

# EMBA 19/2017

## DELEGATE PROFILES



Graduate School  
of **BUSINESS**  
UNIVERSITY OF CAPE TOWN



The EMBA Team welcomes you to the programme. We look forward to sharing your learning journey with you.

Kosheek Sewchurran, *Director of the EMBA*

## EMBA VALUES

As a community, we ask that you adhere to the basic principles and values of the University.



Consistency,  
timekeeping  
and  
professionalism



Respect and tolerance  
for cultural, religious,  
political, and other  
differences and  
acknowledgement of  
the value of diversity  
in society



Respect for  
individual  
privacy, dignity,  
and  
the right to  
personal choice



Intellectual  
honesty and  
respect

We trust that, together, we will move forward in a positive and respectful manner.



### SHERRY WALKLETT

*Learning Support manager*

Sherry will ensure that you achieve maximum benefit throughout the programme. She is here to support your personal and academic development.

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### GLENDA WEBER

*EMBA Programme Manager*

Glenda takes care of the logistics. She arranges all events/fieldtrips on the programme. She takes care of the course scheduling, your registration and other logistical matters.

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## PAXTON ANDERSON

*Associate/Consultant, The Finance Team*

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An Australian CIMA qualified Finance Director with extensive experience in South Africa, Australia and the UK, Anderson is adept at bringing great teams together, driving growth and profitability from all kinds of organisations, from multinational to start-ups.

His forte is building high performing Finance teams who are empowered to support and challenge stakeholders to ensure that decisions are made from a sound foundation of financial analysis. Some of the major organisations Anderson has been involved with include Hewlett-Packard, IBM, Experian and Hitwise.

Anderson's interests extend beyond finance and he believes that organisations should be great places to work and do business with, contributing to a better society as a whole. He came to the GSB hoping to have his horizons further broadened and has not been disappointed.

Anderson resides in Cape Town with his wife and two children and feels that the greatest challenge facing leaders today is the loss of connection with their genuine individual purpose.





## KAREN DE KLERK

*Marketing Director, Kiara Spec Health (Pty) Ltd*

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De Klerk directs operations of marketing managers and creative design departments (including budget control, customer relationship management, and operational traffic flow). She also collaborates and guides Africa go-to-market launch plans, bespoke strategies and tactics, and oversees conference and congress event management.

She is a member of the new business development team, the African analytics and strategy team and the executive management team.

De Klerk holds a BSc in Dietetics. She was drawn to the EMBA programme at the GSB due to its reputation for quality leadership education and her desire to learn new skills for coping in a dynamic economic industry.

She says having an organisational vision, which enables viability in a rapidly changing world, is a major challenge for leaders today.

## ARVIN RAMJEE

*Business Development Manager, ABB*

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Ramjee is responsible for supporting the organisation and its customers throughout the business development process, driving profitable growth in sales and market footprint in South Africa including Sub-Saharan Africa. His role is also to increase new and existing business by ensuring the organisation's focus on converting opportunities to sales and having relevant knowledge of products, markets, prices and competition.

Ramjee holds a BTech degree in Electrical Engineering. The GSB's triple crown accreditation and prestigious track record was a major drawcard for Ramjee. During the EMBA programme he hopes to gain the leadership skills that will help him confidently implement change and be more effective in his career.

He believes the increasing pace of change brought on by technological advances is the number one challenge facing leaders today as they struggle to adapt quickly enough.





## BONGIWE HOBONGWANA

*Owner at Engen Bongis Service Station*

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Hobongwana's current responsibilities include business development, marketing and strategic development for sales growth within an ever changing fiercely competitive environment. She oversees stakeholder liaison, customer relationships, reputation management and social media. Her role also involves high level query resolution, aligning employees to the business strategy, new employee interviews and dismissal, and ensuring adherence to franchisor contractual obligations.

Hobongwana holds a marketing qualification in Brand Management from the AAA School of Advertising and Associates in Management (AIM) qualification from the UCT GSB.

She says that being an entrepreneur in a petroleum retail service station industry can unintentionally isolate one, meaning that knowledge gained is limited to the industry at the expense of prior knowledge and diminishing capabilities. With the EMBA, she hoped to gain a new and refreshed mind set for business dealings within as well as outside of the industry. She feels a fresh pair of eyes will enable her to birth new projects with confidence and afford her some wisdom accompanied by well thought through profitable decisions for all stakeholders.

"Today's leaders are faced with the challenge of evolving in an ever-changing business world. Some do not easily embrace change or by the time they do, it is rather reactive than proactive. It would appear easier to hold onto the comfortable known than challenge oneself into the 'new' which could possibly bear the sweetest of fruits," she says.

## RALPH STREITBURGER

*Financial Executive at Formex Industries (Pty) Ltd*

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Streitburger is responsible for Finance and Controlling, Human Resources and Information Technology for the Formex Industries group of company, which in turn is part of the JSE-listed Deneb group. The company is a level 2 BBBEE supplier to the automotive industry supplying OEM's and Tier 1's in South Africa and abroad.

