

# Student Biographies

**[ EXECUTIVE  
MANAGEMENT ]**  
MBA

**Class of 2019**

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**

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

**Tel:** 021 406 1413

**eMail:** [Sherry.Walklett@gsb.uct.ac.za](mailto:Sherry.Walklett@gsb.uct.ac.za)

## Glenda **Weber**

**EMBA Programme Manager**

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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.

**Tel:** 021 406 1363 or 072 379 7554

**eMail:** [Glenda.Weber@gsb.uct.ac.za](mailto:Glenda.Weber@gsb.uct.ac.za)





## Mohamed Adamjee

**Executive Head:** IT Operations, Cell C

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Adamjee's role covers end-to-end planning, building and operating IT at Cell C. His current responsibilities span IT infrastructure, IT security, ISP services, operational support systems (OSS), channel and franchise management and value-added service (VAS). He is also responsible for innovation and alternative revenue options and partnerships for Cell C.

He holds an IT Diploma and various related certifications including MCSE (Microsoft-certified solutions expert), ITIL (Information Technology Infrastructure Library), and project management.

Adamjee decided to embark on the EMBA programme at the UCT GSB in order to break the norms and standards of transforming Cell C from a typical Telco operator to world class solution provider enabling new revenue streams and ensuring exemplary customer success.

He says the number one challenge facing leaders today is constantly evolving technology. This has an impact on people and skills requirements, costs and the ability to produce a quantifiable business case in terms of revenue.

## Chantelle Ah Sing

**Group Chief Financial Officer: African Equity Empowerment Investments (AEEI)**

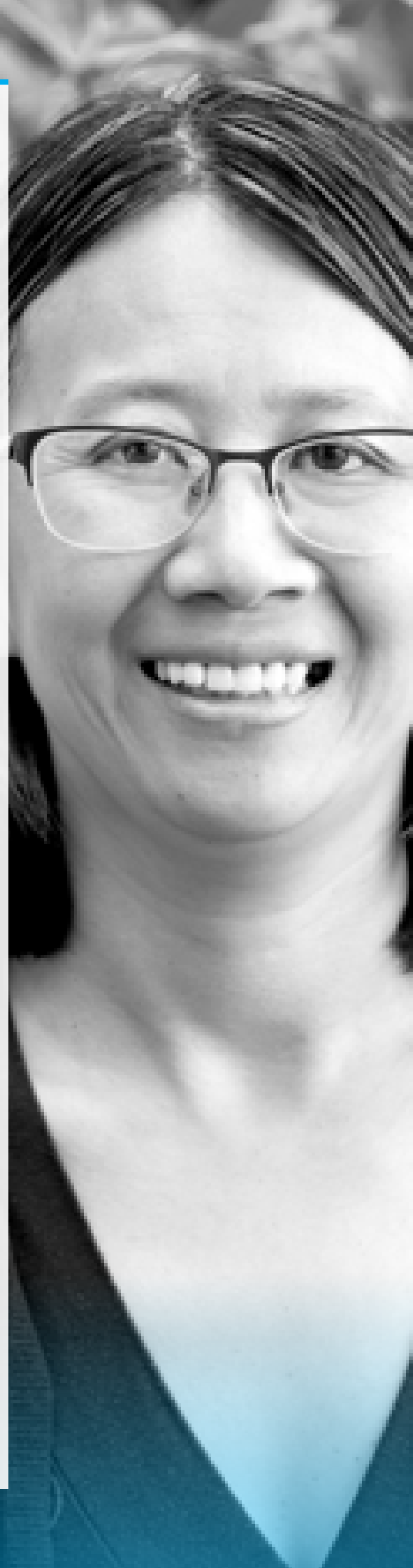
Ah Sing has played a key role at an executive level in building the business and progressing it to its greater potential through leading and managing the financial portfolio, to supporting the achievement of the overall corporate strategy and objectives. She also serves in a non-executive director capacity within the AEEI investment portfolio, namely, Premier Fishing SA (Pty) Ltd, Afrinat (Pty) Ltd, BT Communications Services, Bioclones (Pty) Ltd as well as SAAB Grintek Defence (Pty) Ltd. Additionally she serves as an executive director to the AEEI Board.

The organisation is a listed investment holding company which owns diverse interests in fishing, technology, health & beauty, events & tourism and biotechnology.

She holds a BCom from the University of Port Elizabeth and a PGDip in Accounting from the University of Natal. She completed her articles with Deloitte & Touche and qualified as a chartered accountant in 2004.

Ah Sing chose the EMBA programme to equip herself with the leadership skills to rise to new challenges and move out of her comfort zone. She also hopes to gain new ways to improve her strategic mind-set and develop the talent in the organisation to be a more effective CFO.

She says leaders need to navigate through the constant global, external and technological changes in a world of fast communication and must be in touch all the time to make immediate decisions. "The changes place constant pressure on the shoulders of many leaders, and in tough times, they are continuously trying to achieve more with less and still focus on their vision and purpose despite many distractions and ever-evolving conditions."





## Mwanyehengwangwe (Donna) Ndilimeke **Amunyela**

**Legal and Contracts Management Superintendent:**  
SL Mining Ltd and SL Mining Holdings Ltd, Sierra Leone

Amunyela is in charge of legal and contracts management where she is responsible for supporting legal due diligence of counterparties such as suppliers; implementing and supervising procurements and tender processes; drafting, reviewing and negotiating commercial and other contracts, and developing standards for contracts; supporting business managers on the implementation of contracts and monitoring performance; ensuring compliance with company policies and the applicable laws; providing legal support to the general counsel and the parent company generally.

She is an admitted legal practitioner of the High Court of Namibia and a member of the Law Society of Namibia, including the Namibian Corporate Legal Advisors and Governance Professionals Association, Namibia Law Association and Namibia Women Lawyers' Association. A graduate with a B-Juris and LLB from the University of Namibia, Amunyela also holds a postgraduate degree equivalent to a MEng in the field of public administration of mines and mineral resources obtained from ParisTech, Ecole des Mines de Paris, Centre de Géosciences, Centre d'Etudes Supérieures de l'Administration publique des Mines (CESAM), Fontainebleau, France. Additionally she holds numerous other professional, technical and interpersonal skills-related certificates as part of her personal development plan to equip herself with the requisite skills within the mining industry, in particular mine project construction, mining operations and corporate governance.

Amunyela believes the UCT GSB offers the opportunity to be exposed to various methods of sustainable business management and optimisation that can lead to business success, apart from providing an educational platform to meet and interact with talented people who can influence or challenge one's thinking and outlook on the business world positively. "With the advent of the ever-increasing globalisation trend, there is a need to constantly improve and develop oneself to be competitive on a global scale and I firmly believes the GSB will offer and expose me to such an environment," she adds.

She believes that leaders lack the ability to manage a business or organisation in the most sustainable manner so as to optimise the resources (both human and capital resources) at hand and maximise profit. She says systems thinking is the number one challenge today as leaders have become tick-box performers and key performance indicators (KPI) bonus collectors with limited interpersonal skills. "They lack the ability to have a 360 degrees' view of the whole business and fall short of compassion as they are emotionally detached from the workplace, caused by the ever-increasing performance pressure."

# Thomas Bergenthuin

**Executive:** Ataraxia Capital (Pty) Ltd

Ataraxia provides structured equity, debt, hedging and capital markets solutions to corporates, hedge funds, BEE participants and private clients.

Bergenthuin studied Industrial Engineering (B.Eng, Industrial, Cum Laude) at the University of Pretoria and then broadened his financial acumen by completing all 3 levels of the CFA Charter. He has decided to pursue the EMBA qualification at the GSB to further his knowledge at a more strategic level of business. Additionally, he hopes to develop the leadership skills to successfully advance his career within his current industry, but importantly also open the door for future development by better understanding the roles that peers within the class fulfil and the industries in which they work.

This leads into a further objective which would be to network as much as possible with peers. "I believe that the GSB is the leader in EMBA tuition and this was my driver in pursuing the course which I feel will best serve me in achieving my objectives," he says. Bergenthuin believes the biggest challenge leaders face today, is ensuring that their businesses remain relevant in a rapidly changing world driven by technological developments. "This can be achieved by embracing these developments whilst ensuring their organisations perform well on a sustainable basis by balancing the challenges and requirements of shareholders, the environment and the people within their organisation."



A black and white portrait of Albert Biga, a man with a beard and mustache, wearing a patterned shirt. The portrait is partially obscured by a white vertical bar on the right side of the page.

## Albert Biga

### Entrepreneur

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Albert Biga is an ICT & Business Process Automation expert with over 20 years practice. His professional practice spans software design, implementation & business process automation. His international experience across the sub-region was with Intel Corp, Ford Foundation-West Africa, USAID/West Africa Trade Hub, SOFTtribe among others. Albert has a BSc in Mathematical Science from the University of Ghana Legon.

Albert Biga is passionate about technology and has founded a number of technology businesses as well as Real Estate interests. He is currently the Founder & CEO of Zoobashop.com, Ghana's Premier & Largest e-commerce Retail Store that was adjudged e-Commerce Company of the Year two consecutive years by the Chartered Institute of Marketing Ghana (CIMG) in 2015 & 2016.

Biga chose the EMBA at the UCT GSB in order to gain new perspectives and refresh his knowledge. He also hopes to continue his professional development and prepare himself for board roles so he believes the EMBA will assist with networking and global outreach. Biga believes the number one challenge leaders face today, is talent management of millennials who he says are a very skilled but entitled group of the people.



## Liesl Brown

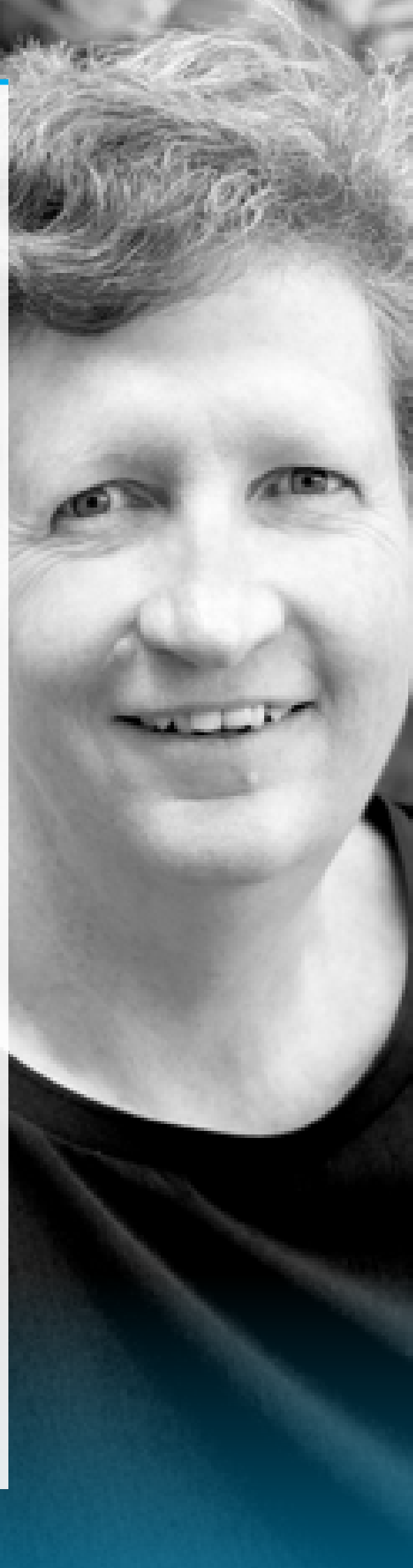
Executive Head: Internal Audit, Cell C

Brown's current responsibilities at Cell C include delivering a professional, effective and efficient world class service to Cell C, providing objective assurance of the adequacy and effectiveness of the internal control system, providing analysis and perspective on, and insights into optimal internal control system design, and ingraining a culture in Cell C, of continuously optimising the internal control system.

Brown is a qualified chartered accountant and says she has been looking for a course like the EMBA because it focuses more on leadership and self-development than on theoretical subject-based knowledge.

She hopes to broaden her career and business options whilst challenging the status quo in her life. "This is also an opportunity for me to expand my network and hone my people skills", she adds.

Brown believes the number one challenge facing leaders today is creating a work environment that fulfils and engages people in a world where the perception has been created that everything is instantly possible and achievable.





## Seth Burjins

General Manager: BMS Medical Supplies

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Burjins' role includes identifying business opportunities, managing all daily business operations to achieve corporate goals, maintaining a culture of shared value within the company, and implementing the business plan for profitability. He also manages administrative, logistical, human resources and accounting services to support company operations, and is responsible for developing strategies to improve overall quality and productivity.

He holds a PGDip in management practice from the UCT GSB and says it gave him valuable leadership and problem-solving skills that he was able to implement in his organisation. "I hope to gain an in-depth understanding of the inner workings of multinational corporations, giving me better insight into dealing with our suppliers and gaining the skills to take BMS Medical to the next level."

Burjins says educating yourself as a leader is the number one challenge leaders face today simply because of the lack of time that top management have at their disposal. "Leaders need to be continually learning, changing and growing according to their organization's needs, their markets and also the environments in which they operate," he adds.

