Managers.

Adrian has experience in managing all the major asset classes and has successfully combined teaching and business, having lectured at the University of the Witwatersrand, the University of KwaZulu-Natal, the University of Pretoria, London

School of Business, Kelley School of Business, Rotterdam School of Management and the Estonian Business School. He has held a Professorship of Economics, Finance & Strategy at the Gordon Institute of Business Science (GIBS) since 2003, where he teaches in the fields of macroeconomics, investment finance and strategy. Adrian has received the Excellence in Teaching Award at GIBS one ten occasions since 2007.

In 2012, he was nominated for the Economist Intelligence Unit's Business Professor of the Year Award and in 2014 he received the Central and East European Management Development Association award in teaching excellence. Adrian's successful career has encompassed consulting widely to government and the corporate world, including serving as an economic consultant to Visa South Africa. He has presented to global audiences in many destinations, including Botswana, Brazil, Chile, Estonia, France, India, Japan, Germany, Ghana, Kenya, Netherlands, Nigeria, Singapore, United Kingdom, United States, Zambia and Zimbabwe.

Area of expertise

Economics

Finance

Strategy



Marius Oosthuizen

Marius Oosthuizen is a member of faculty at the Gordon Institute of Business Science, University of Pretoria, South Africa. He teaches leadership, strategy and ethics, and heads up the Future of Business Project that uses strategic foresight methods to explore the future of South Africa, Africa and BRICS.

Marius is a previous participant of the Oxford Scenarios Programme at Saïd Business School, University of Oxford, UK. He holds a Masters in Strategic Foresight from Regent University, Virginia Beach, USA. He is currently writing a PhD proposal on Integrative Public Leadership and completing a Masters in Applied Social and Political Ethics.

Marius has worked with business leaders, policy makers and civil society activists

using his expertise in stakeholder dialogue, scenario planning, strategic foresight and systems thinking to create future-orientated strategy. He is a member of the Advisory Council of the Association of Professional Futurists and recent participant in the London-based School of International Futures, as well as a recent contributor to the European Strategy and Policy System, the foresight think tank of the European Parliament.

In his capacity as a consultant, Marius has worked within the following sectors; IT, financial services, insurance, agriculture, manufacturing (chemicals), warehousing and logistics, oil and gas, international relations, social development, tourism, city and regional planning and mining engineering.

Area of expertise

Senior leadership development

Integration of ethics and strategy

Socio-political and socio-economic context, environment of business

Long-term national, regional and global futures



Prof Nick Binedell

Nick Binedell is the Founding Director and Sasol Chair of Strategic Management of the Gordon Institute of Business Science, a Business School situated in Illovo, Johannesburg and established in January 2000, by the University of Pretoria.

After an initial career in the industry in the Mining and Manufacturing sectors in sales and general management in the Barlow Rand Group, Nick has focused his career for the past 20 years in the area of business education.

In 1998 he was invited to establish a new business school focused on meeting the individual and corporate needs of business in South Africa.

The school has rapidly established itself as a leading business school in South Africa with a strong focus on partnering

with leading South African corporates and providing a high level of local and international business education. It was recently ranked as one of the top 40 global executive education providers by the London Financial Times.

Nick is a determined traveller and explorer. His earlier roots included extensive travel and by the time he was ten he had lived in Zimbabwe, Germany, Yemen, Kenya, South Africa and Britain. He has spent five years in the United States and in the past three years has travelled to Sydney, Shanghai, Dubai, Prague, Budapest, Lagos as well as European and American cities.

His area of expertise is in the field of business strategy formulation and his academic and consulting work, although dominantly in South Africa, includes work in the United States, Europe and Australia.

Area of expertise

- Strategy
- Strategic leadership
- Globalisation
- Emerging markets
- Socio political and economic forces shaping the business environment



Rabbi Gideon Pogrund

Rabbi Gideon Pogrund founded and directs the GIBS Ethics and Governance Think Tank. Working with senior business, government and civil society leaders, the Think Tank's purpose is to influence and encourage South African business to follow a more ethical approach and thereby help secure a more successful, sustainable future for the business community and the country.

He established the Ethics Barometer for South African business, applying a Harvard Business School (HBS) research instrument and engaging with over 8.000 employees from 15 of SA's leading companies.

He has spoken at international business schools such as HEC Paris, Baruch College in New York and Nottingham Business School and participated in international leadership forums including the World Economic Forum (WEF) Partnering Against Corruption Initiative (PACI). He consults

to corporations, helping them to improve their ethics management, and his clients include the Johannesburg Stock Exchange (JSE), Sanlam, Liberty, Discovery, the South African Institute of Chartered Accountants (SAICA) and Google.

He has contributed articles and been interviewed in various media outlets, including Business Day, the Financial Mail, the South African Broadcasting Corporation (SABC), Finweek, Carte Blanche, CNBC Africa and Thomson Reuters. He is a member of the Council of Elders of the Institute of Stakeholder Relations Southern Africa (ISRSA).

He holds a MA from Trinity College, Cambridge University.

The Association to Advance Collegiate Schools of Business (AACSB), a network of over 800 business schools from across the globe, has named the Think Tank as one of its Innovations that Inspire.