Streitburger is a trained banker (with an examined three-year apprenticeship in Germany) and obtained a BA (Hons) in Economics from Nottingham Trent University in the UK and an MBA from the Paderborn University in Germany.

He chose the GSB and the EMBA degree because of its focus on systems thinking, particularly on the African continent. Aside from personal growth, he expected it to broaden his skills and knowledge of human systems and business interactions, especially in an African context.

Streitburger believes today's number one challenge is a faster and more rapidly evolving business environment which needs to be managed by people. "One leader is not able to make all the decisions anymore; rather there is a need to develop a system which allows organisations to take adequate action."





## ANDRE NOLAN JOHNSON

*Head of Department: Technical Services at Assmang, Khumani Mine, Northern Cape*

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Johnson has over 25 years' work experience in both underground gold and surface mines. He provides technical leadership in various disciplines including Mine Safety, Wellness, Environment, Risk Management and Quality. Other departments under his leadership include Mine Survey, Product Quality and Contractor Management.

He is responsible for optimising departmental efficiencies to maintain customer satisfaction. His role includes scanning for new technologies and systems for enhancing operations in order to achieve continuous improvement. Previous work experience includes business planning, integration and alignment of the business process related to mineral resource management and the implementation of work systems to enhance internal effectiveness. This includes providing the mineral resource framework and leadership for the business unit by optimising and improving the knowledge of the ore body and extracting value in support of the business objectives.

Johnson was born in Kimberley in the Northern Cape and moved to Johannesburg in 1988, where he received his National Higher Diploma in Mineral Resource Management, Mine Surveyors certificate of Competency, Graduate Diploma in Mining Engineering, and Masters in Mining Engineering at Wits University.

He is actively engaged in community outreach work and has presented technical research papers in the field of Tonnage and Grade reconciliation and Mine Safety.



## DEERAN PILLAY

*Regional Head of Support for Branch Banking in the Southern & Eastern Cape - ABSA Bank Ltd, a subsidiary of Barclays Africa Group Ltd*

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Pillay's role is essentially as the 2IC to the Regional Executive of the Province's Branch Banking distribution arm. Further specific responsibilities include managing an external sales team of acquisition bankers, a performance management team, business analysts and segment specialist managers. This allows him a broad and deep overview of the business in order to build relevant insights.

Pillay is a registered Chartered Account (SA) and a Certified Alternative Investment Analyst (CAIA). He was attracted to the EMBA because of its focus on executive education, something pitched higher than a standard MBA.





## LESETJA LEKGOTHO

*Head of Broadcast - Kwese Channels, Econet Media*

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Lekgotho is responsible for the development, implementation and management of broadcast operations, technology and infrastructure for Econet Media. He leads teams and operations of multi-channel playout broadcasts, network centres and technical teams to maintain a 24/7 channel availability. He is also responsible for launch projects, setting up technical infrastructure, support and operational teams to meet Kwese TV Channel launches, and devises strategies to on-board syndicate and third party channels.

Lekgotho is an electrical engineer specialising in Electronics Communication and Digital Systems as well as an MS-Certified Professional.

Whilst completing his PDBA at the GSB in 2012, he was exposed to “Full Colour Thinking” and decided then that his next qualification would be through the GSB, in order to explore the concept more fully and further challenge himself on his journey of self-discovery.

He comments: “A common leadership dilemma today in the corporate South African context, is the battle to make the distinction between influence and the power held by virtue of one’s position. Even when the distinction is made, execution of either seldom benefits the structures below.”

## BUTIKI LOLIWE

*Properties Manager at AngloGold Ashanti*

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Loliwe's career spans some 23 years including three years in local government and 20 in the mining industry, specifically AngloGold Ashanti (AGA). Over the past 20 years, he has held various roles including training and development, transformation, sustainable development, HR management and properties management.

Loliwe is currently responsible for the Properties portfolio at AGA which involves asset and facilities management of the company portfolio of houses, buildings (offices, workshops etc) and land holdings.

He holds a B Admin (Hons) in Industrial Psychology from the University of Fort Hare, a Management Development Programme qualification from GIBS, and a post-graduate diploma in Management from the UCT Graduate School of Business.

Loliwe hopes the EMBA programme will broaden his experience and skills beyond functional management to develop more authentic leadership practices.





## HELLMUTH JOHL

*Middle East Regional Director: Environment and Water/Managing Director, Bauer Nimr LLC, 2015-2016*

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A highly experienced and capable project director and management executive, Johl has a diverse global experience spanning the construction, real estate, and environmental sectors across a broad range of client profiles, including Global500 companies, the oil and gas industry, and the public sector.

He is an internationally respected business leader, whose powerful skill set and experience base has been well exemplified in his recent role as Middle East Regional Director, Environment and Water/Managing Director with Bauer Nimr LLC., where he was hired to turn around an underperforming and stagnant business with transformational change to a matrix organisation.

With commercial oversight and business autonomy, he undertook a comprehensive initial review, successfully addressing confirmed deficiencies with well developed and implemented strategic plans. He embedded or strengthened organisational structures and systems, turned around high rates of staff turnover with improved purpose, inclusive business planning, and the introduction of best practice policies and procedures.