## Lishon Chipango

**Chief Executive Officer:** Interfresh Ltd

**Director:** Wainthropp Investment Services

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Lishon provides leadership to Interfresh Limited through strategy formulation and implementation, and reports to the Board of Directors. He is responsible for the management of the company's operations and resources, ensuring viability and growth. He also runs an investment advisory boutique and is responsible for securing and executing client mandates.

He spent over fourteen years with the Old Mutual Group and was the Managing Director of Old Mutual Asset Managers and Old Mutual Properties in Zimbabwe before leaving to go into private business.

He is a qualified chartered accountant and holds a bachelor of accountancy degree from the University of Zimbabwe. Lishon has embarked on the EMBA at the GSB in the hope of developing his leadership skills and gaining exposure to current international leadership and management theory, thinking and practice.

Lishon believes the number one challenge facing leaders today is keeping businesses and their products and/or services relevant to the consumer in a dynamic and continually changing political, economic, social and especially technological environment.





## Professor Lester M Davids

**Professor of Physiology and Deputy Dean of Research and Postgraduate Studies:** Health Sciences Faculty,  
University of Pretoria

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Davids completed his under- and postgraduate studies at UCT and his PhD was completed in the Department of Medicine in 2003 studying the heme disorder, porphyria. In 2010, he joined the academic staff of the Dept of Human Biology at UCT as a junior lecturer. In 2015 he was promoted to Associate Professor before his departure at the end of 2016.

At UCT, he established the Redox Laboratory Research Group that used human skin as a core model to study the biology of skin cancers, wound healing in burns and the global human phenomenon of skin lightening practices. In 2017, he started up the BioSkin Laboratory at UWC where he continues to be fascinated with the underlying biology of human skin.

Numerous Masters and PhD students have graduated under his mentorship and since 2008 he has published more than 30 peer-reviewed international publications. He has presented his research at national and international conferences including the SA Burns Congress and Dermatology congresses. He has conducted numerous television and radio interviews and been integrally involved in three international documentaries on the global phenomenon of skin lightening practices.

# Ismail Dhorat

**Managing Director:** Zyelabs

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As CEO, Dhorat explains his role as that of providing the scaffolding for the team to deliver exponential value to their customers.

He has spent the last two decades learning at the school of life via self-directed learning and experience. In 2018 he went back to “school” and completed a PGDip with distinction at the UCT GSB.

Dhorat says one of the main drivers for his return to formal education is to have access to a curated set of theories. “These theories can then be used to further transform myself. Building relationships with other like-minded people was also one of the motivations,” he explains.

He believes the number one challenge facing leaders today is focus. “With the massive amounts of information and knowledge being created daily in today’s information society, there is opportunity wherever one looks. The key question that has to constantly be asked: What should one focus on at this point in time?”





## Bertha Dlamini

**Market Development Manager: Southern Africa, Power Grid Division, ABB South Africa**

Ms. Dlamini is an Advocate for accelerated participation of African Women and Youth in Africa's Power and Energy sector. She is leveraging her entrepreneurial experience and vast network in Africa's power and energy sector to mobilise global stakeholders and Africa stakeholders to work together to remove barriers that prevent effective youth and women participation in Africa's Power and Energy sector.

She is the founding President of African Women in Energy and Power (AWEaP) an initiative she founded to accelerate the participation of African Women Entrepreneurs in the full value chain of Power and Energy in Africa, and contribute towards addressing the continent's energy poverty.

She is also the Founding Chairman of Gen X Theatre Africa (Gen X), an initiative geared at accelerating Youth participation Africa's Power and Energy sector.

She is an incisive market developer and an astute conference speaker and moderator with a track record with such international events as: PowerGen Africa Conferences, African Utility Week Conferences, ABB Customer World, International Energy and Environment Fair and Conferences, Turkey, Women in Africa Initiative, Zambia Entrepreneurship Summit, South African Power Pool Conference, and AMEU Conferences to name a few.

Dlamini holds several management qualifications from various business schools including the Programme for Management Development at GIBS and the Management Advancement Programme at Wits Business School. By enrolling on the EMBA programme at the GSB, Dlamini hopes to consolidate 15 years of senior and executive management experience into a solid leadership value proposition for the African continent.

She says the number one challenge facing leaders today is the complexity and velocity of change facing industry as a result of the Fourth Industrial Revolution (4IR), required skills development and market competitiveness. "The velocity and complexity of change facing all industries requires new management and leadership skills, new relationships with customers and civil society at large.

# Collie Ntombi Dlamini

**Business Support Manager:** Eswatini Electricity Company

Dlamini supports the organisation by preparing and revising budgets, monitoring expenditure and reporting outcomes on financial performance to various stakeholders. She also ensures that the implementation of strategic initiatives is aligned to set objectives and on course to achieve targets.

She is a qualified general internal auditor and hopes the EMBA will help her to become an 'outside the box' thinker with deep strategic insights and foresight, as well as the ability to comprehend and simplify complex matters and provide solutions to complex challenges. "I would also like to be an effective communicator, assertive and open to learning from others and accepting criticism/feedback objectively with a view to continuous improvement. I look forward to learning to articulate deep issues clearly in my communication skills, and to leading seamlessly; improving velocity of operations and projecting leadership ability that is easy to be trusted and followed," she says.

Dlamini believes the number one challenge facing leaders today is inspiring trust with others since trust is earned over time. She says leaders need to be visionary and lead lifters, being able to see what others don't and to unpack this with integrity to them whilst maintaining their trust that you are leading them in the right direction with the desirable end result. "It's important to give the assurance and confidence to those you are leading that as a leader you know what you are doing, and know where you are taking them, that you will not be lost in your vision."





## Nhlanhla Seedwell **Dlamini**

**CEO: Swaziland Construction Industry Council**

Dlamini oversees all operations and business activities to ensure they produce the desired results and are consistent with the overall strategy, mission and objectives. He also manages the overall day-to-day operational and strategic functions and is responsible for implementation of all decisions, policies, projects & programmes. He leads the Council's multi-disciplinary management team and co-ordinates all activities to achieve optimum efficiency and effectiveness of business operations.

Dlamini holds a BSocSc majoring in public administration and environmental sciences and planning. He chose the UCT GSB EMBA because of its reputation as one of the best business schools in Africa. "The EMBA is a rigorous learning experience for managers and other professionals with significant work experience who are looking to develop further as leaders. I believe this will really assist me in closing the gap between my 11 years' managerial experience and my academic qualifications. I hope to improve my career prospects through gains in management knowledge and competence by being exposed to the latest international business trends and management techniques. I believe this programme will challenge me and I'm ready for the challenge," he adds.

He says the number one challenge facing leaders today is managing and guiding change. "Many organizations go through a number of changes in their business operations and one of the challenges leaders face today is how best to manage and guide these changes. Guiding change includes knowing how to mitigate consequences, overcome resistance to change, and deal with stakeholders' reactions to change. Without a properly managed and guided change in any organization, this may lead to poor implementation of change-management strategies."



# Xolile Dlepu

## Fleet Technical Manager: Oceana Group

Dlepu's role involves ensuring statutory compliance, maintaining standards and continued safe, legal economic and effective operation, maintenance and utilisation of fishing vessels in order to ensure the safe and efficient operations. He controls and manages the fleet budget as well as a group of superintendents, chief engineers and related engineering staff.

Dlepu completed his LLM (Professional Masters in Shipping Law) at UCT in 2017. He also holds the S4 diploma in mechanical engineering.

By enrolling on the EMBA programme, Dlepu hopes to achieve his full potential and become the best version of himself through discipline and learning to be fully present in the moment. "I plan to alleviate most levels of fear by improving my confidence, which will drive doubt into a small corner and enable me to come out of the EMBA as an action person who not only makes a living but makes a difference in people's lives. I don't want to be immobilised by stress." Additionally, he hopes the EMBA will benefit him with effective strategic solutions and a better understanding of markets and related risks.

"I know there will be turbulence and challenges, but there is no gain without pain, and as long as I have a game plan, things will come together. It's a giant step in my life and I believe it's possible to transform myself at an accelerated pace," he adds.

Dlepu believes the number one challenge facing leaders today is coping with complexities and accelerated change such as dealing with the fourth industrial revolution. Other challenges include corruption and doing business in politically unstable countries as well as change management and dealing with resistance in the workplace.





## Jason Dos Santos

**Executive Head: Digital, Cell C**

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Dos Santos is responsible for the design and implementation of the overarching digital strategy for Cell C. This includes the company's Big Data environment, website, app and digital transformation of the organisation.

He says he hopes the EMBA will provide him with a platform to develop new ways of thinking, which he believes will in turn assist him in reaching his full potential.

"I don't believe that it's possible to reduce the numerous challenges that leaders face today to a single challenge," he explains. "Having said that, many of the problems we face can ultimately be tied to managing and inspiring people through a rapidly changing environment."

The impact of amplified diversity and an increasingly fast rate of technological change is clearly evident within the business environment. Leaders need to guide their people to embrace change and adapt quickly to the constantly changing business landscape.

Now more than ever, there is incredible diversity within the workplace, which represents both a benefit and a challenge to leadership. "For example, it is not difficult to see the stark differences between the Baby Boomer generation and Generation Z, which require vastly differing styles of management. Add to that the globalisation of business, which means that we are now working with more and more cultures, races and religions."

Dos Santos says ensuring that individuals are managed in a way that best suits their lifestyles, beliefs and needs can be a daunting task, but is essential for the success of businesses. "Organisations cannot succeed if leaders do not find ways to effectively manage, inspire and talk to each of these individuals while maintaining a unified vision and mission."

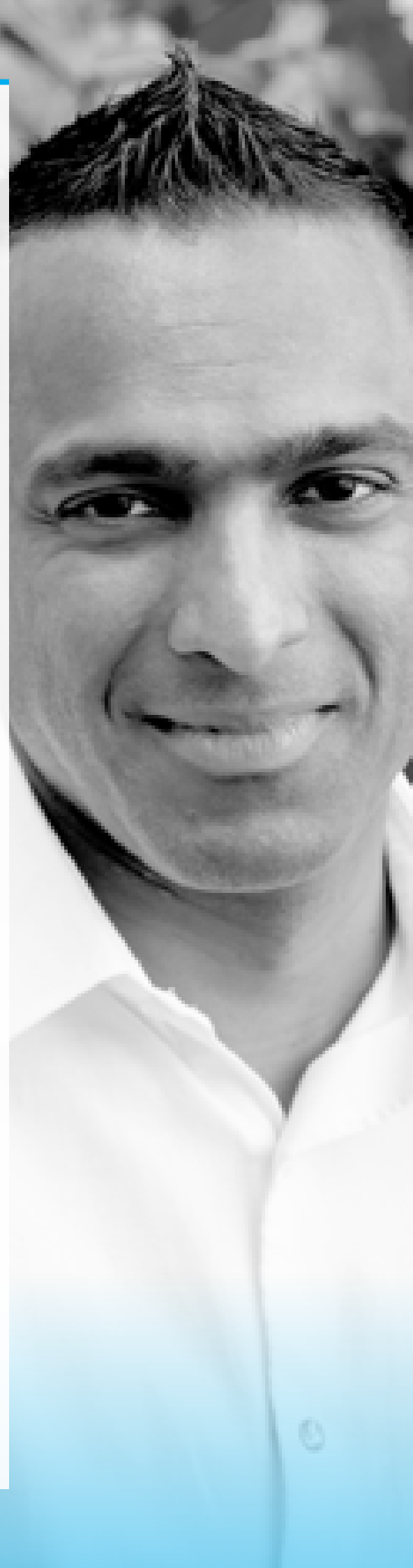
## Irshaad **Esakjee**

**Executive Head:** Operational Finance and Reporting, Cell C

Esakjee is responsible for managing and directing the financial department by incorporating sound financial systems, processes and policies, and ensuring complete and accurate data. Furthermore, he provides data and information which is relevant and reliable for decision-making and assisting the company to execute its vision and strategy.

He is a qualified chartered accountant. He chose the EMBA at the UCT GSB with the aim of enhancing his leadership capabilities, challenging his current way of thinking and providing him with a platform to take the next step in his career at an internationally recognised university with high graduation success.

Esakjee says the number one challenge facing leaders today is being agile in the current environment, which is significantly impacted by unpredictable macroeconomic factors, and susceptible to rapid technology advancements.





## Ishmond Fakudze

**Property Services Manager:** Royal Swaziland Sugar Corporation

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Fakudze's responsibilities include the provision of municipal, facility, real estate, waste management, and security services in all the company estates. The portfolio includes housing and buildings' construction and maintenance, infrastructure construction and maintenance, horticulture and environmental management, real estate management, town planning and development, house allocation and inspections, as well as provision of security services across the company estates.

Fakudze holds an MSc in Project Management; SMDP; MDP; BSC (Engineering); BSC (Physics/Math); Diploma in Education. He says the UCT-GSB is a world class business school that he believes will offer him the opportunity to get exposure to the best and latest business leadership principles for the enhancement of his professional growth and to help him become a better, more well-equipped and relevant leader for our times. "I also hope to acquire the skill to develop my own personal "lens" through which I will be able to clearly see my reality and then to design appropriate solutions for the various challenges I will be faced with in the execution of my duties in order to satisfy and or maximize value for my stakeholders," he adds. He says he is keenly looking forward to establishing rapport with both faculty and fellow participants for meaningful engagement and to learn from each other's experiences.