Area of expertise

Ethics and sustainability

Governance



Prof Gavin Price

Prof Price is an admitted attorney and has also worked as a corporate legal advisor in the property development industry before joining the banking and finance industry. In the banking industry, he was the legal manager and chief mediator for the industry's ombudsman before joining Stannic (Standard Bank) as their head of legal, compliance and operational risk. He was also a member of their executive committee. In addition to his expertise in the banking and finance industry, Prof Price has considerable experience and

knowledge through his work in the property development, retail and motor industries. Prof Price has travelled extensively (over 60 countries) and, as such, has developed a broad understanding of cultural diversity as it applies to a multitude of business facets.

Gavin is the Chairman of the GIBS Research Ethics Committee and GIBS Evaluations and Assessments Committee, a member of the UP Senate Committee for Research Ethics and Integrity and the GIBS Admissions Panel. He is also Lead faculty for the Leadership Course on the GIBS MBA.

Area of expertise

Persuasion and Influence

Decision-making

Leadership

Ethics



Dr Jonathan Marks

Jonathan Marks holds a Master's in Business Administration (MBA) degree from the University of Cape Town's Graduate School of Business, as well as a Doctorate in Philosophy, focused on entrepreneurship, from the University of Cape Town's faculty of engineering and the built environment. Dr Marks was founding director of the Raymond Ackerman Academy of Entrepreneurial Development (located at UCT) and was responsible for entrepreneurial knowledge management at the Allan Gray Orbis Foundation.

He has taught entrepreneurship, business planning, new venture planning, innovation, corporate innovation and entrepreneurship and entrepreneurial thinking at the University of Cape Town for the past twelve years. His teaching and research have crossed a range of disciplines including commerce, science, engineering and humanities, and has included over 1 000 student projects and business plan projects.

Area of expertise

- Entrepreneurship
- Entrepreneurial thinking
- small business development
- Entrepreneurship education
- Corporate entrepreneurship
- Family business



Steven Zwane

Steven Zwane's work experience has been in the areas of Technology; Operations; Sales & Marketing; Human Resources; Strategy Planning, Formulation and Execution; Performance Management & Reporting; and Channel Management across industries such as Education & Training, Financial Services and Management Consulting. He has held Leadership, Management and Directorship positions in the mentioned industries, more recently with Barclays Africa Group before assuming the CEO role at the National Student Financial Aid Scheme. His over fifteen years Financial Services experience has cut across Retail Banking, Private Banking, Business Banking & Insurance and Development Financing. He is currently a full-time executive that takes up consulting, training and teaching assignments. Additionally, as the Founder and Chairperson of the award-winning Youth Leadership & Entrepreneurship Development (YLED) non-profit organisation he guides and provides oversight on the running of the organisation's programmes.

Since 2004, he has been a resident facilitator / lecturer on a part time basis in the field of leadership, entrepreneurship

and business on numerous youth development programmes including life skills and mentorship (Accenture South Africa, First National Bank), Junior Achievement's MEP, Youth Leadership and Entrepreneurship Development programmes and Wits Business School's New Venture Creation Programmes aimed at various school going youth. He transitioned into mainstream lecturing in 2012 with a stint in the Milpark Business School Certificate in Management Development (2012, 2013); Wits Business School/BANKSETA's International Development Programme (2014, 2015); and Wits Business Schools' Management Accelerated Programme (2014).

Steven Zwane serves in the Canon Collins Trust Alumni as one of the founding members and at YLED non-profit organisation as the Chairperson. He previously served in the Board of the Institute of Bankers, and he is also a member of the Sector Skills Plan sub-committee at Bankseta. Mr. Zwane has also acted as a judge for South Africa's premier Travel and Tourism Awards, the Lilizela Awards, for three years (2013 to 2015).

Area of expertise

- Entrepreneurship
- Strategy planning & execution
- Operations management



Silas Matlala

Silas Matlala's career started off in the Customer Insights area with Nielsen SA, and then morphed into classical Marketing. He was a Customer Insights Manager at Colgate-Palmolive, Head of Research and Planning at Kellogg's, and Group Research Head for Tiger Brands. He was a brand manager for the Kellogg's kids' portfolio, Category Marketing manager for the Tastic Rice division of Tiger Brands, and then later Head of Marketing for the multi-category Tiger Brand's Home Care portfolio. His last corporate gig was being a Marketing Executive, for Nedbank Insurance.

As the founder of The Khanyisile Center, a strategic marketing consultancy service organisation – Silas continues to consult for a clientele that spans across Research agencies, Marketing & Communication agencies, FinTech, FMCG, and Resources.

He is currently involved with BrandQuad, a marketing and training company operating

out Nairobi Kenya. This has further given him exposure to markets and businesses in Telecommunications, Financial Services, Retail and Manufacturing.

Silas co-founded, and continues to run, a township-based hospitality and entertainment establishment – DKN.

Silas joined GIBS in 2013 as Adjunct faculty. He teaches and facilitates across multiple disciplines; covering Strategic Marketing, Customer Centricity, Entrepreneurship, Business Development and Sales, within both the Academic and Executive Education areas. He has also been a coach, mentor, and adjudicator on the GIBS' Entrepreneurship Development Academy.

With 22 years of multi-categories, multiple countries, corporate and entrepreneurial experience, Silas brings in a rich and diverse wealth of practical experience, which he uses to enhance his teaching, facilitation and coaching.

Area of expertise

- Marketing
- Customer Centricity
- Sales
- Business Development
- Research and Customer Insights



Dr Dorothy Ndletyana

Dr Dorothy Ndletyana, a Fulbright Scholar, is a Lecturer at GIBS. Her teaching interests are broadly in Organisational Development, Leadership, Coaching and Talent Management.