Sound communication levels were initiated and maintained with regular meetings and delegated authority to key managers. Quantity surveying and estimating processes were deployed, injecting accountability and cost control, supported by detailed variance analysis and management control. The Human Resources department was revamped and re-energized, and Quality Management was introduced with standardised procedures and control systems, integrating with a renewed corporate structure to deliver commercial and team effectiveness.

Outstanding success was achieved with a 10% increase in profits in the first six months, morale transformation, and a US\$200M pipeline of potential orders. Transformational effectiveness was recognized with the 2015 Gold Emirates Energy Award, BP Khazzan award for exemplary H&S performance and quality management, and a US\$50M contract for the design and construction of a waste management facility for BP.

Johl has a BSc Quantity Surveying from UCT and a Project Management Professional accreditation from the Project Management Institute (USA).

## NKULU MADONKO

*Head: Human Resources - Old Mutual Wealth (Pty) Ltd*

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Working in partnership with the Old Mutual Wealth Executive Team, Madonko is responsible for the development and execution of an integrated people, change and capability development strategy, to enable the achievement of current and future business objectives.

As Head of HR, Madonko's role is aimed at capacitating and supporting employees to prepare for, manage and adapt to an ever changing environment.

Madonko holds a BSocSc Honours Degree in Industrial Psychology.

He considers the GSB to be a cutting edge learning institute with a strong desire to capacitate and prepare leaders to be future fit. He hoped the experience would deepen his knowledge and competence, specifically through the cultivation of his business knowledge; development of his emotional intelligence; and assisting him in his quest for continuous learning.

Madonko believes a major challenge facing leaders today is a lack of stewardship in valuing sustainable progress as much as immediate achievements. "The reason for this, I believe, is that leaders are preoccupied with short term gain at the expense of leaving things a little bit better than we found them."





## MPHO MASENYA

*National Marketing Manager at McDonald's South Africa*

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Masenya is an experienced marketing and communications professional who anchors the success and longevity of brands by investing in understanding customers' needs and translating those insights into differentiated, integrated marketing campaigns that put the customer and the brand at the core of the message.

Through years of leading brands and applying marketing excellence across different sectors, including consumer marketing in FMCG (Unilever, Coke, McDonald's and Tiger Brands); Retail Marketing and the Public Sector, she brings an innovative holistic approach to marketing focused leadership.

Masenya's passion lies in telling authentic brand stories to create connections with customers. She also values mentoring and coaching staff to guide and develop future talent. Her vision is to become a game changer in society and she believes the GSB's approach is unique in that it seeks to impact African society as a whole - the focus is not only directed at the individual's success, but also on how others will benefit. Masenya hopes the EMBA programme will develop him as a leader, and the connections and collaborative partnerships created with fellow students will help them impact society together.

She holds a BSocSci in Economics from UCT and a PGDip Advertising (Brand Management) from the AAA School of Advertising.

Masenya believes the arrival of Generation Z in the workplace is one of the biggest challenges facing leaders today, and will require a different leadership approach in organisational and people management. The work environment will need to be adjusted both physically and technologically. This is a transition that has an impact on human capital, social and relationship capital, intellectual capital, and financial capital. "The question is, what strategies are we as leaders putting in place to ease this transition?"

## CHANCE MUGALA

*Head of Finance - Copperbelt Energy Corporation*

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Prior to his current appointment, Mugala served as Finance Director and Senior Finance Manager. He has led and been involved in at least three transactions value at over \$300 million (both debt and capital markets) in Zambia in the last six years.

In his role as Head of Finance, he is responsible for driving financial strategy, investment monitoring, M&A, financial operations, control, tax planning and structuring. Mugala is also the Investment Committee Chairperson of CEC Pension Scheme.

Mugala is a United Kingdom Chartered Certified Accountant (ACCA), Fellow of the Zambia Institute of Chartered Accountants, an Associate Member of the Association of Chartered Treasurers of the United Kingdom and holds a Bachelor's Degree of Accountancy from the Copperbelt University in Kitwe, Zambia.





## NIYAAZ MOWZER

*Senior IT Manager at Old Mutual Investment Group (OMIG)*

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Mowzer holds a BSc Information Technology in Business Computing, and a BComm Honours (Economics) in financial analysis and portfolio management, both from UCT.

Within IT, Mowzer leads a team of business analysts, data analysts and developers. The main focus is data analytics to assist investment professionals to effectively manage investment portfolios.

Outside IT, he leads a team of market risk analysts who independently assess the risk associated across all OMIG managed investments.

His primary goal in enrolling on the EMBA programme was to increase his managerial effectiveness by developing not just the requisite business related skills but also the interpersonal skills required to interact and operate within diverse teams. He hoped to gain insights into solving more complex organisational problems. Mowzer was confident that the course would enable him to piece together the challenges across multiple teams, synthesise the impact of these challenges at a macro organisational level and implement efficient and viable long term solutions to those challenges.

Mowzer believes the biggest challenge facing leaders today is leading and managing change effectively by systemically thinking about the big picture during tough economic conditions, political uncertainty and rapid technological change.