"Rapid changes brought about by our VUCA world is the number 1 challenge leaders face today," he says. "The education of today seems insufficient for the potential challenges of tomorrow. One needs to continue learning-unlearning and relearning to keep pace with the changing business landscape, or there is a danger of becoming irrelevant."

## Karin Fourie

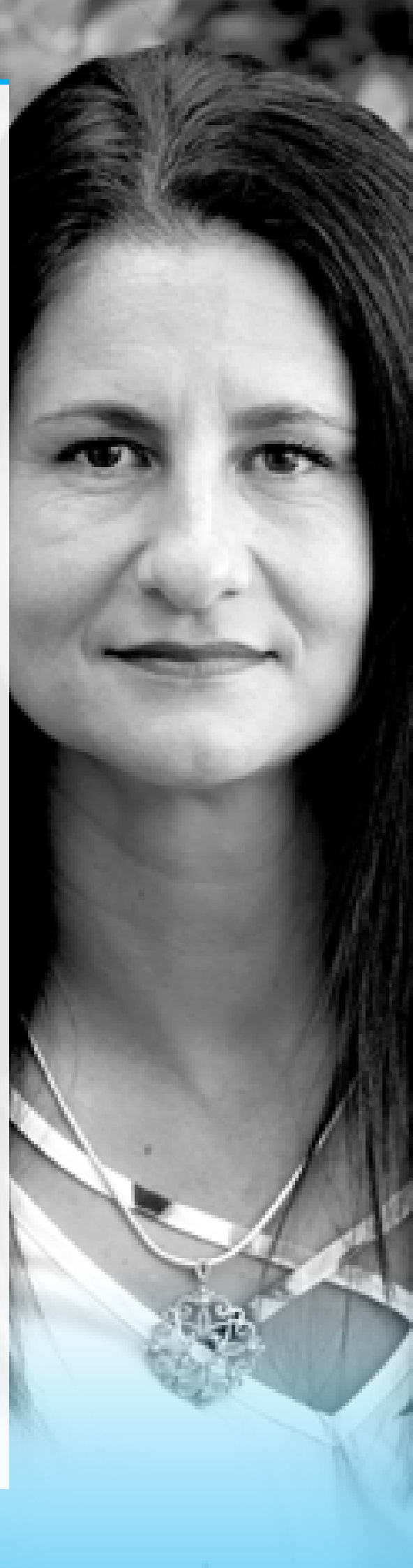
**Executive Head:** Communications, Cell C

As head of corporate communications at Cell C, Fourie leads a team of specialists in developing and executing strategic communications activities aimed at creating a favourable perception of the company among key audiences. The key purpose of this function is to enhance, and when required protect, the company's reputation. Her portfolio consists of internal communications and staff engagement, public and media relations and social media.

Fourie holds a BCom in Hotel and Tourism Management from the University of Pretoria, and a BCom Hons in Marketing Management.

She says Cell C provides its key executives with the opportunity to obtain an EMBA. "I hope to gain sound business and financial skills as well as a broader understanding of business in general. The opportunity to expand my professional network and gain insight into different industries is also hugely appealing."

Fourie says keeping employees motivated is a key challenge faced by many business leaders. "Demands and expectations of different age demographics are vastly different and organisations need to explore new ways of attracting and retaining talent across various levels of the organisation," she explains. "This requires leadership to create a balance between meeting the expectations of one group while not alienating another." She says this is particularly evident in the telecommunications space where support functions are typically filled by younger staff whereas, more experienced, often older employees fill positions in operational and technical functions.





## Nokubonga Frans

**Deputy Director:** Manufacturing, Gauteng Dept of Economic Development (GDED), Sector and Industry Development Division

Frans is primarily responsible for developing sector strategies/initiatives and providing resource mobilisation support for project implementation in collaboration with stakeholders. Her role includes research and factory tours to companies within the manufacturing sector, with the aim of learning more about their production processes and identifying challenges, thereby facilitating interventions.

Frans holds a BCom Hons in Economics from the University of the Western Cape. She says the EMBA will help her develop her presence, conceptual ability, practical wisdom and prudence so that she is able to develop sustainable solutions and deliver effectively. "It will also sharpen my knowledge and skills which are needed in the ever-changing world of work. I believe that it is capable of transforming me to be a confident, authentic and knowledgeable leader with a vision," she says. She adds that the EMBA will also provide credible insights on how to manage organizations in a holistic manner. "I consider the EMBA offered by the GSB to be the best move I can do for my career, and I am extremely motivated to pursue it."

The number one challenge facing leaders today is to overlook the importance of research before concluding on a decision. They tend to focus on implementing the best practices of other companies/countries, without understanding their current status. Both the private and public sector need to invest on research since it is a major tool in decision making and development of new ideas.

## Mario Fritz

**Executive:** Network Operation Centre, Cell C

Fritz's mandate at Cell C is to set the tone in executing the company vision, strategy and goals in aligning the NOC's mandate. His role is also to identify and develop talent as part of leadership, and ensure that delivery is resourced and enabled accordingly, managed efficiently, and in a financially responsible manner.

Fritz hopes that, having attended various forms of management, financial, business and technical training, the EMBA will help, not just to cement all of this knowledge, but to reveal cohesion and principles to consider and apply in the execution of a progressive business, and organisational mandate.

He says the number one challenge facing leaders today is not understanding their purpose and trying to align personal and leadership mind-sets. "There is a constant conflict arising from organisational relevance – either through lack of support, or being under threat. Self-preservation and personal doubt can impact a leader's ability to navigate management and shareholder expectations and demands whilst pursuing a culture of organisational excellence."





## Mario Gaffley

**Operations Manager: Golden Arrow Bus Services**

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Gaffley is responsible for the scheduled service of the Cape Metropole from Khayelitsha/Gugulethu/Cape Flats/Northern suburbs, which includes the day-to-day depot engineering and traffic operations to render the service as per Golden Arrow's contract with the Department of Transport. The key focus points are to increase profitability, reduce costs, and improve efficiency as well as the efficient use of human capital and managing stakeholder relations.

He holds a B Com in Transport Economics International Leadership Development by Regensys and MIT Design Thinking as well as a PGDip BMA from Stellenbosch, diploma in transport management (UJ) and other vocational engineering qualifications. He is a qualified artisan and aims to complete his honours in Transport Economics in 2021 in order to keep up with the industry.

He says the GSB is one of the most renowned business schools in Africa, and a leading example of where astute business people come from. "I hope to finish my PhD at the school, and the EMBA will be my stepping stone in that direction." Aside from the formal qualification, Gaffley wishes to gain insight into how to apply the knowledge in a practical way that will bring about change in him and those he leads. Lastly he hopes it will prepare him for an executive position in his company.

In the South African context, the application of ethical leadership and transformation leadership is the number one challenge facing leaders today. "It has become a tick-box exercise and I see too many great leaders struggling to move from our past and step into our future in business and politics alike. I'm in no way suggesting we forget our past but we can either bring the best of us or it will destroy us, regardless of the great innovations and any amount of emotional intelligence we possess. As Peter Ducker said, 'Culture eats strategy for breakfast'."



# Wolfgang Haida

**Business Development Director: DSV Global Transport and Logistics**

Haida's core responsibilities include, developing business growth, progressing prospects and managing existing client relationships throughout the sales lifecycle. This involves designing, costing and overseeing the implementation of bespoke and innovative logistics solutions, solving complex supply chain challenges and occasionally providing advisory consulting and support on various global projects.

He holds a national certificate in operations management from UCT. Prior to this he obtained a diploma in logistics economics in Germany and holds a qualification in IT management.

He was drawn to the UCT GSB as it is recognised as one of the leading schools in the country and expects that the EMBA programme will challenge his thinking, broaden his perspective and strengthen his leadership skills. "I am expecting the programme to be demanding, challenging, highly interactive and thrilling as I aim to apply the new learnings immediately within my current role to drive change," he adds.

Haida says the challenge facing leaders today is about authentically connecting to their clients, developing trust and delivering quality services. "Client contracts are built on relationships. Access to information is prolific and this levels the market place. Clients are able to easily research a company's offerings, performance, gain insight into employee career experience and obtain reviews and ratings to compare and differentiate amongst competitors. Competitive advantage particularly in the logistics industry is no longer differentiated by pricing or product offering."





## Keane Harvey

**Managing Director:** ProFloat (Pty) Ltd

**Attorney:** Harvey & Associates

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ProFloat is a services company providing global solutions for the maintenance of critical subsea floatation equipment used in offshore oil & gas exploration. Harvey's duties are to develop and implement long term goals which maximise the international standing of the company and ensure long term value to owners. He has also developed and oversees a middle management team ensuring all operational, quality, financial and administration systems are aligned to the above, and achieve and maximise profitability.

Harvey is an admitted attorney and holds a LLB (UCT) and a BA (Law & Humanities, UCT). He says "Each school has its own merits and points of attraction, but the GSB is a part of UCT and is therefore my alma mater. The school is also very well-reviewed and the content is thought provoking and transformative. Being a Capetonian and a fan of my home city, the amazing location of the GSB helps too."

He says he expects the EMBA to help him develop a fresh perspective, acquaint himself with a new language and harness a fresh set of tools, which he plans to rely on and develop in fruitful business endeavours in years to come.

Harvey believes the primary challenge facing leaders today is the immense complexity of modern human systems, which brings a randomness and disparateness unprecedented prior to globalisation. "My goal will be the ability to avoid entanglement and develop genuine insight," he adds.

## Donovan Hesqua

**Financial Manager:** Old Mutual Ltd

Hesqua is responsible for the consolidation and reporting of the Old Mutual Wealth Business unit. He is also the financial manager and public officer of three statutory entities within Wealth Business. Broadly, his role encompasses financial management and statutory reporting, governance and control, budgeting and forecasting, as well as staff management.

He is a qualified chartered accountant and hopes that by enrolling on the EMBA programme at the UCT GSB, he will gain valuable insight and knowledge that will enable him to obtain a clearer understanding of, and path to achieving his career and personal ambitions. On completion of the EMBA programme, he hopes to have gained the requisite competencies to enable him to communicate and integrate effectively at all levels within the Organisation. "I would like to feel confident to take the step change to the next management level. I would also like to be able to manage both my professional and personal life in a balanced manner."

Hesqua believes the number one challenge facing leaders today is maintaining organisational relevance in the era of globalisation and technology. "Globalisation represents an open playing field and a world without boundaries where customers become more mobile and non-traditional competitors continue to grow and emerge. This together with the surge of new technologies presents significant challenges to organisations and how they are set up to operate."





## Molefi Hlalele

**Managing Director:** Goldstandard GC

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Hlalele provides strategic leadership for Goldstandard GC, a company doing business across Africa in a number of industries such as training and education, research, management and leadership, media and broadcasting, logistics and property development. He is personally responsible for the research consultancy and developing business solutions to the clients. It is his duty to meet with the clients, make business cases and close the deal. His focus is on the delivery of high standard services and products as promised to the clients. He has a duty to further develop the senior and executive leadership of the group in the execution of their responsibilities.

He holds a bachelor's degree in business administration from UNISA and a PGDip in Management from Wits University as well as a PGDip in business administration from UCT GSB.

He says the good reputation of the GSB is a bonus but it was the standard of professionalism he experienced whilst studying for his PDBA at the GSB, which led him to embark on the EMBA programme. "I'm hoping the experience will hone my leadership and management skills and help me improve my strategic leadership as an entrepreneur."

Hlalele says the number one challenge facing leaders today is ethics. "The world over, those of us entrusted with leading organisations and countries, are faced with the dilemma of taking decisions that are ethical and sincere to the benefit of the organisation and those we lead. Big organisations are being destroyed by decisions taken on the basis of the selfish interests of those in charge. Ethical leadership ensures that I can make the same decision with the same facts 50 years from now."

# Istiaaq Hoosen

**Product Specialist:** Capitec Bank

Hoosen provides quantitative and analytical insight into the payment card department. His role is also to execute and achieve Capitec's group, division and business unit vision and growth strategies through quantitative/ analytical business development skills.

He holds a BCom in Accounting Sciences from UNISA and a PGDip in Management practice from the UCT GSB. He chose the UCT GSB for its vision and belief in what leaders should be and for its outlook of the future. "I believe the experience will open my mind and thoughts to deal with the future business environment and build a better South Africa," he adds.

Hoosen believes one of the most common challenges leaders face today is leading different generations and the manner in which they communicate.





## Sam Januarie

**HR Director:** Imerys S.A.

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Januarie provides a professional human resources service to the business, in line with policy and legislations in Southern Africa. He is also responsible for creating a positive industrial relations culture within the business and minimising risk of industrial action by advising, guiding and supporting both employees and managers.

He holds a postgraduate degree in labour law, a postgraduate diploma in project management, and a human resources management diploma.

As a former UCT student, he has always wanted to further his studies at the GSB. "I regard the GSB EMBA programme as the best in Africa," he says. "I hope to gain a better understanding of executive management with a focus on the more EQ dimension of business leadership."