Dorothy is the Director of Ndletyana Learning, an Integral Learning & Development company, that offers the following services: Integral Coaching; Design, Development, & Facilitation of deeply transformative interventions and Talent Management Advisory. Their clients include: Fraser Alexander, Tarsus Technology Group, Discovery Invest, Oxfam South Africa, City of Tswane, UNISA, UCT GSB.

Dorothy has 18 years' local and international experience in the

professional services, financial and not-for-profit sectors. She is an ICF accredited Associate Certified Coach and a New Ventures West Certified Integral Coach.

Dorothy led Standard Chartered Bank's Learning function across 15 African countries. Prior to this she was responsible for Learning & Talent Management at FirstRand's Corporate Centre and Leadership Development for the FirstRand Group. She served Deloitte for nine years, both as Head of Learning in South Africa and Global Learning Manager at Deloitte Touche Tohmatsu in New York. While there, she worked across 16 European countries. She is excellent at creating interventions that enable people and organisations to thrive.

Area of expertise

- Organisation development & transformation
- Leadership (self & others)
- Employee engagement & wellbeing
- Diversity & inclusion
- Developing learning organisations
- Learning strategy development
- Learning programme design, development & facilitation
- Strategic talent management
- Integral coaching (individual, in-tact teams & groups) and mentoring
- Enneagram coaching



Prof Louise Whittaker

Prof Whittaker is an expert on strategy, governance and ethics, particularly in relation to organisations and information systems. Governance cannot be meaningful without ethics, and both are essential to successful strategies and projects.

She has extensive experience and interest in qualitative and phenomenological research.

As such, she has supervised 3 completed PhDs and over 100 MBA research reports, many of them in these areas, as well as conducting her own published research, and strategic consultancy work. She is an associate editor for the Information Systems Journal, a major international journal.

She has managed a multi-disciplinary team of academics and administrators in the delivery of an academic programme comprising multiple postgraduate degrees and diplomas, delivered to hundreds of students working directly with Deans and Directors at senior levels at GIBS. She has extensive experience with curriculum design and international accreditation processes for business schools.

In summary, her specialties are information systems strategy, governance, ethics and organisational effects; research supervision; qualitative research; phenomenology; applied ethics.

Area of expertise

Critical interpretations of information systems and management issues

Qualitative research methodology

Phenomenology

Applied ethics



Prof Helena Barnard

Prof Helena Barnard is a full professor at GIBS and responsible for the GIBS doctoral programme. She was on the organising committee for the Academy of Management Africa conference at GIBS in 2013, and is the Academy of International Business (AIB) Vice President for Administration for 2017 to 2020. She is a 2018-2019 Dunning Fellow at the John H Dunning Centre for International Business at Henley Business School.

She is an area editor for the newly launched Journal of International Business Policy, the sister journal of the well-regarded Journal of International Business Studies, and the deputy editor in charge of Africa for the journal Management and Organizational Review. She is on the editorial review board of Global Strategy Journal, IEEE Transactions in Engineering Management and Academy of Management Perspectives.

Before she started her academic career, she worked at Home Depot in the USA from 1999 to 2004, first in Instructional Design and then in Logistics. Her first career was in the field of Adult Basic Education and Training (ABET).

Helena has been an invited speaker on emerging market multinationals at inter alia Aalborg University in Denmark (February 2006), Northeastern

University in Boston (August 2012), the COST Action Group at the European International Business Academy in Sussex, UK (December 2012) and at NYU at a conference organised by Phankaj Ghemawat (September 2016).

From 2008 to 2010 she, together with the University of Lund (Sweden) conducted a cross-national project on innovation in the automotive and ICT industries in South Africa, India and China. Helena served on the executive and scientific committee of an EU-funded FP7 project on global innovation networks (2009 – 2011). She also developed the proposal leading to Academy of Management, the leading professional organisation for management scholars, conducting its first-ever conference outside of North America at GIBS in Johannesburg in January 2013.

She is involved with ongoing projects with the University of Strasbourg (France) and Maastricht University (Netherlands) on global academic collaborations and with the Oxford Internet Institute on how online markets are changing business across borders. She is a fellow at the CEIBS Center for Emerging Market Studies and the DIODE network (Development Impacts of Digital Economies) at Manchester University. She has been rated as an internationally recognised scholar by the South African National Research Foundation.

Areas of expertise

Research

Organisational Practices

Innovation



Thomas Kgokolo

Thomas Kgokolo is the Deputy Board Chairperson at the Mineworkers Provident Fund (MWPF), a position that requires him to oversee R28 billion assets under management. He is also the Chairperson of the Audit and Risk Committee (ARC) of the fund. The two roles requires him to oversee both internal and external audit processes including the preparation and submission of the provident fund's annual financial statements.

As a Chairperson he oversees the governance, risk management and control environment of the funds' investments. Moreover, he continuously work with external actuaries to ensure adequate financial risk for the fund. He serves as the Chairperson of the Audit and Risk

Committees at the National Consumer Tribunal and as a member of the Audit and Risk Committee at Financial Intelligent Centre. In 2018, he joined the Air Traffic Navigation Systems SOC Ltd as a Non-Executive Director and was further seconded to serve on the Audit Committee, Procurement, Research & Development committees at the same entity.

Thomas is a Chartered Accountant and holds an MBA from the Gordon Institute of Business Science (GIBS). Moreover, he lectures corporate finance for MBA at the same institution. Through various positions as a board and audit committee member, he has oversight of private and public entities with a combined net asset value of +-R30 billion.