## MARK SMITH

*Divisional Director: Human Resources – Truworths Ltd*

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Smith is responsible for the full human capital function including remuneration, talent management, employee benefits, development and organisational culture, EE, IR, CSI and BBBEE. In addition to being a member of the leadership team of Truworths Ltd, he serves on the following committees as chairman (\*) or member: Remuneration, Risk, BBBEE\*, Enterprise Development\*, Sustainability, Business Continuity and CSI\*.

Smith's key responsibility is the attraction and retention of top talent who are aligned to the company's values, and ensuring it remains an innovative and high performing organisation.

The business has a complement of approximately 12 000 staff and Smith provides HR advisory services to its subsidiary business in the UK (Office UK Ltd) which has an additional 3 500 staff. The business has been in operation for 100 years and currently has 950 stores across SA, six countries in the rest of Africa, the UK and Germany.

Smith holds a BA Honours in Psychology and a Higher Diploma in Education. He chose to embark on the EMBA programme to complement his experience in large businesses which he believes will enable him to add more value in his business and, over time, take on broader responsibility. Whilst he says he has been fortunate to work in highly successful businesses in financial services and now retail, it is extremely valuable to learn about a number of management models and different theories that enhance greater systemic thinking.

He hopes to be able to implement some of the latest thinking learnt on the course and also to play a role in developing leaders at all levels of the business.

Smith believes the biggest challenge leaders face today is being able to deal with the need to balance current performance targets with the need to invest for longer term sustainability in a fast-paced and ever-changing local and global environment. "Leaders have to constantly evolve at a much greater rate than previously and finding the balance between the six capitals (which boards look to achieve) on a sustainable basis is a competence that makes top leaders unique and extremely valuable."





## SIMON ALSTON

*Director, Infinitus Holdings*

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Alston is responsible for managing a portfolio of mid-market private equity investments across the Consumer, Industrial and Financial Services sectors. His role involves deal origination and execution; capital raising; investor / stakeholder relationship development and management; review and definition of corporate strategy; financial analysis; board representation at portfolio companies; team leadership; and day-to-day project management.

Alston holds a BSc (Hons) Economics and Politics and is a Chartered Accountant (ICAEW, United Kingdom) He says that each stage of learning and professional development throughout his career so far has been characterised by new challenges, concepts, people and environments, and his career path has proved to be as stimulating as he had hoped. However, he recognises that there are factors with the potential to benefit his learning, which are best experienced in a very different environment. He felt the EMBA is designed to provide this environment in a way that would complement his career, and says this was appealing as it represented an opportunity to realise a step-change in this process of continuous learning and self-improvement, which he embarked on 13 years ago. In so doing, he hoped to challenge his own standards and fixed ideas, to become a better strategic thinker and more adept at defining the issues that really matter, and to realise his passion for business and his drive to improve the companies with which he is involved.

Alston says the number one challenge leaders face today is the ability to engage with Government to define the role of business in South Africa based on trust and a common vision for economic growth and social development.

## GRAHAM MARC NORTH

*Director and Company Secretary - Stratoldings*

*Director - Stratoldings (Pty) Ltd. (South Africa)*

*Director - Stratolding Ltd. (Mauritius)*

*Company Secretary - Stratostaff (Pty) Ltd.*

*Company Secretary - E For Exec Recruitment (Pty) Ltd.*

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North currently maintains financial control of the affairs of the Stratoldings Group. His role is to investigate new markets, diversification, mergers and acquisitions. He also drives the Group's strategic expansion into Africa and manages relationships with all key stakeholders.

North holds a postgraduate diploma in management practice from the UCT GSB. He hopes that with the EMBA he will be able to improve his leadership and strategic abilities, and to expand his horizons and way of thinking. "Leaders are constantly challenged by the ability to navigate and manage change, mostly due to the turbulent global economy and rapid changes in technology," he says.





## CLAIRE THAI

*Chablais Head of Supply Chain and Procurement at the Hopital Riviera*

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In this former role, Thai drove short- and long-term strategy by planning and leading business process improvement. During this time she implemented a new supply chain information system, KPI and scorecard, and increased productivity by 20% by implementing inventory bar code system, e-procurement and centralising storages in one warehouse.

She ensured 200 000 CHF annual savings and extended public invitations to tender. Other responsibilities included reviewing contracts, bids and vendor agreements for legal compliance, recruitment, training and development, change management, communication, benchmarking and networking with other hospitals.

Thai holds a Master's in Engineering with a specialisation in operations research from ENSTA PARISTECH. She also has a Master's in Science (mathematical model applied to economy) from the Sorbonne and an Executive Master's in Global Supply Chain Management from EPF.

She was drawn to the GSB to improve her leadership skills but also to learn more about South Africa. "Social and business complexities result in inconsistencies between the various challenges leaders face, making it more difficult for them to find all-encompassing solutions."