Januarie says the number one challenge facing leaders today, especially leaders in Africa, is trying to apply first world skills in a developing society such as Africa. "Leaders skill themselves to first world standards and try to apply those leadership skills in a developing society that is not on a par with first world thinking and execution," he adds.

## Themba Kalua

**Deputy Representative:** United Nations Entity for Gender Equality and the Empowerment of Women (UN Women), South Africa Multi-Country Office

As the Deputy Head of UN Women South Africa Multi-Country Office, Kalua oversees programme and operations for UN Women in five countries in Southern Africa namely; South Africa, Botswana, Lesotho, Namibia and Swaziland. He leads programme development and management, strategic partnerships including with Government and non-state actors, policy advisory services, resource mobilization, communications and advocacy, reporting, monitoring and evaluation. He also oversees HR, administration, IT, finance and procurement.

Kalua has worked on some of the world's most pressing development challenges including climate change, poverty, inequalities, governance, peace and security, energy, environmental degradation and unsustainable use of natural resources through working for different organizations including UN agencies such as the World Food Programme, UN Development Programme (UNDP), UN Environment Programme and UN Women. His roles have included leading strategic planning, programme management, policy advisory, managing change and leading various teams at global, regional and country levels.

Kalua holds an MSc in Strategic Management with a focus on change management and a BSc in Environmental Science and Technology. He is passionate about gender equality, youth empowerment, Africa's sustainable development, climate change, natural resource management, public speaking and transformational leadership, and enjoys facilitating and leading strategic thinking and planning processes.

By enrolling in the EMBA programme at the GSB Kalua says "I expect to gain knowledge and create life-long networks that will help me as a leader and manager to implement ambitious, bold and innovative plans that would deliver transformational results for the people that my organization serves through the teams that I lead and in collaboration with other stakeholders."

He adds that the world is changing very fast, with many opportunities as well as complex challenges. "One of the biggest challenges that leaders face today is ensuring that they lead organizations to provide solutions and remain relevant in this ever-changing context."





## Martin S Kasemuka

**Senior Manager:** Business Development and Power Trading,  
Copperbelt Energy Corporation Plc (CEC)

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Kasemuka is responsible for CEC's organic growth by identifying and developing new business opportunities, and power trading, which involves purchasing power from a portfolio of regional sources for supply to customers in Zambia and DRC. He also serves as Managing Director of CEC-DRC Sarl, where he is operationalizing the company.

He holds a Bachelor of Electrical Engineering and a MBA Finance. He hopes that the EMBA at the GSB will enhance his management and leadership skills and augment his ability to conceptualise and develop solutions in a dynamic environment. "I believe this skill will be valuable in the next step of my career," he adds.

Kasemuka believes that whilst various specific challenges can be identified, such as staying motivated while under pressure, admitting mistakes, developing the next leader, and culture issues, the number one challenge that leaders face is not maintaining (or perhaps enhancing) the qualities that propelled them into leadership positions. "This is because while specific challenges may differ in various sectors, leaders have a challenge of remaining focused on identifying stakeholders and pursuing objectives of the organisation while demonstrating leadership qualities," he says.



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## Dr Carlyn-Ann **Kathan**

### Dentist

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Dr Kathan runs her self-owned successful dental practice called Kathan Dental Practice in the Southern suburbs of Cape Town. She also heads up the Dentistry department at Red Cross Children's' hospital – the largest children's hospital in Africa.

Dr Kathan completed her dentistry studies at the Universities of Stellenbosch and Western Cape in 2006. Since then, she has been in private practice and in 2011 completed a postgraduate diploma in aesthetic dentistry. In addition, she holds a diploma in radiography as well as a Bachelors in Technology with a major in Education.

Kathan says “females in business have always been aligned as the “weaker” sex. Add to this the fact that non-white females particularly in the South African context have not had many opportunities to run their own businesses or be intrepid entrepreneurs. This has contributed greatly to my motivation of not only completing the EMBA but using its acquired skill sets to improve and ultimately strengthen the position of my own business as well as mentor and uplift other females in similar situations.”





## Siphelele **Khanyile**

**General Manager: Securi-Tech SA (MOS group of companies)**

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Khanyile's role is to direct and coordinate operations of the organisation. His duties and responsibilities include formulating policies, managing day to day operations, and planning the use of materials and resources, human and otherwise at Securi-Tech SA. He also heads up HR functions across the 13 group companies.

His background is in information technology, and as such, his academic achievements, as well as experience are in this field. "As an RPL candidate, I have a handful of IT and industry-specific certificates without a bachelor-level qualification," he adds.

Khanyile says that as an informally qualified executive, he wishes to plug this gap by studying at the number one business school in Africa. "My primary goal is to gain access to resources that will improve my systems thinking, as well as my ability to think and manage strategically."

He believes the number one challenge leaders face today is the fast-paced global environment. He says this primarily results from changes in technology and culture. "Organisations, and by extension, their leaders are forced to adapt to this rapid evolution in order to stay relevant and competitive," he explains. "Without a constant drive towards innovation, capable leaders can easily fail."

## Sibusiso Kunene

**Agriculture Engineering Services Manager: Royal Swaziland Sugar Corporation (RSSC)**

Kunene is responsible for all the engineering aspects of growing sugar cane in RSSC. This includes management of key departments that are responsible for civil engineering infrastructure designs and construction; irrigation canals design and construction; roads network design, construction and maintenance; surveying and drawing office functions; and the provision of tractor pools for land preparation and infield activities for the whole sugar estate (22000 ha).

He holds a BSc in Physics and Mathematics from the University of Swaziland, a BSc in Civil Engineering from Morgan State University, USA, and completed the senior management development programme at Stellenbosch University.

He says the GSB is one of the leading institutions in Africa that is also competitive worldwide in providing executive leadership courses. "I am at a point in my career where it is quite important that I equip myself with the best leadership skills that will assist me and the company to succeed in light of the challenges we are facing as a result of external factors affecting the sugar industry. Hence it is important to learn with the best scholars in order to navigate through these tough economic times."

Kunene believes the number one challenge leaders face today is the rate at which the world we live in, is changing. "The changes can be political, economic, or technological, and leaders must constantly ask themselves what the impact is of these changes to their businesses. The world is getting smaller and smaller, meaning what happens anywhere in the world can have a direct impact on most parts of the world. Having to constantly navigate through these global challenges causes leaders sleepless nights."





## Serenta Lotz

**Execution Head:** Legal and Group Company Secretary, Cell C Ltd

Lotz provides legal advice, insight and recommendations to multiple divisions within the business, including HR, marketing, product, customer experience, fraud and forensics, subscriber credit operations, content, information security and consumer complaints. In addition she oversees the company secretarial functions for Cell C Ltd, its three subsidiary companies as well as seven holding companies.

She holds a LLB (cum laude) and is an admitted attorney of the High Court of South Africa.

Lotz hopes the EMBA will help her embark on a journey of self-discovery, develop and build relationships, and gain an understanding of the underlying structures, thinking and beliefs that shape an organisation like Cell C.

She believes the number one challenge facing leaders today is seeing the importance of developing and mentoring employees, as there always seems to be more important business to attend to, such as financial performance. "This results in a scarcity of time and the willingness to mentor and coach might not be at the forefront of their thinking as being important," she adds.

## Jamie Louw

**Finance Director:** AFMS Group (PTY) Ltd and subsidiaries

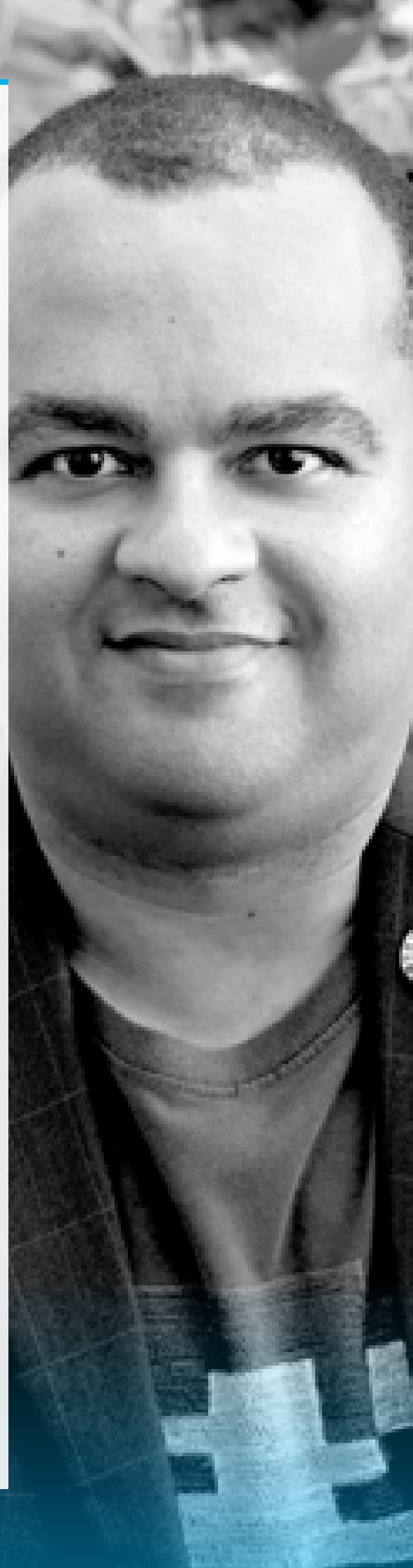
Louw's role as financial director encompasses the provision of financial strategy to the overall group and its subsidiaries, leading and governing financial activities in the business, and developing effective finance teams. Effectively he oversees the working capital and treasury requirements in the business as well as the statutory reporting processes and building effective business relationships internally and externally.

Louw is a qualified chartered accountant and holds the PGDip in Management Practice from the UCT GSB, a qualification which he believes helped him to add back meaningfully in his organisational context. "I enjoyed the space the PG Dip provided to engage and grapple with the complexity of the field of management, and am seeking more of the same on the EMBA programme, but with added depth of discussion, engagement and a deeper attuning to the detail that gives rise to a broader understanding of my operational context and the world we live in."

Another outcome he seeks to develop is his capability to construct models to meet the demands of his organisation, and others, which is dynamic and complex. "By engaging directly with knowledge resources and immersing myself in it, I will be able to co-create with my peers on the programme, and in my organisation, for success." Through this process, Louw hopes to increase his ability to lead ethically, with integrity and courage.

On top of honing new skills and competencies, Louw also believes the EMBA will open up new networks and opportunities for growth, success and prosperity for himself and his family.

Louw believes the number one challenge facing leaders today is uncertainty. "We don't know what we don't know, so we need a toolkit of skills that will help us deal with the changing world as the new normal. Strategy, sensing and acting upon trends with precision will be the difference between success and failure. I thus want to be equipped with these skills so that I can be a prolific leader in industry in future."





## Caroline Macharia

**Head:** Connected Services, Multichoice SA

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Caroline is the Head of Connected Services at Multichoice SA. The Connected Services portfolio consists of MUD's and SUD's technical support, payment validations, operations and product qualifications. Prior to this she was Executive: Product Management Broadband, responsible for the Fibre, Converged services and Fixed LTE for Home portfolio at Cell C LTD.

Caroline is a seasoned ICT professional with numerous awards under her belt including being nominated a finalist in the MTN 2017 women in ICT award under the Innovator award category. Caroline has been at the forefront of driving innovation, complex transformational changes and offering commercial value to consumers for over 19 years within the ICT space.

Qualifications: Executive MBA (currently studying), Master of Management in Information and communications Technology, Policy and Regulations; Bachelor of Commerce Degree (Marketing).

## Mark Maclean

**Assistant General Manager: Operations Services,**  
Cape Town International Airport (ACSA)

Maclean is responsible for the management of the operations at Cape Town International Airport. This includes the management of infrastructure and operations on landside, terminals and airside. It also includes the management of fire and rescue services, maintenance and engineering and projects.

He holds a BSc in Electrical Engineering and has completed the Executive Development Programme at Henley Business School.

He says he would like the EMBA programme at the UCT GSB to challenge his thinking and provide him with a variety of different perspectives. "I also believe I will be provided with tools that I will find essential in the workplace for my current and future career. I look forward to engaging with my peers on this programme and to share learning and experience," he adds.

Maclean believes the number one challenge facing leaders today is leading a diverse workforce with the right moral and ethical values. "The focus for a leader should be to build a workforce which displays good character."





## Gavin Macnaughton

**Chief Commercial Officer:** Old Mutual Specialised Finance (OMSFIN)

Gavin has an investment banking background. He spent 10 years at Morgan Stanley in London, before joining Old Mutual Specialised Finance (OMSFIN) in 2010. Gavin is the ExCo member in charge of developing and executing OMSFIN's strategic agenda. He is also responsible for establishing new business opportunities and revenue streams, strategic partnerships, Group collaboration and human capital in the business. Gavin holds a BBusSc degree from UCT, and is a Chartered Institute of Management Accounting (CIMA) charterholder.