Area of expertise

Strategic finance and value creation

Corporate finance

Corporate governance

Strategy and organisational improvement



Dr Manoj Chiba

Dr Manoj Dayal Chiba is a management professional & has held senior positions in different sectors, with a deep technical expertise in data and technology, with over 12 years of experience. This experience has allowed him to draw on the relevant understanding to exploit opportunities & align strategies. His training, qualifications & passion for data & the intersection with technology drive his underlying philosophy for evidence-based decision-making, the impact on the future of business and society.

Some of his work includes: Data Science, serving as a data scientist; building data science capabilities and operationalising this capability sustainably within organisations of different sizes; strategy and structure consulting work; price-setting strategies for organisations; market share analysis; SME for legal cases and innovation consulting. He has consulted

to over 60 companies locally and globally, with hands-on experience in over 10 African countries and serves as a non-executive director for two organisations. He also has a deep passion and spends a considerable time working with youth, education, and developing the youth in South Africa.

At GIBS Manoj is a Senior Lecturer and Faculty member, lecturing research, statistics, predictive analytics, digitisation, intersection of business, society and technology, artificial intelligence and lead faculty for innovation and design. He also supervises MBA and PhD theses in the fields of: International business strategy and structure; Data and strategy; Digital Business models; and innovation. He is also a reviewer for: European Business Reviewer; and South African Journal of Business Management. Furthermore, he is an external examiner for the University of Witwatersrand's School of Governance.

Area of expertise

Organisational structure (strategy)

Analytics

Evidenced-based decision-making

Research

Statistics

Predictive analytics

Digitisation

Intersection of business, society and technology

Artificial intelligence



Dr Kerry Chipp

Dr Kerry Chipp has been a senior lecturer at GIBS for 12 years. She holds a doctorate from KTH Royal Institute of Technology, Stockholm, Sweden. She has published locally and internationally, developed and taught Research Methodology for MBAs, delved into Consumer Behaviour in Emerging Markets and developed and managed the MBA research process. Dr Chipp has taught previously at Luleå Tekniska Universitet (LTU), Sweden (2 years), and the University of the Witwatersrand (8 years).

Concurrently Kerry runs a market research consultancy, with clients across the spectrum, from private banking to the public sector. She has been heavily involved in media measurement with the not for profit South African Advertising and Research Foundation (SAARF) and its successor, MRF (Market Research Foundation). One of the strengths of her research to bring business relevance into academic research and academic rigour and insight into business problems.

Dr Chipp's core discipline is consumer behaviour. South Africa, being an emerging market has enabled her to contribute to the field in two main ways: first, alter narrative on low income consumers (termed Bottom of the Pyramid) and emerging middle class consumers to view both groups holistically and deal with their challenges in marketing environments. In doing so, she has lead a discussion on inequality and power imbalances in marketing, wherever they be found, which could be online, offline or challenging the notion of customer centricity in oligopolistic markets. She has published on these topics in notable international journals, such as the Journal of Business Research, European Journal of Marketing and European Business Review.

Dr Chipp is a reviewer for many journals, such as Business Horizons, European Business Review, Journal of Product and Brand Management, Journal of Business and Industrial Marketing, Journal of Wine Research, South African Journal of Business Management, Journal of Public Affairs; Management Dynamics, South African Journal of Business Sciences, African Growth Agenda. She also reviews regularly for a number of international conferences: Hawaii International Conference on System Sciences (HICSS-50) 2018, one of the most reputable and influential conferences in the field of system sciences (<http://www.hicss.org>), Academy of Marketing Science (San Diego, Canterbury, Edinburgh and Brisbane), Emerging Markets Conference Board (Dubai) and IIMA, Islamabad, India, (2013, 2015 and 2017). Dr Chipp is also a member of the Academy of Marketing Science (USA), and Marketing Association of South Africa MA(SA).

She has published two books, been interviewed as an expert on both TV and radio, been active in the business press. She is called on as an expert witness in court cases involving the use of marketing research data. She has supervised at three institutions: University of the Witwatersrand (2 masters degrees, 27 honours degrees), GIBS, University of Pretoria (over 100 MBA theses), Luleå Tekniska Universitet, Sweden (4 Bachelors and 16 Masters).

Area of expertise

Marketing, particularly Base of the Pyramid (BoP)

Social marketing

Marketing metrics

Consumer behavior

Marketing research



Dr Jeff – Chen

The emerging of new business models coupled with the rapid evolution of cyber-physical technologies have drastically reshaped the behaviours of both consumers and employees. The future of a business environment is becoming more complex and fiercer. Companies of today will be compelled to scrutinize its corporate innovation capability to ensure that they can thrive in the current landscape and concurrently harness a greater future competitiveness. However, initiating any successful corporate innovation movement within an organisation or launching a start-up is sometimes easier said than done.

Over the years, innovation has become a buzz word. Many managers and consultants have advocated that there is a set of organisational practices to enhance corporate innovation output; such as creating social interaction online platforms, purchasing trendy furniture, profiling a company into a 4x4 quadrant of a rigid theoretical model, account for obvious organisational practices and/or adopting approaches that lack holistic thinking. The truth is that there is NO blueprint for corporate innovation. Many organisations also confuse the notion of ideation as strategic corporate innovation. The competitiveness of an organisation does not rely on its ability to create influx of ideas. Instead, it relies on their proclivity

to combine their core-competencies smartly and translate a few ideas into exponential growth. Furthermore, the notion of corporate innovation itself is somehow slightly misleading. Considering that each division within any particular organisation is given specific mandates that typically differ from other divisions, and each division is led by managers with different leadership quality with team members of different attributes, how can there be a standard way of promoting corporate innovation? In addition, the legacy of an organisation and the unique forces affecting the dynamics of industry within which an organisation operates, also impose additional challenges.