## FLORY KIMVANGU

*General Manager and Commercial Director for West and Central Africa – Firmenich*

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Kimangu is responsible for the strategic growth and expansion of the company in the region and leads a team of food technologists and key account managers who are tasked with developing the company footprint into long-standing food companies and start-ups in that part of Africa, leveraging on the global presence of Firmenich.

Kimangu had spent over 25 years in different technical and operational areas of the food industry with arguably the top three global flavours and fragrances companies as well as leading FMCG food companies in South Africa and recently Nigeria. During his career, Kimangu has led major projects for multinational and private companies in Africa and Europe. He is a professional member of the South African Association of Food Science and Technology (SAAFoST), member of the international Institute of Food Technologists (IFT) and past contributor to the Consumer Goods Council of South Africa (CGCSA).

Kimangu has a great passion for the food industry and young food practitioners in Africa. His vision is to lead the food industry in Africa into becoming competitive in the world market, by sharing knowledge, training and creating development opportunities for young food practitioners in every area of the food industry, and influencing best practices in the industry.

It is this vision that led him to enrol on the EMBA programme offered by the UCT GSB in the hopes of acquiring systemic and strategic leadership.

Kimangu holds a Bachelor of Science, Honours in Chemistry, from Université Pédagogique Nationale (DRC), and a BTech Food Technology from the University of Johannesburg.





## PARMAS CHETTY

*Director - FTCS and Dhikea Business Enterprises*

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Chetty currently operates as a business consultant focusing on his two consulting businesses which provide business advisory services to Corporate South Africa. In addition to the business consulting services, he is also a Director at FTCS which provides fraud, forensics and tax consulting services to MNC's and the SMME sector.

Chetty has a working career that spans 27 years across South Africa, Singapore and New Zealand. He has worked at large MNC's such as Standard Bank, Ernst & Young, Anglo American and Mondi. He holds a BComm and a CIA.

By enrolling on the EMBA programme at the UCT GSB, Chetty hoped to align his work experience with a suitable qualification that would be recognised on the global stage. He aims to use the insight gained from the programme and transfer some of the practices into the businesses with which he works.

“In a rapidly changing business environment it is quite difficult to position oneself at the front of the pack at all times, and the balancing of conflicting objectives can be difficult for leaders.”

## DR DELVA SHAMLEY

*Director - Clinical Research Centre, Faculty of Health Sciences, UCT*

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Dr Shamley provides quality assurance, management oversight and strategic direction to the Clinical Research Centre (CRC) at UCT. This includes the development of strategic partnerships both locally and internationally with the pharmaceutical industry and with academic institutions. Additionally, she runs a research programme in breast cancer and supervises postgraduate students.

Dr Shamley holds a BSc (Med); BSc Physiotherapy (HONS); and a PhD. Four years ago she established the Clinical Research Centre (CRC) at UCT and has managed it ever since. Everything she has achieved has been done on instinct and readings. Owing to economic tensions universities can no longer ignore the need to run most components of their institutions within a business approach. The CRC is very successful and if it is to grow strategically, she has to grow with it. She believed the EMBA would provide knowledge, structure and innovative input which will allow her to apply a business approach to the future of the CRC.

“A lack of understanding of transformation, what it means and how it might shape us is what hinders progress in South Africa,” she says. “Leaders should be rising to the challenge on a public platform if we are to bring the majority of South Africans towards a shared vision.”





## RUDI VAN DEN HEEVER

*Development Director of DanCor Group*

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Van den Heever is currently Head of Sales for the DanCor Group's commercial and industrial properties. DanCor is a family-owned and managed real estate business which specialises in management, development and construction of real estate.

He is responsible for the asset management of 27,000 square metres of gross leasable area (GLA) and heads up all new developments. He is currently busy with two active developments in Ghana and four in South Africa. Total active developments for the group include 100,000 square metres of GLA.

Van den Heever holds a BComm Finance from Stellenbosch University and had always wanted to enrol in an MBA programme to obtain a more generalised understanding of business as opposed to the specialised understanding he has with regards to the real estate market. He says that after researching MBAs in South Africa and abroad, the decision to choose the EMBA degree offered by the GSB was a no-brainer in terms of the level of learning and networking it offered.

He believes that the art of delegation is the number one challenge faced by leaders today, especially in a small business as it is hard to give up certain responsibilities without knowing how they are going to pan out. "Without delegation you limit growth," he says.



## NATALIA HAULOFU

*Accountant – Internal Controls and Special Investigations at B2gold Namibia (Pty) Ltd*

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Haulofu is responsible for identifying gaps in business processes and performing audits on internal controls. Additionally, she ensures compliance with Sarbanes Oxley Act (SOX), a requirement of the New York Stock Exchange where the holding company is listed. On the accounting side of things, she is responsible for indirect taxes reviews and submissions.

Haulofu holds a Bachelor of Accounting from the University of Namibia and is a Certified Sarbanes Oxley Expert (CSOE). She has completed a certificate of competence in Management Development Programme (MDP) and Senior Management Development Programme (SMDP) from the University of Stellenbosch. In 2017, she obtained a certificate of Compliance Management from the University of Cape Town.