Gavin says he has reached a point in his career where he feels the need to expand his current worldview, and discover new purpose and fulfilment. He believes the EMBA programme will be of value in terms of its alignment to his current role which is complex, highly variable, and strategic in nature. "The applied learning element of the programme is particularly appealing as it ensures that we translate the theoretical models into practical interventions in our businesses. It also offers an opportunity to evolve my leadership skills, build out my signature presence, and access a new network of executives both locally and on the continent" he adds. He hopes it will offer the chance to broaden his current perspective on business and life, and expose him to new thinking and opportunities. Gavin believes the number one challenge facing leaders today, is positioning organisations for the challenges of the fourth industrial revolution. "The risk of certain businesses becoming irrelevant is significant, whilst the potential impact for human capital requires careful consideration."



# Phindile Magadla

**Executive Head:** Contact Centre Enablement, Vodacom

Magadla's role is to provide support across business improvement, quality assurance, management information systems, commercials and workforce management for all customer care-facing departments within customer operations for Vodacom. Her responsibilities include drafting and monitoring contractual, compliance agreements with suppliers; drafting annual budgets, proposing monthly purchase orders and monthly reconciliations; and enabling reporting and business insights.

She acquired her qualification as an international coaching federation business coach from the Gordon Institute of Business Science (GIBS) in 2016 and has completed several management and leadership development programmes through various institutions including GIBS, Harvard and Wits.

By enrolling on the EMBA programme at the UCT GSB, Magadla wants to strengthen her academic, strategic and people skills, to apply in her career. "I am looking for growth intellectually and to challenge my normal way of thinking about the environment I operate in. I want to bring into my environment, valuable changes in line with the digital revolution and AI we are currently experiencing in our working environment."

Phindile believes the number one challenge leaders face today is being able to mitigate and adapt to changes that are impacting their industries. "For example, agility in the workplace has been proven as making teams more productive, and yet a lot of organisations still have challenges with incorporating this method of working into their environment, by not accepting change and putting plans in place to move with the times."





## Abner Mahlatsi

**Senior Operations Manager: De Beers Marine (SA)**

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Mahlatsi is a member of the De Beers Marine (SA) Executive Committee, in charge of the Operations Department. The Operations Department is responsible for general management of marine diamond mining production vessels, automated underwater vehicles used for subsea geophysical profiling. This includes engineering maintenance, running maintenance, as well as safety and environment.

He is a qualified fitter and machinist, with a diploma and national higher diploma in mechanical engineering, a BTech degree in industrial engineering, certificate in corporate governance, as well as a PGDip in business management from the University of Wales.

"I have been an executive manager for the past 15 years, and coming to GBS and interacting with EMBA candidates will help sharpen my skills, add to my experience and open up my mind to other executives' thinking and the broader world of work," he says.

Mahlatsi says the number one challenge facing leaders today is governance and ethics. "If all leaders from all institutions can understand and appreciate the principles of proper governance, the media will be less flooded with reports of scandals in the industries."

## Refilwe Mako

**Executive Director:** Vicmol Construction

Mako's role includes leading and managing the organisation holistically, which involves focusing on sustainability and stability and coordinating all functions for profitability, smooth running, cooperation and team work.

She holds a BA, B.Ed, UED, BBAI, MCSE, and a diploma in Ministry. Mako enrolled on the EMBA programme at the UCT GSB in order to expand her leadership potential by building on her leadership knowledge and skills and to learn from and share her knowledge with different people from various backgrounds. "I also hope to become an expert leader in my area of business in order to grow globally, increase profitability and impact society."

Mako believes the number one challenge leaders face today is leading change in a rapidly evolving world where business trends and environments are in constant flux. "It is human nature to resist change due to the uncertainty that comes with it," she says. "Leaders are therefore constantly faced with the task of guiding organisations to recognise, understand and embrace the process of change." She adds that leaders often have to deal with negative emotional responses to change in their organisations, and are faced with the task of communicating change in a way that will be accepted and endorsed without having a negative impact on the whole organisation.





## Makgwara Florence **Mamabolo**

**Managing Director:** SkillWise Multipurpose Technical Training

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Mamabolo oversees the company's various duties and programmes whilst maintaining stakeholder relations and evaluating business opportunities.

She holds a Masters in Electrical Engineering.

Mamabolo enrolled on the EMBA programme at the UCT GSB to acquire more knowledge in business techniques to help her make good business decisions, which in turn make for better growth. "As director and owner of a company employing 24 professionals, I hope the knowledge gained at the UCT GSB will enable me to strategize better on business matters and to understand company analysis on finances to grow to another level."

Mamabolo believes one the major challenges leaders face today is working with government technical projects (skills development) and not receiving the requisite funding in time for the work to be completed.

# Ingrid Sibusisiwe Mangcu

**General Manager:** Human Resources, SA Rugby

Mangcu guides and manages the overall provision of HR services, policies, processes, initiatives and programmes for the entire organisation at SA Rugby. This includes recommending and establishing SA Rugby policies and procedures, coordinating SA Rugby's equal opportunity programmes to achieve diversity goals; and evaluating procedures and technology solutions to improve human resources data management.

Mangcu holds a BA in Communications from North West University as well as a HR qualification from UNISA. She completed the Management Advancement Programme at Wits Business School and also has a PGDip from the UCT GSB. She enrolled on the EMBA programme at the UCT GSB to build on the solid operational experience she has acquired over the years and to grow her business leadership and innovation skills.

Mangcu believes that values-based leadership, selflessness and authenticity are the major challenges leaders face today. "We are currently witnessing corruption by leaders in South Africa, who lack values and vision for the country, thinking selfishly and wanting to be seen as part of the 'inner circle', and as a result losing their authentic self," she says.

She adds that globally, leaders seem to go with a populist narrative. "They present threats which make minorities feel justified in their discrimination and abuse of others. Unfortunately these leaders do not support those who feel marginalised and do not address misconceptions as they want to be popular amongst certain groups."





## Quintin Mass

**Area Manager:** East, Central Africa and Indian Ocean Islands,  
Campari Group

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Mass' role at Campari is to reinvigorate the Campari Group brand portfolio (over 50 brands) across East, Central and Indian Ocean Islands by looking at route-to-market evolution, and the development of regional models/hubs while delivering top and bottom line growth in line with strategic plans. He manages sales and marketing for each country respectively.

He holds a BCom in Information Systems from UCT and spent a year at the New York Film Academy in 2003 studying acting for film. Mass sees enrolling on the EMBA programme at the UCT GSB as a great opportunity to meet and network with like-minded individuals as well as develop personally and professionally in a practical "hand's on" way. "I hope to have some fun too!" he adds.

Mass believes the number one challenge leaders face today is actually the lack of leadership itself. "New generations may have different wants and needs, but if we wish to run successful businesses, organizations or countries, then we need to have inspirational leaders driven not by their egos but by a willingness to serve and develop others. To do this we need to take a step back, apply a broader lens and gain a deeper understanding of the people we are working and engaging with."

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# Magdeline **Molapo**

**Executive:** Cell C Ltd

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Molapo is responsible for the reverse logistics and repairs of different manufacturer devices supplied by Cell C. This includes operations strategy, business support, customer relations, staff performance management, supplier management, quality control, process and system design, first line technical support, project management, maximising profit and cost control.

Molapo holds qualifications in franchise management and call centre management, and has completed numerous management development courses and programmes from various institutes of learning.

She hopes the EMBA programme at the UCT GSB will help her acquire the right skill-set as well as gain more insight into other unfamiliar disciplines to succeed in a competitive business world.

Molapo believes the number one challenge facing leaders today is finding better ways to do business and move away from using the same methodology to achieve objectives in an ever-changing environment.





## Tumelo Molope

**HR Director:** Marketing, R&D and CMCO Africa, Unilever

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Molope's key responsibility at Unilever is to drive its global people agenda in the Africa market. Essential to the role is being the voice of the people at the strategy table, unlocking talent to bring innovation into the business and retaining talent so that they are not lost to Unilever's competitors.

She holds a BA in Industrial Psychology and Human Resources. She decided to embark on the GSB's EMBA programme to prepare for a more general management type of role outside of HR.

Molope believes the number one challenge facing leaders today is competition for customers and for talent. "The business landscape has changed dramatically with the advent of the digital era. Companies' competitors come from industries and markets they hadn't anticipated in the past," she says. Molope adds that from a talent perspective, people no longer have to work in one company for years, they have a great deal of choice in deciding how and where they work, and the type of environment they can work in. "There is a shift to more agile ways of working due to the constant changes that companies have to go through in order to remain relevant. Unlocking talent and innovation in times of instability and companies generally 'trying to keep up' will be a challenge," she adds.



## Ujama Sandra **Mushimba**

**Director:** Ke Nako Investments, Good Women Good Business  
Advisory Services and Madawas Investment Holdings

Mushimba's key role is driving strategy by creating a buy-in culture from all stakeholders to ensure corporate objectives are attained harmoniously. This demands a lot of optimised resource allocation which requires identifying the right opportunities, talent management, financial resource allocation and leveraging on technology transformations. At the core of her role is the responsibility to champion sustainability initiatives whilst factoring national and continental challenges.

She holds a BA degree in Political Science from Spelman College, and completed an Associate in Management (AIM) programme at the UCT GSB. Most recently she completed the Owner/President Program (OPM49) at Harvard Business School, Executive Education.

She hopes to enhance her knowledge on leading organisational transformation and to further develop her leadership skills through the EMBA programme at the UCT GSB. "The business landscape is changing at a fast pace and it's important for me as a leader to stay ahead of the business trends that can, and will impact my business. I would also like to expand my knowledge by networking with other like-minded business leaders from other cultures, influences and economies," she adds.

Mushimba believes the number one challenge leaders face today is adapting with the ever-changing environment which in turn creates an uncertainty in the organisations they lead. "In Africa specifically, the challenges are due to us lagging behind relative to global dynamics, global business practices and good governance practices. This is coupled with not having a forward-looking ecosystem of African leaders keen to realise a change in the trajectory of the business and leadership narrative, and aiming to create an African way of doing business anchored in excellence and innovation."





## Alpha Mwale

**Senior Manager:** Business Development,  
Copperbelt Energy Corporation PLC

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In addition to human resource management within a department, Mwale's role includes development of the company business growth strategy, developing business proposals for prospecting bulk electricity clients, negotiating tariffs and drafting power connections and purchase agreements. He also develops and executes EPC contracts, and provides advice on Zambia electricity regulatory requirements to existing and potential customers.

Mwale holds a BEng Electrical/Electronics and is a Member of the Chartered Institute of Arbitrators. He hopes to gain an excellent practical and well-rounded business learning experience through the UCT GSB's EMBA programme.

Mwale believes the number one challenge leaders face today is switching between leadership and management. "There are times when leaders must speak and connect with the aspirations of the people they lead, and times when leaders must exercise management skills by coordinating different individual, and sometimes conflicting aspirations into a valuable tool towards the goals for the organisation using authority and other organisational tools," he explains. "A good leader has no option but to be a good manager as well."

## Dhasaren (Dhasi) Naidoo

**Chief Strategy Officer:** Ontec Systems

Naidoo's role at Ontec Systems involves leading direct and cross-functional teams of marketing, sales, products, services and solutions in the delivery and implementation of Ontec's strategic plans. He is responsible for the delivery of Ontec's 'One Platform for the Future' technology vision and ensuring optimal positioning of Ontec as the preferred utilities technology and solutions provider to South African municipalities, private sector companies, technology partners and the end consumer spanning electricity, gas and water sectors for a smarter future.

He is a qualified electrical engineer and says the year 2018 marked two critically important milestones in his life, which led to his decision to enrol on the EMBA at the UCT GSB: "It was the year I turned 40 and also lost my mum to cancer, which triggered a deep inward reflection coupled with fundamental questions around my purpose, my personal health & well-being, my family, my career, my experience and skills needed for the future."

Naidoo says that despite his remarkable personal and industry achievements, he felt he could do so much more but lacked the depth and skills to tackle the new and ever-changing world we live in. "After speaking to my life coach, family, friends and industry colleagues, and having found many past excuses to embrace formal studies again, I eventually researched and settled for the EMBA. The unified and practical application-based methodology was what motivated me. I am excited but nervous of this new journey I am embarking on." He adds that he is eager to learn valuable EMBA modules and application within real world settings, and looks forward to working and collaborating with like-minded individuals to enhance and transform himself to make a lasting and meaningful impact for the next 40 years.

He says the number one challenge facing leaders today is staying relevant and at the same time being overwhelmed with the ever-changing landscape of the future. "The innovative and disruptive thinking of the new generation, coupled with the pace at which technology is changing, will displace the leaders and businesses of today, unless we adapt and embrace the changing world."



A black and white portrait of Abhilash M Nair, a man with dark hair, smiling, wearing a dark suit jacket over a light-colored striped shirt. The portrait is positioned on the left side of the page, with a blue vertical bar on the far left and a white vertical bar on the right.

## Abhilash M Nair

**General Manager:** Strategy, Governance and Risk (Office of the CEO), CapeNature

Nair provides oversight of the crafting, drafting and implementation of CapeNature's strategic vision and supports the CEO with strategy. Additionally he coordinates and manages the risk management, performance analysis, internal audit, internal control and legal portfolios.