Successful organisation must actively cultivate corporate foresights, discern the potential gratifying concepts from supposition and uphold the innovation proclivity. Leaders of these organisations may further attempt to ascertain visible value return from promoting viable self-disruption and embracing necessary radical changes by getting closer to their customers as well as their customers' customers. Creating purposeful vertical alignment, horizontal partnership, external ventures, formal organisational practices and informal organisational dynamics are just some of the crucial elements of corporate innovation.

Area of expertise

Design thinking

Collective ideation

Digital enabled workforce

Innovation strategy

Co-opetition, socio-dynamics shifts, new business landscape, disruptions.



Dr Ngao Motsei

Dr Ngao Motsei is a Pracademic, with years of experience in both corporate and consulting. She began her corporate career as Manager and assumed positions of greater leadership and responsibility in the Organisation and People Management functions, culminating in being appointed Executive Director responsible for Human Resources and Transformation with responsibilities to report on talent management, leadership development, succession and culture to Exco and the Board of Directors in a Johannesburg Stock Exchange (JSE)-listed Financial Services company. She founded Leadership Emporium, a Leadership Development Consultancy where she continues her work as a practitioner in the areas of leadership development and human resources management, as well as team and strategy development facilitation. She also serves on several boards as Independent Non-Executive Director.

On the academic front, Ngao serves as Lecturer and Lead Faculty for the MBA in Management Consulting track and the Global Executive Development Programme at the University of Pretoria's Gordon Institute of Business Science (GIBS). She was part of a team that received The Aspen Institute's 2016 Faculty Pioneer Award Recipients for the course "Human Behaviour and Performance in South Africa". Her journey into academia was influenced by two goals, (i) to bridge the chasm between theory and practice, and (ii) to bring humanity back to organisations, this after discovering countless bullying during her PhD research, where people did not even know that they were being bullied, and/or were bullying others, because bullying is not something much talked about in South African workplaces. This shaped her aim to champion healthy workplaces by raising awareness about bullying in South African workplaces.

Area of expertise

Strategy
Formulation and
Implementation

Human Resource
Management

Team and
Leadership
Development
Facilitation

Executive Coaching

Board and
Governance



Dr Michael Goldman

Michael Goldman is an award-winning marketing & sales teacher, researcher and advisor to organizations in a number of countries. He is based in California as an Associate Professor in the University of San Francisco's Sport Management Master's Program, and also holds an Adjunct Faculty role with the Gordon Institute of Business Science in Johannesburg. Michael's areas of expertise include marketing strategy across a range of industries. He is also comfortable providing media commentary on any aspects of sport management and the business of sport, including athlete, team or event sponsorship, domestic or international events, sport revenue models, social media, sport media rights and distribution, and fan or consumer behaviour.

Michael has facilitated online and physical learning programs in a number of countries by focusing on high levels of interaction, personalized learning, and relevant and immediate application of new tools and content. As a management scholar, he has published a range of academic research articles, case studies, and book chapters

internationally. His peer-reviewed research has been published in, among others, the California Management Review, Management Decision, European Sport Management Quarterly, and International Journal of Sports Marketing & Sponsorship. He has also published a number of case studies with the Case Research Journal, Ivey Publishing and Emerald Publishing. He is the Editor-in-Chief of Emerald Publishing's Emerging Markets Case Studies, and is on the Executive Board of the North American Case Research Association.

Michael has assisted organisations as diverse as Nedbank, PepsiCo, SABMiller, Murray & Roberts, World Rugby, Sasol, Cricket South Africa, Business & Arts South Africa, and the United Nations Development Program. He regularly facilitates the BrandQuad series of brand workshops for public and private sector organizations in Kenya, has received a Visiting Professorship from the Universidad Peruana de Ciencias Aplicadas (UPC) in Peru, and is an instructor for the Indian Institute of Management in Rohtak, India.

Area of expertise

Marketing & customer strategy

Sports & Arts marketing and sponsorship

Branding strategy



Hayley Pearson

Hayley is a full-time faculty member at GIBS and lectures in the areas of Leadership, Organisation Behaviour and Human Resources with a specific focus on individual level accountability. Prior to joining academia full time, Hayley was a Specialist Project Manager, the AACSB Accreditation Manager and the Assurance of Learning Manager at GIBS.

Hayley has extensive experience in school-based education and her career started in 2005 in the UK, where she lived and worked for almost 10 years. Hayley initially held a position as a specialist Biology and Science teacher but quickly progressed into more managerial focused roles, specialising in student pastoral care and later teaching and learning practices focusing specifically on student performance and progress.

Before returning to South Africa to enrol on the MBA Programme, Hayley held the position of Assistant Head Teacher in a large secondary school and was also head

of the school's Sixth Form Centre. Through this role, Hayley gained experience in performance management, innovation, organisational behaviour, leadership, team development curriculum design and development, course design, assessment design, tracking and monitoring of student performance, assurance for learning practices, personalised interventions, student progress, people management and pastoral care.