Haulofu chose the GSB because she believed it offered a platform to meet diverse people from all walks of life which she says will enhance her multicultural competence, broaden her network and upskill her know-how as a business leader. She hopes to attain practical strategies and better approaches from various industry experts which she would be able to utilise to enhance business processes in her organisation.

She believes that leaders today are faced with the challenge of implementing change within organisations. “There is so much resistance when change is introduced and the expectation is placed on leaders to ensure that change takes place efficiently. Often leaders are left in isolation and may not get the necessary support and buy-in from their principals and subordinates to implement the change required to propel the organisation to greater heights.”





## JACKY BONGO VANGU

*Senior Metallurgist in charge of Operations, Eurasion Resources Group  
(Frontier SA Copper Mine DRC)*

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Vangu contributes to the strategy, formulation, and support of new innovations in processing ore and oversees copper ore processing activities to meet concentrates production targets in a safe environment.

He also promotes and maintains coordination between processing and other operations functions to enhance synergy towards common operating objectives, optimise costs and operating efficiencies and participates to create value for company's shareholders.

A former senior advisor to the DRC government, Vangu graduated from the University of Lubumbashi with a degree in Engineering Metallurgy. He also holds a degree in Engineering Metallurgy from the Belgian programme Ingénieur Civil Métallurgiste and a Certificate IV in Frontline Management (2012) - ETAS - Australia.

Vangu's primary motivation for embarking on the EMBA programme was to broaden his view of the world. Additionally, he believed the GSB would provide an opportunity to undergo the personal transformation required to face both career and world challenges with a new and prepared mind-set.

He says the development of ICT has brought information to people's fingertips, but paradoxically this has uncovered the world's complexity. "Leaders today face numerous challenges, the greatest of which is to be able to stick to one's own vision and make difficult decisions in an ever-changing world where information flow and potential external influences never stop."

## CLAVER B SERUMAGA

*Group Chief Digital Officer – BANK OF AFRICA GROUP*

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In a career spanning over 15 years, Serumaga has held several senior leadership roles in business and marketing within the banking industry in Uganda. With technology at the heart of Bank of Africa's growth strategy, Serumaga's current role is to drive innovation and manage change through digital transformation of the Bank's business. The main objective is to lead the bank to become the preferred digital bank of Africa.

He is responsible for developing and delivering a digital transformation agenda by mapping and deploying the Group's digital capabilities to strategic business priorities across 18 countries of operation in Africa and France. Additionally he leads the digital innovation process to drive a digital customer experience and process efficiency across all the bank's customer and employee touch points.

Previously he was the GM of Business Development at Bank of Africa, Uganda, where he was instrumental in driving the bank's digital transformation, having been part of the development and implementation of programmes such as the BOA Mobile Wallet, which was the first bank-led model in the Ugandan market. He joined the GSB to augment his general business knowledge and management skills, but also to understand what he terms his 'real purpose in life' and to acquire skills to significantly participate in the financial transformation of Africa.

Serumaga regards authenticity as the biggest challenge facing leaders today. "Many people believe they need to adopt and mirror specific model leaders without first going through a journey of self-awareness and identifying a sense of purpose in the business environment. This is one of the reasons Africa lacks consistent business leadership."





## NATASJA MULLER

*Training and Development Manager: Organisational Development and Change, Anglo Gold Ashanti*

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Muller leads the development of innovative OD and learning and development projects, programmes and initiatives for the development of the Anglo Gold Ashanti's culture and values, leadership capability and all employee development related initiatives.

She provides direction and leadership in the development and implementation of change management processes across the group, in partnership with HR and OD colleagues and senior managers.

Muller has a BComm (Human Resource Management and Industrial Psychology) from UNISA and a postgraduate diploma in Management Practice from the UCT GSB. Systems thinking is assisting her to look at complexity in a different way as it leads to new insights and improved focus which may result in better solutions for business problems. She says systems thinking is an inter-disciplinary language which helps make patterns visible, leading to a transformative learning process. She hopes the EMBA programme will help her create value in her organisation and beyond, as well as improving her entrepreneurial skills.

“Change is inevitable and will destabilise organisations, but having the right kind of leadership will improve the way that organisations deal with ever-increasing change and complexity.”

## VERNÈ KRUGER

*CEO - CSG Skills Institute (Pty) Ltd*

*Director - Focus Skills Institute (Pty) Ltd*

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Kruger is responsible for leading the development and execution of both organisations' short and long-term plans and strategies with a view to creating shareholder value.

As an entrepreneur, the opportunity to learn and get exposure to the latest trends and knowledge in the field of management is what attracted her to the EMBA programme. She hoped to gain a deeper knowledge and the additional skills necessary to thrive in the ever-changing world of business, and felt it would add a new dimension to her life, and contribute to making her a better leader.

Kruger believes the biggest challenge facing leaders today is the pace of change, and specifically the rate at which technology is evolving. "This puts organisations under great pressure and they need to come up with strategies to effectively manage the complexity of these changes in order to maintain growth and survive."