A qualified Chartered Accountant, Nair wants to expand his leadership skills through the UCT GSB's EMBA programme, and grow his ability to lead teams and have a greater influence in his organisation.

He believes the number one challenge facing leaders today is the ability to attract and then retain the right employees. He says this is due to the constantly changing corporate landscape, driven largely by the fourth industrial revolution. It is optimally navigated by individuals capable of embracing technological advancements coupled with the ability to empathically lead their staff. "A leader who surrounds themselves with the 'right' employees, is at a tremendous advantage in driving organisational growth and success. It is a rare skill to attract such employees and more importantly, to retain them for extended periods," he adds.

## Senzeni **Ndebele**

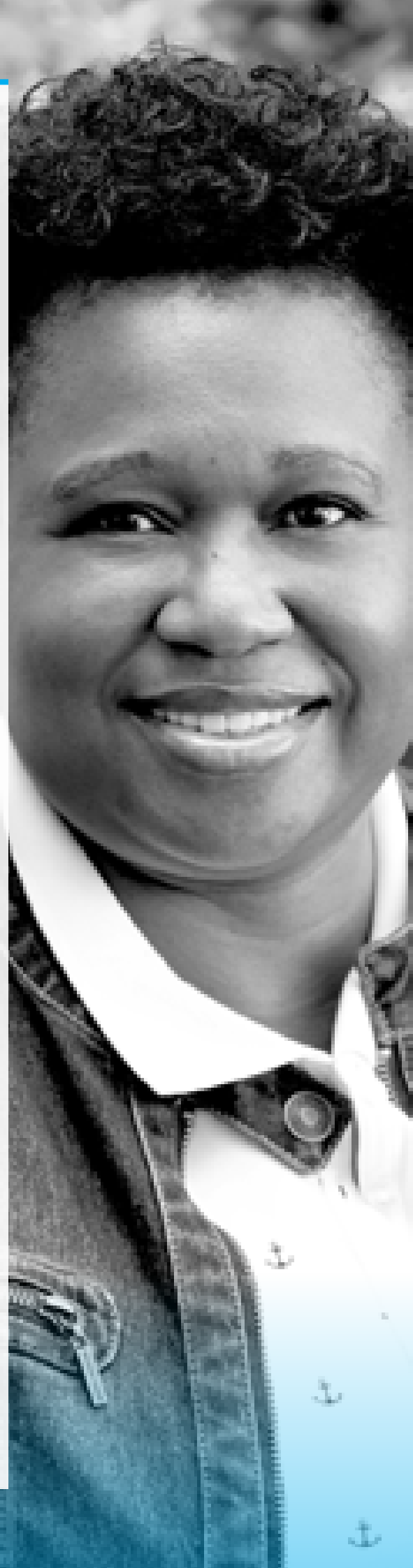
**Senior Manager:** Corporate Affairs, Airports Company South Africa

Ndebele is responsible for corporate affairs at the regional airports for Airports Company South Africa. This involves enhancing the brand positioning amongst stakeholders across the business, building awareness, and enhancing reputation through various platforms including thought leadership, implementation of internal and external communication strategies, acting as a spokesperson, media relations, managing government relations and socio-economic development within the communities in which the company operates.

She holds a BCom and has completed a Senior Management Development Programme as well as a National Diploma in Marketing Management.

Ndebele enrolled on the EMBA programme at the UCT GSB to challenge herself and learn more self-discipline, as well as to increase her credibility in the workplace. "The programme at the GSB will help me to become an informed leader. I will expand my network through interactions with my fellow classmates, and increase my skills, especially around strategic thinking. I hope to develop a global view on issues, which is so important in this ever-changing environment. My leadership skills will also improve, and this will help me to lead better and productive teams to achieve set outcomes and leave every team member better than we were before."

She believes the number one challenge leaders face today is managing the ever-changing environment in which they operate whilst meeting the demands of the organisation. "The environment comes with technical changes as well as changes in the human force that leaders work with daily, and leaders need both a high IQ and EQ to manage the balance. They must be able to see the big picture and have knowledge beyond their immediate areas of responsibility. They need EQ to deal with diverse teams of young up-and-coming talent who can handle change swiftly, as well as the old-school workforce which takes longer to adjust. It is important as a leader to ensure that this team is moving at the same pace and this requires a high EQ." Ndebele adds that through constant engagement with teams, a leader can reduce the consequences or completely overcome this challenge.





## Vernon Norton

**Owner:** Circor Solutions

Norton serves as the owner and director of SMME, Circor Solutions, based in the suburb of Wetton, Cape Town. He started the business in 2005 after purchasing the Thick Film Hybrids division and expanded to include printed circuit board contract manufacturing in the current business. Although trained as an electronics technician while serving in the South African Navy, Norton wears a number of different hats as part of the day-to-day operations keeping his manufacturing business running. "I see one of my key functions and responsibilities as that of creating and finding opportunities for low skilled manufacturing. While we, South Africa, need to stay in touch with the fast moving world of technology, we have to make up the unemployment gap by using the skills of workers at the lower end of the education and economic scale," he adds.

Norton also sits on the board as a director for Molo Songololo, an NPO advancing the rights, care and protection of children in South Africa.

His motivation for participating in the EMBA is to learn how to use South Africa's good status and standing in Africa to unlock employment opportunities for the working class, so as to create inclusive growth, and make manufacturing great again. "The world class reputation of the UCT GSB has to account for something and I hope to gain a greater understanding of my responsibilities as a corporate citizen and entrepreneur."

Norton believes the greatest challenge for our leaders is to work towards inclusive growth for all with a greater effort and focus placed on poverty and economic opportunity. "Leaders are not in touch with the general labour force and therefore do not get to grips with what motivates and unlocks potential," he explains.

## Richard Obree

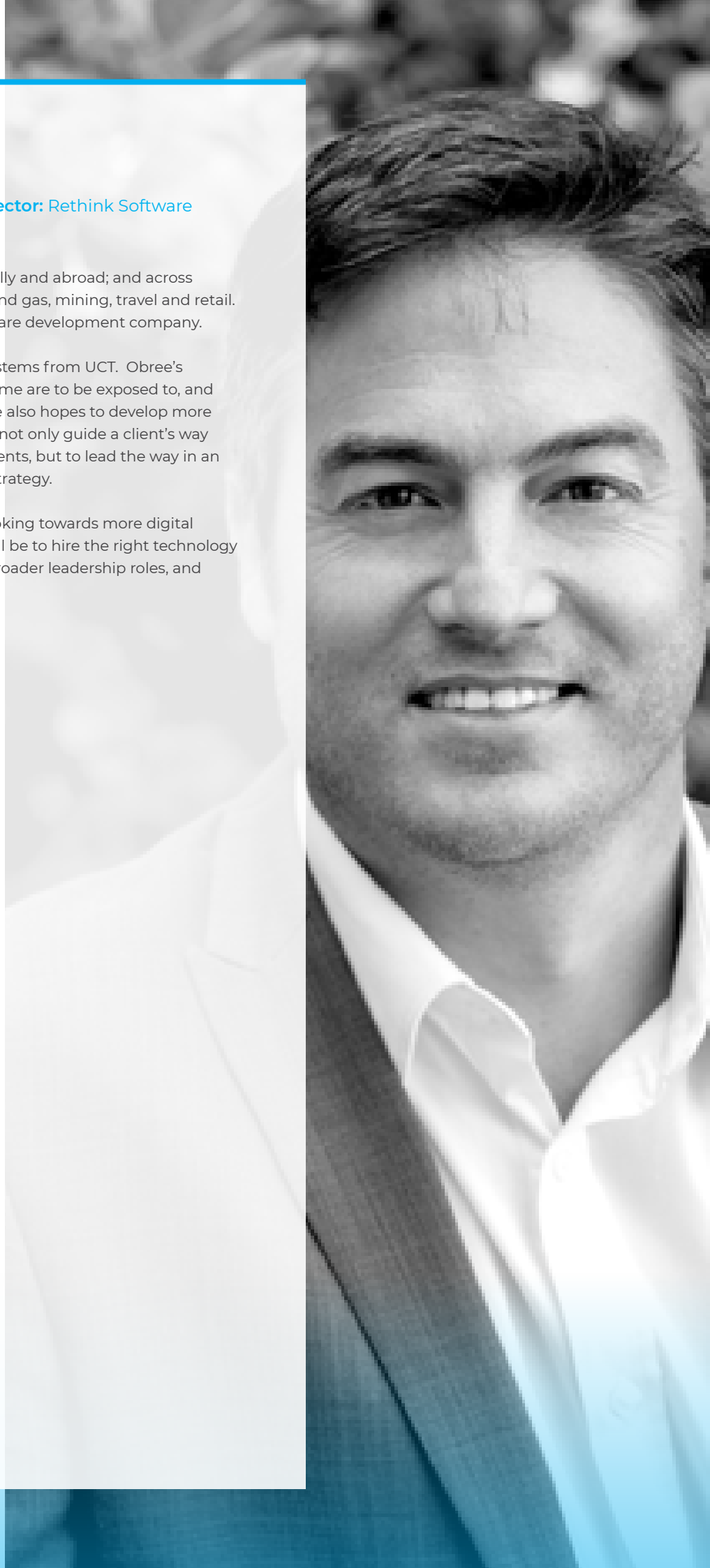
**Founding partner and Managing Director:** Rethink Software

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Obree has 20 years of experience both locally and abroad; and across industries including financial services, oil and gas, mining, travel and retail. Rethink Software is a consulting and software development company.

He holds a BBusSc Hons in Information Systems from UCT. Obree's motivations for joining the EMBA programme are to be exposed to, and learn from, other leaders on the course. He also hopes to develop more efficient and structured methodologies to not only guide a client's way forward in line with their current requirements, but to lead the way in an acutely aligned business and technology strategy.

Obree says almost all businesses will be looking towards more digital strategies. He says, "Key to their success will be to hire the right technology leadership who will now need to take on broader leadership roles, and therefore be more equipped to do so."





## Reeza Palm

**Executive:** Commercial, TV and Entertainment, Cell C

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Palm is responsible for building seasonal Digital & Content product strategies and ensures all projects support the Cell C strategy and growth. He leads business analysis of all digital and content programmes to drive continuous improvement and growth. He provide leadership and direction to the team on all aspects of Cell C and effectively manages workload, vendors and all content projects.

He holds a BTech in Operations Management and a BCom Hons in Strategic Management from the University of Johannesburg.

He hopes the EMBA programme at the UCT GSB will help him discover and apply new knowledge, understand complex contexts, problem-solve and enhance his skills and experience. "The desired outcome of the programme is to help me improve my leadership, intellectual creativity, analysis and critical thinking, cross-cultural awareness and communication," he says.

Palm believes the number one challenge leaders face today is creating an organisation that is agile enough to respond to rapid consumer changes and competition. "Organisations need to adapt internally at a rapid pace. While identifying consumers' changing needs and responding to the threat of competition could be easily identified, internally organisations are still inherently rigid in responding to this due to; employee mind sets, organisational culture, technology and process adaptability, while ensuring governance is adhered to."



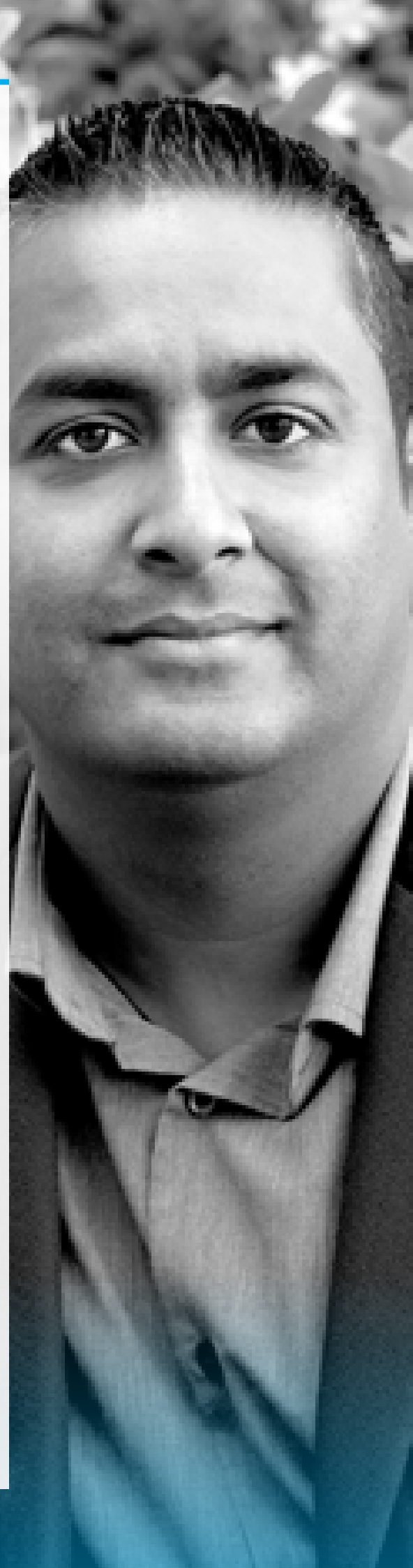
# Naresh Perumal

**Executive:** Regional Commercial Sales, Mpumalanga

Perumal is responsible for defining and leading regional sales channels; establishing, developing and managing new business opportunities and relationships; and ensuring the achievement of strict sales revenue and acquisition targets in line with defined organisational requirements. He leads marketing activities designed to identify cross- and up-sell opportunities from a new and retention business perspective.