Hayley's passion for learning, education, and management and leadership development led her to GIBS where she has the opportunity to share her education and learning expertise. Hayley graduated Top Student of the 2014/15 MBA and sits on the Advisory Board for the Human Edge and is conducting her doctoral research in the subject of accountability. Hayley is a qualified Restorative Justice Practitioner and holds a certificate in Solution Focused Therapy.

Area of expertise

Accountability

Leadership

Organisational Behaviour

Human Resources



Dr Kerrin Myers

Kerrin Myers has founded two social enterprises and two for-profit enterprises, as well as mentoring countless entrepreneurs during the start-up and growth phases of their businesses. In addition to her entrepreneurial experience, Kerrin has worked for a variety of private, public and non-profit enterprises across sub-Saharan Africa. She has over 35 years of experience

providing research, consulting and advisory services to businesses at all stages of development in a wide range of industries. Her doctoral thesis focussed on the unconventional start-up processes of entrepreneurs in South Africa. She lectures in entrepreneurship, strategy, personal mastery and qualitative research methodology and supervises research at Master's and Doctoral level.

Area of expertise

Entrepreneurship
Impact entrepreneurship (social and green)
High growth entrepreneurship
Entrepreneurial psychology and mindset
Coaching and mentoring
Entrepreneurial strategy
Strategic thinking
Corporate entrepreneurship



Prof Marianne Mathee

Marianne Mathee is a full-time faculty member at GIBS and lectures in economics. Prior to joining GIBS, she lectured at the North-West University for 12 years in both economics and international trade where she also served as the programme leader for international trade. Marianne's research focus is on the field of international trade, particularly exports. Her focus is on exporting as an economic activity of South African regions and firms. Her initial work centred on the investigation of the different elements of sub-national or

regional exports. These elements included, among others, the determinants of exports and the importance of domestic transport costs, location and export composition. Throughout this work, it became evident that a deeper understanding of exports is necessary. Therefore, Marianne's subsequent research outputs focused on firm-level analyses under the broad topic of internationalisation. Marianne has collaborated on research papers with numerous international academics and holds a Y2 rating from the NRF.

Area of expertise

Economics
(Micro & Macro)

International trade



Dr Tshidi Mathibe

Dr Tshidi Mathibe teaches on the Post Diploma in Business Management in the area of Entrepreneurship. She also teaches Entrepreneurship and Strategic Marketing on the Corporate programme and Entrepreneurship Development Academy space. Her research interests are in the field of Social Entrepreneurship, Women Entrepreneurship, Informal Sector Economy, Base of the Pyramid Markets, and Strategic Marketing. In addition to teaching and research responsibilities, Tshidi is involved in The United Nation's Global Impact Young SDG Innovators Programme.

As part of the programme Mentors, Tshidi supports the team of young innovators in their efforts to frame a challenge, applying sustainable business and innovation concepts to create prototypes and tangible business solutions with real market potential. She plays a vital role from ideation to development to a presentation of these young minds' solutions to the company's senior management

Area of expertise

Social
Entrepreneurship

Informal Sector
Economy,

Base of the Pyramid
Markets,



Dr Michele Ruiters

Dr Michele Ruiters joined the University of Pretoria's Gordon Institute of Business Science (GIBS) in 2019 as fulltime faculty. She has a PhD in Political Science and a Certificate in Women's Studies from Rutgers, The State University of New Jersey, USA, a Masters in Commerce in Development Finance from the Graduate School of Business at the University of Cape Town, a Masters in International Relations from Rhodes University and an International Executive Development Programme at GIBS. She has worked in development finance for 12 years and 15 years in research and tertiary education.

Prior to joining GIBS in 2019, Michele was a Senior Researcher and Gender Specialist at the Development Bank of Southern Africa and a Senior Researcher at the Institute for Global Dialogue. She has held a board position as the DBSA representative on the Development Bank of Zambia where she is Chair of the Audit Committee. She also has held non-executive board positions in NGOs in the past.

Ruiters is passionate about diversity, inclusivity and equity in the work place, particularly as these issues relate to women in the workplace and in the economy. In Corporate Education, she is the Lead Faculty on Leading Women and Women as Leaders, a sought-after

programme for middle management women in corporates and teaches on the Masterstart Strategic Women's Leadership programme. In Academic Education, she teaches Human Behaviour on the PGDip and MBA programmes and provides supervision services to students in her areas of expertise.

Michele has engaged in conferences, teaching and research in South Africa, the USA, Japan, UAE, China, Russia and the southern African region.

Area of expertise

Leadership

Strategy

Diversity and inclusion

Gender in the workplace

Human and organisational behaviour (culture and identity)

Development (social and economic)

Development Finance



Prof Caren Scheepers

Prof Caren Scheepers started her career in public service as a registered Counselling Psychologist at Department of Labour and then went on to join Sanlam Insurance Company as a management consultant for eight years, after which she gained international exposure through her role as a leadership consultant at Gemini Consulting for four years. She then founded an independent consulting firm called Irodo Consulting that specialises in team interventions, executive coaching, psychometric assessments, and organisational development and

restructuring projects. Caren joined the Gordon Institute of Business Science in 2007 as a part-time lecturer and since 2014 she has been a full-time member of faculty, lecturing in organisational development and contextual leadership. Caren is an accredited professional coach with the International Coaching Federation (ICF). She authored two books on leadership coaching and co-edited the Women leadership in emerging markets book. She publishes in both local and international academic journals in these domains, as well as case studies.