## Dr AKINYEMI AKINRINMADE (AKIN)

*Founding partner: Total Health and Wellness*

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Akin leads a team that provides innovative acute and chronic comprehensive care solutions, executive health, occupational health management, health financing and concierge health services to the public, private and corporate sectors in South and West Africa.

He studied medicine and surgery at the University of Ilorin and undertook postgraduate training at Harvard Business School (Managing Healthcare Delivery), the University of Liverpool, UK (Public Health), and the University of KwaZulu Natal, South Africa (HIV Medicine). He is a certified specialist from the American Academy of HIV Medicine and holds the HIV Medicine Diploma of the Colleges of Medicine of South Africa.

He says a love of conceptualising, designing and implementing solutions at the systems, strategy and people interface in response to complex problems, is what led him to Africa's premier business school in the hope of networking with like-minded emerging leaders across the African continent.

"The ability to provide ethical leadership, clarity, purpose and personal transformation in an environment of increasing confusion and complexity, in a way that helps people and organisations define their highest values and achieve winning results in synergy with these values, is a universal challenge that I hoped the EMBA would help me overcome," he commented.

## WENDALL NAIDOO

*Senior Human Resources Manager at AngloGold Ashanti*

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Naidoo is responsible for the overall HR function at AngloGold Ashanti, including planning, development and labour relations. His specific focus in recent months has been on offering operational labour relations support to guide the implementation of the restructuring process currently underway in the South African region of AngloGold Ashanti.

Naidoo has a BA (Hons) in Human Resources Development from the University of Johannesburg. The GSB's reputation as a locally and internationally renowned business school attracted him to enter the EMBA programme. The EMBA model uses management experience as a basis for growing the knowledge and ability of the individual, and advances this by introducing new and progressive theory, which was a big attraction for him. "In an increasingly complex world, successful leaders must balance the expectations of multiple stakeholders in the pursuit of objectives," he says.





## TSHEPISO MOAHLOLI

*Chief Director - Liability Management in the National Treasury*

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Moahloli's responsibilities include financing government's gross borrowing requirement through the issuing of government debt securities in domestic and international capital markets, managing national government debt optimally, contributing to the development of the domestic debt capital market and broadening the investor base by developing and maintaining relations with both domestic and foreign investors.

She has a Master's in Economic Science (cum laude) from Wits University. She was drawn to the GSB by its reputation as a well-established business school and its highly respected executive MBA. The GSB is rated among the top institutions offering MBAs in South Africa by students and employers. Moahloli says the EMBA has been lauded by alumni as a life-changing experience, and the journey so far reflects that ethos.

She hopes to gain leadership skills and competencies that will enable her to be a purposeful, impactful and relevant leader (Authentic Leader in Embanesse) who will drive and manage the change organisations desperately need to continue to deliver on customer and shareholder value.

"Organisations and the environments within which they operate are complex and dynamic. This continuous flux poses a challenge to the leadership tasked with leading and ensuring organisational sustainability, necessitating that leaders constantly capacitate themselves in order to adequately respond to the emerging complexity," she comments.



## FRANCESCO MARIOLA

*Managing Director - GloCell (Pty) Ltd*

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Mariola co-founded GloCell 17 years ago, building a reputable business with a R6.5 billion annual turnover. As the current MD, his role is to ensure the business remains viable, well-positioned and relevant to the industry in order to continue providing tangible value to its customers and consumers. Responsibilities include operational direction, consideration of new markets and business, possible mergers and acquisitions, long-term strategy and adding to shareholder value.

An entrepreneur with no formal tertiary education, Mariola was forced into the role of breadwinner when he lost his father shortly after finishing high school. Any hope of continuing his studies was put on hold indefinitely. Despite enjoying considerable professional success, he has always wondered how much better he could have performed, how many mistakes might have been avoided, if he'd been able to continue his formal tertiary education instead of having to find his own way, at times relying only on his gut instinct.

After 25 years in business, the opportunity to formalise his tertiary education with a prestigious university such as UCT, was the fulfilment of a lifelong dream and gives Mariola immense personal satisfaction. He hoped the EMBA would equip him with the skills to make a valuable contribution to social upliftment. "I feel that one can and should create wealth as it improves lives by creating jobs, enhancing self-worth and helping people provide for their families. To me there is no greater pleasure than to succeed in business in a way that truly uplifts society, without the short term gain so many businesses focus on, which is detrimental to all as well as to the environment."





## LULUZANA MADHLOPHE

*Senior Network Specialist, Vodacom, South Africa*

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Over the past 18 years, Madhlophe has accumulated a wealth of experience from various departments within the Transmission Engineering Domain operating in Services Assurance, Core Services Planning and Services Provisioning.

Her current role involves providing a high-level support function for the Transmission Core Network as well as liaising with suppliers and other network specialists within the technology sphere to resolve issues and improve operations.

Prior to joining Vodacom, she worked for Telkom as a specialist within the International Private Leased Circuits (IPLC) department.

Madhlophe received the Vodacom CEO's award in 2016 in the 'Best Individual' category for demonstrating strong commitment and dedication within a number of key projects both within the Transmission Department and externally whilst enrolled for the Post Graduate Diploma in Management Practice at the GSB. In the same year she received the Student of the Year Award from the GSB for displaying leadership abilities in class and for her involvement with community activities which align with the GSB's values.