He is currently completing his PGDip in Business Management through Regent Business School and has completed several management courses through UNISA, including Management Principles, HR Hiring Practices and UK anti-money laundering through the International Compliance Association. He has enrolled on the UCT GSB's EMBA programme to boost his key knowledge and skills. "The EMBA programme will help me accelerate my career progression and allow me to develop a strong professional network. Business simulations and live projects will build on my existing expertise," he says.

Perumal believes the number one challenge leaders face today is "Shift in Workforce". He says we often find that leaders recruit people for specific jobs yet still take control and dictate rather than letting the individuals perform their roles. He quotes Steve Jobs who said, "It doesn't make sense to hire smart people and tell them what to do; we hire smart people so they can tell us what to do". He says leaders today must be able to let go of some control and empower staff to make decisions.



A black and white portrait of Yolokazi Quwe, a Black woman with short, curly hair, smiling. She is wearing a light-colored collared shirt under a dark blazer. The background is blurred, showing other people.

## Yolokazi Quwe

**Manager:** Student Fees, University of Cape Town

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Quwe manages a team of 12 staff members and is accountable for the overall management of the Fees Office which includes ensuring the achievement of work objectives and the maintenance of a motivated workforce. She is responsible for the administration of student fee accounts and the timeous and effective collection of fee revenue. She reviews and implements policies related to fee structure and debt collection coupled with effective communication to relevant stakeholders. Her role also includes redefining and improving processes to meet the needs of all fee payers. She undertakes regular management reporting that informs strategic decision making.

She holds a BCom in accounting and a BCom Hons in taxation.

Quwe says that whilst she might be biased towards UCT as an alumnus and current employee, she hopes the EMBA programme will broaden her experience and skills beyond functional management and help her develop more authentic leadership practices.

Quwe believes the number one challenge facing leaders today is balancing the needs of the organisation and the needs of the people. "This can be a great challenge as sometimes leaders are very strong on either/or. One cannot succeed by only concentrating on the one and not the other. It is not always possible to perfectly balance the two and at times sacrifices are required. This can result in unpopular decisions having to be taken," she adds.

## Siham **Salie-Abrahams**

**Director:** GT Advisory Services Pty Ltd

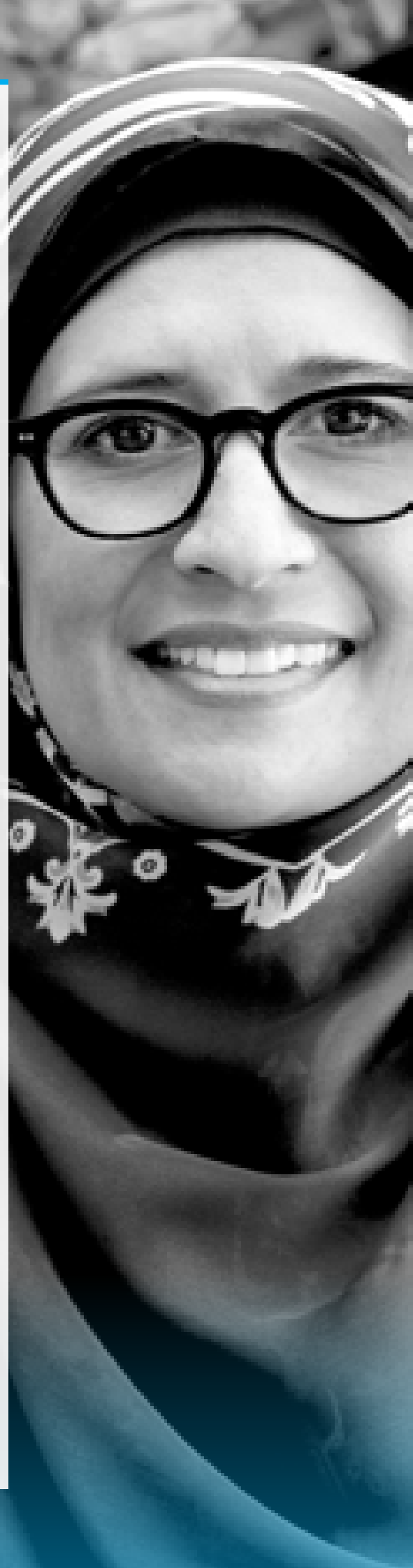
Salie-Abrahams is an entrepreneur and is primarily responsible for the vision and strategy of the firm. She has 20 years' experience implementing systems across numerous sectors including retail, oil and gas, mining and the public sector. Additionally she manages business growth, finance and operations while remaining involved with key client relationships and technological innovation.

As a SAP R/3 Certified Consultant, Salie-Abrahams says the SAP R/3 environment afforded her the opportunity to understand the various functions of a business through exposure to the business modules across the system, from human resources to supply chain management, production and finance.

Salie-Abrahams believes the UCT GSB experience will expose her to a greater network of business and professional people in leadership positions, affording her the opportunity to forge relationships, share ideas and experiences, and learn from fellow students. "I am more suited to engaging in practical application rather than just theory and I believe that this will be a wholly stimulating environment for me. I hope to be inspired!"

She believes the number one challenge facing business leaders today is ensuring Industry 4.0 is a force for good. "Every individual, business, industry and government is being impacted by breakthroughs in computing power, connectivity, artificial intelligence (AI), biotechnology and other innovative technologies," she explains.

Salie-Abrahams says that whilst South Africa's workforce remains largely unskilled, business leaders know that the core skills they built through their careers won't be enough to make them successful in the future. Not only will they need to be prepared to evolve as quickly as the market, but they need to spend as much time in learning new skills themselves. "As business leaders they cannot wait for massive disruptions to prepare for Industry 4.0. They can and should also do more to build the workforce of the future, while bringing along the workforce of today."





## Palesa Sepanya

IS Manager (CIO): PetroSA

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Sepanya is responsible for leading PetroSA's information technology function, as well as developing and implementing the long-term information services strategy in support of the corporate goals and objectives. "I have to position the IT Department to act as an enabler and a transformational agent for the business, through the provision of efficient IT services, compliant with regulations, while optimizing the cost of IT Investments."

She holds a CIO Practice Certificate, through Wits Business School, a B Sc. through Wits University, and a Diploma in Project Management.

Sepanya believes that the EMBA at the UCT GSB will prepare her to be the kind of strategic executive required to lead a successful business in the era of digital transformation.

She says the number one challenge facing leaders today is creating value for their shareholders and customers alike, in the age of digital transformation, along with the threats of cyber security.

## Ruan Serfontein

**Company Leader and founder:** Lucravest Holdings (Pty) Ltd

Ruan Serfontein, founder and Company Leader of LucraVest Holdings, is responsible for the growth and direction of this diverse portfolio company. He achieves this by applying 15 years of industry experience, which includes strategic thinking, decision making, analysis and execution. He constantly evaluates the organisation's resilience and sustainability, with a focus on leveraging its distinctive capabilities and value proposition in all sectors of the economy in which it operates. Lucravest Holdings (Pty) Ltd owns several franchises and concerns, ranging from various fast food outlets, restaurants, supermarkets, equipment rental and logistics. The company is also actively involved in programs to uplift the community where it plays a big role in developing the youth, by offering internships and training.

He says the UCT GSB's reputation as the best business school in Africa made the decision about where to do the EMBA easy, and adds that the international accreditation and exposure will bring a vast amount of international influence. "My aim is to connect with fellow business leaders and like-minded people, to share experiences and get insight on different ways of thinking and reasoning," he says. "To engage with world-class professors and lecturers, will bring valuable knowledge."

Serfontein believes the number one challenge leaders face today is finding the right people to employ – people that remain engaged to the company's short and long term goals. 'Human Capital' is critical for any future growth but it remains challenging to employ and develop future leaders.



A black and white portrait of Pierre Steyn, a man with curly hair, smiling slightly. The portrait is on the left side of the page, with a blue gradient bar on the right.

## Pierre Steyn

**Editor-in-chief:** Weg and go! Media24

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Steyn has editorial stewardship of a range of travel brands in the Media24 stable. He leads a talented team of writers, photographers, sub-editors and designers that produces monthly magazines, annuals, websites, social media sites, events, TV-shows and tours.

He holds a B. Journ from Rhodes University and says that the days where an editorial brand leader could just concentrate on content are long gone. "You have to have knowledge and be involved in all aspects of the business, and be entrepreneurial in your thinking. I've increasingly come to enjoy the commercial side of my job, and it's now the time in my career to expand my skill set in that regard. I'm excited about the academic learning we'll receive, but ever more so about what I'll learn from my fellow students and from the experience that they've built up in their careers."

Steyn believes the number one challenge facing leaders today is the pace at which we have to adapt ourselves, our teams and our business to a rapidly changing world; a world where we have to do more with less and less while trying to uphold the quality of our products and follow ethical business practices.

## Wouter Steyn

**Africa Zone Brewing Coordinator:** Brewhouse and BCI  
(Brewery Consistency Index)

Steyn acts as coordinator around performance and support for all AB-InBev breweries in Africa; focusing on Brewhouse as a process area while also being the Africa Zone lead for the BCI KPI. He is mainly responsible for developing the technical strategy for the areas, then assisting with any support required in the execution thereof. The spectrum includes CAPIN reviews, process and practise optimization to deliver business KPI's on safety, quality, cost and delivery.

He holds a B.Eng in Chemistry from the University of Pretoria and an MSc in Brewing and Distilling from Heriot Watt University in the UK.

"Throughout my career I have been technically focused and immersed in the details of specific operations. Through this I have however been exposed to management roles and have come to enjoy and appreciate the skills required to manage, a well-balanced, high performing team; one which performs exceptionally on all required metrics," says Steyn. Through the MBA experience he hopes to sharpen the skills required to run such a team or business. "I aim to use all my experiences to add to this valuable arsenal; particularly the networking element of meeting new people and learning from their experiences and industries."

Steyn believes the number one challenge faced by leaders today is managing a diverse team of individuals to magnify their strengths. "We are living in an age overflowing with information; the workforce is more diverse than ever, and I believe that individuals are also more capable and driven than ever before." He says the challenge for leaders is to clearly communicate the vision to all stakeholders, aligning everyone and providing support to ensure that their talent is complementary to business growth and their development.





## Leon Stuurman

**Business Centre Manager:** Western Region, Transnet Engineering (TE)

Stuurman leads the strategic planning work of the business unit, developing and implementing all operational goals and objectives to ensure alignment with business plans. He is responsible for the proactive management of the company's image and reputation including marketing and positioning the Centre as a manufacturer and maintainer of rolling stock products and services. He also manages the budget and develops risk management strategies for the Centre to ensure business sustainability.

Stuurman regards enrolling on the EMBA programme at the UCT GSB as the achievement of a vision to associate himself with an internationally-renowned and leading institution in Africa that is producing exceptional leaders in the business sector. He says the EMBA's modules deal with the current and future economic challenges the business sector is faced with daily. "The programme is for individuals like me, who have already held management positions, to equip them with the critical skills they need to run a successful business. People in management positions need to keep up with a rapidly evolving international market. The MBA will strengthen my understanding of how to be a good business leader, particularly with regard to making decisions. This in turn will benefit my company in terms of their vision to expand business, and subsequently the economy of our country (South Africa) as well as that of Africa will grow."

Stuurman believes the number one challenge leaders face today is lack of required skills. "Skills deficiency poses a major risk for leaders in organisations. Leaders spend a lot of time helping their employees develop relevant skills such as time management and prioritisation to be more effective at work. This gets in the way of the need to focus on strategic thinking and decision making to effectively lead the organisation."



# Lourens L Swanepoel

**Executive:** Forensic Services, Cell C

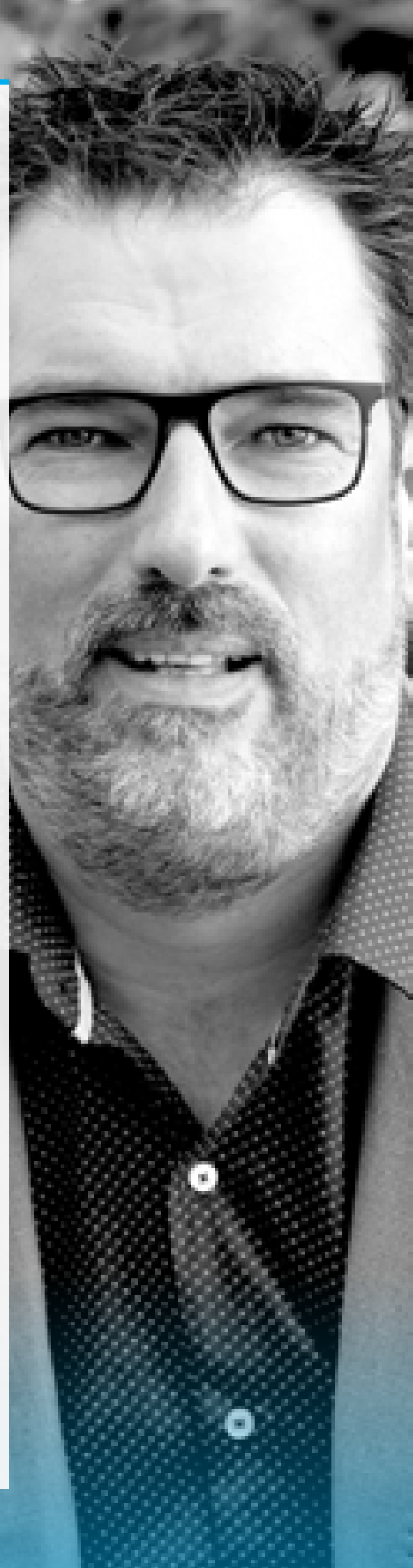
Swanepoel leads and directs the Pro-active Forensic Services' Unit using best practice methodologies. He contributes to the organisation's vision, strategy and mandate for the prevention and detection of fraud and other illicit activities.