Area of expertise

Organisational development and transformation

Leadership and team effectiveness

Emotional intelligence

Personal master

Change management

Diversity management

People management

Coaching skills



Anthony Wilson-Prangley

Anthony teaches and consults in strategy implementation, social entrepreneurship, impact investing, change leadership, diversity and inclusion. He is an Aspen Institute award-winning lecturer and North American Case Research Association award-winning case writer.

He works directly with social impact businesses in South Africa and increasingly across the broader continent. He leads the MBA Global Module to Seattle, San Francisco and Silicon Valley. He is committed to linking South African and African start-ups and with start-ups and investors in the US. He is working to leverage the business school community to build an Angel Investing network.

Before joining the faculty Anthony helped to build the Centre for Leadership and Dialogue at GIBS – a series of programmes that build the next generation of SA leadership. The centre focuses on the

context and capacities required for leading complex societies. He runs many of the experiential learning aspects of GIBS especially those focused on the broader socio-economic and political environment of South Africa.

He founded and is now Chairman of the Gumboots Foundation and was intimately involved at a senior level with a global non-profit youth leadership network – Pioneers of Change. In his early career he consulted to the public sector in Swaziland, Mozambique and South Africa around rural development. He is the current Chairman of Dahlak Exchange, a dynamic social enterprise that gives voice, improves livelihoods and works for the rights of South African domestic workers.

He regularly coaches entrepreneurs on how to pitch and was a judge on the Chivas Social Venture Challenge and continues as a judge on the Triologue Strategic CSI Awards.

Area of expertise

Business innovation

Business complexities

Organisational and personal business capacities

Change management



Prof Albert Wöcke

Albert is a professor and permanent faculty member at the Gordon Institute of Business Science. He has been on the GIBS faculty since 2000, where he joined after a career as a trade union official. As the assistant general secretary: collective bargaining, he headed up the collective bargaining functions of the union and was a founding member of the Public Service Bargaining Council and represented the labour movement in the public finance and Monetary Policy Chamber of Nedlac (the National Economic Development and Labour Advisory Council).

Albert is a recognised researcher with a National Research Foundation (NRF rating of C3) and has published academic and other articles in South Africa and internationally. He is a member of the American Academy of Management and the Academy of International Business and the South African Institute of People

Management. He regularly reviews for international and local academic journals.

Since joining GIBS, Albert has taught in the areas of international business strategy and human resources, strategy and organisational behaviour. His current research interests include the process and strategies of emerging market firms going global, the design and impact of HR strategy in multi-national corporations and talent management in emerging markets. He has had papers presented at the American Academy of Management and the Royal Geographic Society and he has taught in Botswana, Kenya, Ghana, the UAE, Hong Kong and Namibia. He consults widely and clients have included MTN, UTI, South African Revenue Services, Zurich Reinsurance, PPC and government departments including Foreign Affairs and Forestry and Water.

Area of expertise

- International business strategy
- Human resources
- Strategy
- Organisational behaviour



Dr Tracey Toffe

Before joining GIBS, Tracey completed doctoral and post-doctoral studies in the field of Sociolinguistics at the University of Cape Town. She has taught Academic Literacy modules to students across several faculties and offers specialist knowledge relating to the development of academic skills and discourse practices within a higher education setting.

Tracey is currently the lead faculty on the PGDip BA (Business Studies), a preparatory coursework programme for pre-doctoral students at GIBS. Her current research interests include social entrepreneurship and innovation, as well as the role of language in the expression of social identity in the workplace.

Area of expertise

Social innovation

Academic literacy



Lerato Mahlasela

Lerato Mahlasela is currently the Director of Custom Programmes at the Gordon Institute of Business Science (GIBS). She works with and leads a talented team that partners with organisations to design and deliver relevant learning solutions aimed at improving responsible individual and organisational performance.

She holds a Masters degree in Consulting and Coaching for Change from HEC Paris and is registered as a Chartered HR Practitioner with the South African Board of People Practices.

Over the last 20 years, Lerato has worked in Recruitment, Talent Development and Learning for organisations in Financial Services, Engineering and Construction, Consulting as well as Education.

Lerato firmly believes that successful and sustainable organisations and communities are built by individuals, young and old, who recognise that they have agency. Individuals who are aware of themselves, their networks, their contexts and are committed to continually learning, formally and informally in order to create the futures they envision.

Area of expertise

Leadership and talent development

Programme and project management

Facilitation

Coaching



Adrian Van Eeden

Adrian joined GIBS as Chief Information Officer in 2010, at a point when the school was intent on accelerating the adoption of technology across the institution. He has been instrumental in establishing the core technical capabilities of the school, setting up the IT department, Project Office, and establishing the Digital Learning service capability. During his watch the school, including the people running the institution, has transformed from an analogue, paper-based business, to one which is completely enabled by technology, such that, under COVID lockdown, the pivot to online was a relatively seamless transition.

Adrian's undergrad is in Civil Engineering, which he dropped out of in fourth year, but he says that this foundation has formed his world-view. He subsequently majored in Mathematics and Computer Science while holding a support job at Deloitte and Touche. He left Deloitte in 1995 to form his own eCommerce business in eTourism at a time. He later re-joined corporate at Glenrand MIB, a leading South African insurance brokerage. He later became head of technical strategy (Chief

Technology Officer). During this period he spend a significant time wearing both the CIO and CTO hats. Some of his most exciting work included Glenrand's Africa expansion strategy, to which he was seconded in order to assist the director with

the IT integration aspects for the numerous mergers and acquisitions being undertaken on the sub-continent. He later went onto to work at SA Taxi Finance as the Head of Technology, with a focus on digitising and transforming the I.T. function of a then small but rapidly growing business to be able to support a book which was valued more than many large businesses. He then moved to GIBS in 2010 and has been the CIO for the last 12 years.