Madhlophe holds a National Technical Certificate (N6) in Electronics from the Central College of Johannesburg; a certification in Associate in Management (AIM) from GSB and a Postgraduate Diploma in Management Practice specialising in Business Administration from the GSB.

Madlophe also attained a certificate on the Short Learning Programme on Creating Leadership and Personal Capacity in Women through the University of North West in 2017 whilst enrolled for EMBA.

# NTHABISENG MAKGATHO

*Head of Marketing, Mukuru Africa*

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Makgatho's extensive advertising and marketing experience lies in establishing and growing brands, and in creating memorable customer experiences. With experience spanning across fashion retail, aviation, chemicals and energy as well as financial services, she has managed multiple brands which fulfil various consumer needs, and this continues to fuel her love for marketing and consumer behaviour.

Makgatho thrives on opportunities that enable her to make a tangible difference. She constantly seeks to work on brands that make a difference in Africa, as for her, Africa is home and one needs to take inspiration from one's roots in order to make an impact in the greater world. Her main responsibility in her current role is to lead the development and implementation of Mukuru's marketing strategy. She directs global marketing, digital and creative operations to ensure delivery of marketing campaigns.

Makgatho values education and continuous learning, she believes these are key to personal growth, with the power to open unimaginable doors. She completed a Post-Graduate Diploma in Business Administration at the UCT Graduate School of Business in 2014, which exposed her to the concept of self-directed learning as well as broader business principles, fuelling the desire to further her studies. With its reputation and the programme's excellent reviews, UCT GSB was the natural choice.

"I chose EMBA to accelerate my personal and professional trajectory, to learn about models and tools I can practically use within my work context - tools to use in navigating our dynamic business and social environment to effectively contribute to the greater system."

Makgatho believes there is a strong need for empathic and mindful leaders who listen to understand and connect – it's not just about the numbers. "I've learnt over the years, each and every one of us has the potential to be great at what we do, we are resourceful in our own right and have the capacity to be drivers and catalysts for positive and enduring change. We live in a frantic world and leaders have to be cognisant of the social context in which they operate and act accordingly"





## MAXWELL KUBHEKA

*Senior HR Business Partner, Old Mutual*

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As Senior HR Business Partner at Old Mutual (Mass Foundation Cluster Segment), Kubheka's role is to create an enabling environment for Sales and Distribution people in the business to be productive, grow their careers and achieve their goals. He does this by providing end-to-end HR support services.

Kubheka holds a Bsoc Sc in Industrial Psychology, a post-graduate diploma in Organisation Management, and a certificate in Leadership, all from UCT. He hopes that the EMBA programme will help him gain more insights into his own leadership philosophy and practice, as well as learn how to lead in a complex multifaceted business.

He believes the number one challenge facing leaders today is the ability to balance the demands of achieving results in the short term while adapting for the future and leading in a fast-changing business environment. "There is a huge focus on the short term outlook of achieving results rather than on the far more important goal of leading sustainable businesses," he adds.

## NATALIE NAUDE

*Strategic Marketer, Wesgrow*

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Natalie Naude is a passionate communicator and marketing professional, whose career has been shaped in a variety of industries, including government, corporate and as a business owner, successfully launching and growing award-winning national brands, and selling them to larger entities. Her current project is the launch of a first-of-its-kind water offset tool, [mywaterfootprint.capetown](http://mywaterfootprint.capetown), which will calculate the water usage of a business delegate, whilst allowing them an opportunity to pledge their support to neutralise their stay in Cape Town.

Natalie has served at executive level for a number of years, with roles such as chair of the Exhibitions and Events Association of South Africa, international expert speaker and industry expert at the prestigious Loerie Advertising Awards in South Africa. She is the proud recipient of the Top Woman in Business Award for Gender Equality in the Small to Medium Enterprise category, and was a finalist in the regional Nedbank Business Women's Associations Awards.

She strongly believes in giving people a voice and having a deep respect for different cultures and traditions.





## ADOLPH TOMES

*Head of Enterprise Information Technology,  
South African National Road Agency SOC Ltd*

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With a career spanning over 24 years in various sectors, Tomes is an accomplished individual, balancing theoretical knowledge with a refined practice cultivated in banking, retail, academic and the public sector. His core competencies are in information and communications technology, strategy, business development, ICT governance, stakeholder and project management.

In his current role as Head of Enterprise Information Technology, Tomes is responsible for the strategic direction, technical, governance, operational and administrative functions of the division and projects.

Tomes spent his formative years at ABSA Bank and the University of the Witwatersrand, before joining SANRAL. He holds a diploma in Information Technology and a postgraduate certificate in CIO Practice.

He was drawn to the EMBA programme at the UCT Graduate School of business, because he feels it is essential to continuously invest in the development of one's leadership skills.

Tomes says the number one challenge facing leaders today is the overwhelming pace of change. "At some point we discover we need to learn how to lead in times of rapid and continuous change," he adds.



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