He has numerous technical certificates and diplomas, the GIBS PMD which he passed with distinction and received the top of class award, the Wits Professional Certificate in CIO Practice, passed with distinction, also top of class. He holds a GIBS MBA, cum laude and dean's list, and a post graduate diploma in Digital Marketing through the University of California Irvine Extension, also cum laude. To continually enhance his learning, he has also completed hundreds of online courses ranging from MOOCs on EdX, Coursera and Udacity, to technical, courses on Lynda.com, LinkedIn Learning, and Udemy, originally to understand the format for GIBS digital learning, but he says it has become an addiction. He is a member of the SA CIO Council, the education sector's Association for South African IT Directors, and more recently was awarded the Professional CIO accreditation by the highly regarded Institute for IT Professionals in South Africa.

Area of expertise

IT & Digital strategy

Business Transformation, Innovation and Change

Business innovation and change

Operational strategy

IT Governance and Management

Change management for leadership

IT Governance and Leadership



Miranda Hosking

Miranda Hosking was appointed as Director of the Entrepreneurship Development Academy (EDA) at the University of Pretoria's Gordon Institute of Business Science (GIBS) in 2018. She has been involved in entrepreneurship promotion and development for almost 20 years. She is passionate about facilitating the participation of young people in economic opportunities and contributing to sustainable economic development. Miranda is enthusiastic about all things entrepreneurship and has been an entrepreneur herself through setting up the first equity crowdfunding platform in South Africa.

Before joining GIBS, Miranda held senior positions in both the private and public sector and was also a principal researcher and lead author of the Global

Entrepreneurship Monitor report for South Africa. She has spent time as an independent consultant and as a senior consultant in a large firm. She holds an MBA from the University of Cape Town's Graduate School of Business, as well as an undergraduate and Honours degree from UCT.

At the EDA, her primary focus has been on building partnerships with both private and public sector clients to develop entrepreneurs and assist clients with meeting their Enterprise & Supplier Development objectives. Through this work, Miranda hopes to ultimately contribute to job creation and economic growth. To date, the EDA has run over 50 programmes with more than 2,500 programme participants, resulting in the retention or creation of almost 17,000 jobs through the businesses that have benefited from EDA interventions.

Area of expertise

- Entrepreneurship
- Leadership
- Small Business Development
- Social Entrepreneurship
- Business Planning
- Enterprise and Supplier Development
- Strategy
- Economic development



Alison Reid

Alison is an internationally accredited professional coach and the Director of Coaching and Facilitation at GIBS. She has a Master's degree in Executive Business Coaching, an Honours Degree in Sports and Counselling Psychology and is accredited with the ICF (International Coaching Federation), IMCSA (Institute of Management Consultants), AoEC (Academy of Executive Coaching) and ISPSO (International Society for the Psychoanalytic study of organizations). She has coached executives and senior managers for a large range of corporate clients, holding 15 years and over 2000 hours of coaching experience. She teaches and facilitates in the areas of personal mastery, coaching and leadership.

Prior to joining GIBS, Alison started her own business, coaching and consulting to broad range of corporate clients, which she continues to run today. She has travelled extensively, working in places like Bangladesh, Dominican Republic, Iceland, Miami, Croatia, Nepal and others.

In her earlier career, she worked in clinical and academic environments (both dealing with aspects of Brain Function), in the Middle East and in South Africa.

In addition to facilitating and coaching, Alison researches and writes for academia and media, having published in local and internal academic journals. She has spoken at conferences, locally and internationally, her favourite being in Reykjavik, Iceland and at Harvard in Boston. She served as a board member of the international Graduate School Association of Executive Coaching (GSAEC).

Alison is passionate about human-potential. She believes that human-centric skills like creativity, emotional & social agility, critical thinking and capacity for complexity will increasingly become the differentiators in our new world of work. They are also the core enabler for healthier, more connected and responsible societies. With the right motivation and capacities, human beings are capable of connecting, collaborating and solving the largest problems facing us as a species for a future where all can thrive. Of the places Alison has travelled, she feels Saudi Arabia and Israel taught her the most, Bangladesh and Nepal were the most humbling, and Iceland was the most timeless.

Area of expertise

- Coaching
- Facilitating
- Mentoring
- Leadership
- Learning
- Personal mastery/capacities



Mahlatse Kabi

Mahlatse Kabi is an experienced Finance and Investment professional with over 28 years' experience in the field. She joined GIBS as the Chief Financial Officer in 2017 and is currently studying towards a DBA qualification at the same institution. She is a qualified Chartered Global Management Accountant, an MBA from GIBS, CTA and B. Compt (Honours) from the University of South Africa and a B. Com from the University of the Witwatersrand.

Prior to joining GIBS, Mahlatse spent over 10 years at the Mineworkers Investment Company, a broad-based investment

holding company responsible for deal sourcing, execution and monitoring of commercially- orientated private equity investment opportunities. She also previously held senior finance positions at Standard Bank, SAB Breweries and Multichoice SA.

She served on various MIC portfolio company boards and sub-committees and is currently a board member and audit chairperson of both Rand Water and Stangen. She is also a member of the investment committee of Vuna Capital.

Area of expertise

Corporate governance

Financial management

Public sector financial management

Market and investment opportunity analysis

Internal controls

Risk Management

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