With over 22 years' experience within the telecommunications industry and across complementary functions such as Compliance, Internal Audit, Procurement and Finance, and Africa, Lourens is well respected amongst his peers.

He is a member of the international (USA) and local chapters of the Association of Certified Fraud Examiners and holds the designation of a Certified Fraud Examiner (CFE). He is also a founding board member of the Institute of Commercial Forensic Practitioners (ICFP) and holds the designation of Forensic Practitioner - FP(SA).

Lourens believes that the EMBA program will greatly enhance his potential and assist in broadening his exposure beyond the telecommunication environment. In addition, he is confident it will allow him to engage more with other executives across industries, countries and different personalities, to conceptualise new ways of addressing challenges and sharing ideas.

He sees networking opportunities as one of his key reasons for participating in this programme. In his opinion, it is the right time to pursue this programme as it will also bring about change - not only in the way one views business, business operations but also personal change and personal development. "Generational groups have their own share of requirements and ways of working. The workplace does not necessarily cater for this generation, therefore I believe as a leader it is my responsibility to embrace this important evolution, ultimately exposing my team and peers to advancements in technology, ethical and leadership style, and evolved communication preferences. As Employees look to their leaders to lead, it's important that they are able to hold us equally accountable for what we deliver and what we expect them to deliver in the workplace."





## Tiro Tamenti

**Technical Services Manager:** Anglo American Coal, Zibulo Colliery

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Tamenti is a head of department of the Technical Services on the mine responsible for short, medium and long term planning. He is also intricately involved in all new and stay in business capital application. He implements, reviews and improves all technical work at both the underground and open cast operations of Zibulo. He reports to the General Manager on the mine and indirectly reports to the Head of Resources Development and Operational Execution.

He holds a BSc in Mining Engineering from Wits University and has completed the Programme for Management Excellence through the Gordon Institute of Business Science.

Tamenti hopes the EMBA will help him gain the requisite knowledge to enhance his current managerial and leadership skills. "I look forward to making new relations with the staff and just as importantly, the students in the class. I believe this programme will be a big enabler for me in my journey to becoming an effective and excellent senior manager and equipping myself to be able to operate well at an executive level."

He says the leaders of today are increasingly facing challenges that have generally never been experienced before. "We are operating in a climate where there's a great need for innovation and for huge efficiencies in business to ensure sustainability and profitability of operations. Added to this the socio-political climate in the country means that leadership is constantly faced with demands and problems from surrounding communities, municipalities and political parties. These demands are often onerous, irrational and founded on wrong principles. As an example the surrounding communities around our mines are very violent when they have service delivery protests aimed at the ruling municipalities. This tends to spill over to our operations on a weekly basis. The average leader is not trained and skilled to deal with these types of issues. Non-technical and non-financial technical skills are heavily sought-after in the business world currently," he adds.

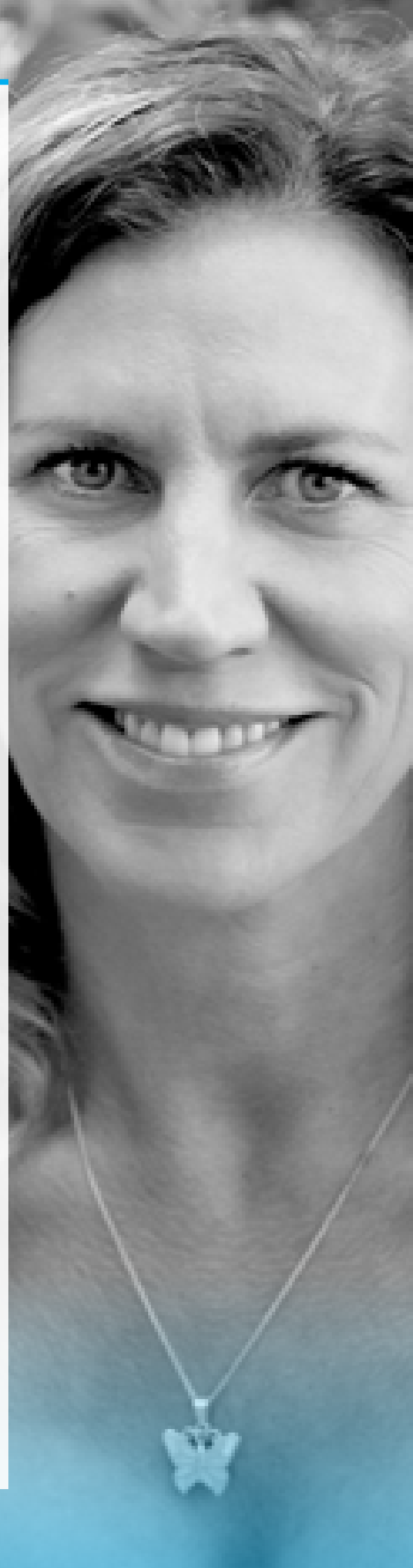
## Bronwyn Tyler

**Group Managing Director: Koreserv (Pty) Ltd**

Tyler is responsible for the overall management of four divisions within the Koreserv Group. Her responsibilities include business development, client retention/relations, operations management strategies and financial control. Whilst she has directors that report into her, it is always her responsibility to ensure that the business is being managed optimally.

Tyler has a Grade 12 high school qualification and has embarked on the EMBA journey with the aspiration to continue her personal and professional growth. Whilst she feels she has acquired a lot of business acumen since starting her professional career, she has always believed that an academic foundation would be highly beneficial, both to herself and her business.

Tyler says the overall health of the economy is the number one problem that leaders face today, both locally and globally. "Whilst I am certain there may be more pressing and far reaching challenges that leaders face, mine are quite specific. In the past few years it has become increasingly difficult to conduct "business as usual". My business is heavily regulated in terms of wages and statutory obligations to staff; directly linked to this, my clients are contractually required to pay specific annual escalations, but due to pressing economic pressures, many of my clients have not been able to adhere to this. This has resulted in a continuous profit margin squeeze. We have metamorphosed many of our business processes – which has been innovative in some respects, but not necessarily (in my opinion) the best way forward."





## Dr Hilton Vergotine

**General Manager:** Risk and Planning, Agricultural Research Council (ARC)

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In his dual role of risk management and planning, Dr Vergotine provides oversight and governance on the ARC Enterprise Risk Management (ERM) & Corporate Insurance portfolios, Strategic & Business Planning and Organisational Performance Monitoring and Evaluation. His responsibility extends across eleven (11) ARC Research Campuses, across South Africa's 9 Provinces, providing research products and solutions on over 170 agricultural commodities.

Dr Vergotine holds a PhD, in the field of Leadership in Performance and Change, which he obtained from the University of Johannesburg.

My main motivation for having enrolled for the UCT GSB Executive MBA, is to enhance my skill and knowledge base, as it pertains to a broader/wider set of business administration principles. This in turn will give me the confidence and efficiency to apply these principles, across a wider spectrum of business operations, while also streamlining decision-making, taking "calculated" risks and improving business process alignment. In addition, to heighten my ability to interrogate operational and tactical plans more vigorously, in order to create better chances of success towards the realisation of organisational strategies.

Change is inevitable and as a leader, one should have the ability to constantly "re-invent" oneself to become more adaptive and resilient, in all circumstances one may be confronted with. In doing so, not only will one grow and gain a deeper understanding of one's own purpose but you will also provide others the opportunity to know that change is "okay" and that they too could adapt and be resilient in their own areas of influence. This would ultimately be beneficial to those we interact / engage with on a daily basis, as well as realising organisational growth and improving the bottom-line of the organisation.

## Sean Walsh

**IT Consultant:** Webfresh Internet Solutions

**Owner:** Ixesha

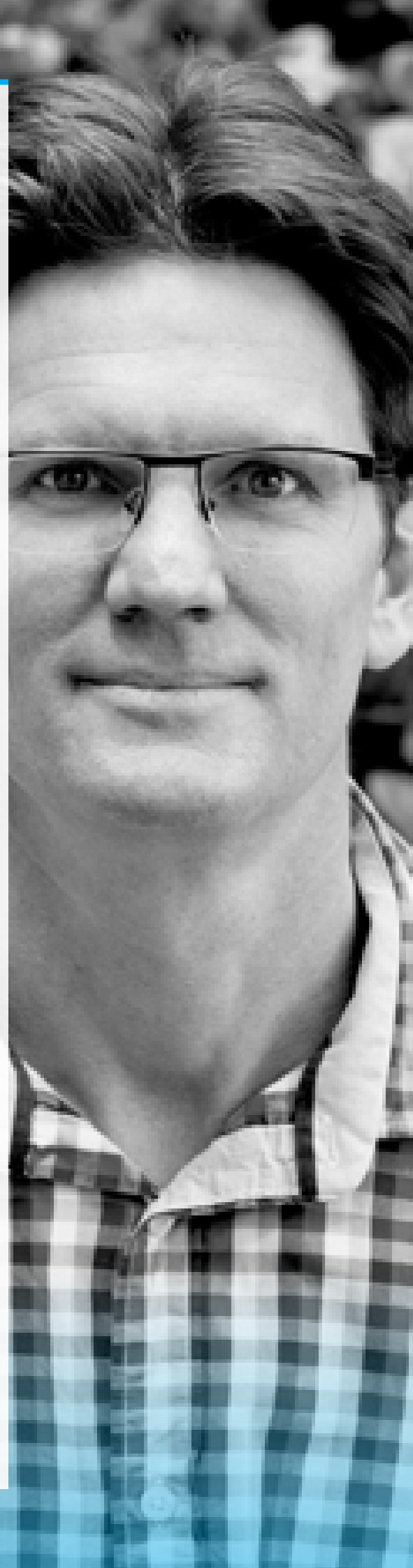
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Walsh helps clients determine how to use data-driven, internet-based technologies to achieve their organisational goals. Typically, this includes designing and developing the systems, implementing them within the client's organisation, and providing training and support. Much of his work over the past 10 years has been for various clients in the public sector.

Walsh graduated from UCT in 1998 with a Business Science degree with honours in Information Systems. He recently completed Andrew Ng's Machine Learning course from Stanford University.

He says that after nearly 20 years of technical experience in software development and consulting, he feels the need to make a change. "I have strong entrepreneurial tendencies but haven't been able to translate that into the kind of growth or success that I would have liked. I'm hoping that through the EMBA, I will gain a broader, deeper and more mature understanding of businesses, management, global trends, and how new technologies will contribute; which will ultimately help open up new opportunities over the next 20+ years."

Walsh believes the number one challenge leaders face today is the increasing rate of change. "The digital age has rapidly accelerated the speed at which businesses need to operate. Social media, automation and globalisation are recent trends that require businesses to respond and adapt, or face 'disruption'. The internet 10+ years ago created an opportunity for smaller businesses to compete with larger corporations; however, it is now becoming a force for global consolidation. The advent of machine learning and artificial intelligence will add to this 'digital arms race'. The current geopolitical changes will add further instability. Responding to these changes will be an enormous challenge to all leaders, not just those in the business world. Ultimately, however, if we don't collectively and urgently address climate change, nothing else will really matter."





## Siphamandla **Xulu**

**Self-employed:** Farmer

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He has a 26 year corporate experience in various Human Resources roles, ranging from learning and development (L&D), organizational development (OD) and transformation. This experience spans a number of sectors - government, research environment, banking and mining industries. He left corporate when he was at the epitome of his management practice to explore other interests, which included pursuing the EMBA.

Xulu is amazed at how prevalent themes in one's life, if not organizational lives too, tend to "conspire" at any given time. He has found this with the theme of "integration" both in his personal and professional life. His branching off into entrepreneurial life as a farmer has opened his eyes more wider to take interest in the broader entrepreneurship development support. Drawing on his personal journey as a start-up entrepreneur, he intends using insight from the EMBA class to contribute to the development of the SMME support model. 'Our economy, as has been agreed at political, policy and societal levels, requires more and more industrialists and SMME development is an undisputed catalyst for this'. Companies are also realizing this through their enterprise and supplier development efforts.

## Leo Ziervogel

**General Manager: WNS Global Services SA (PTY) Ltd**

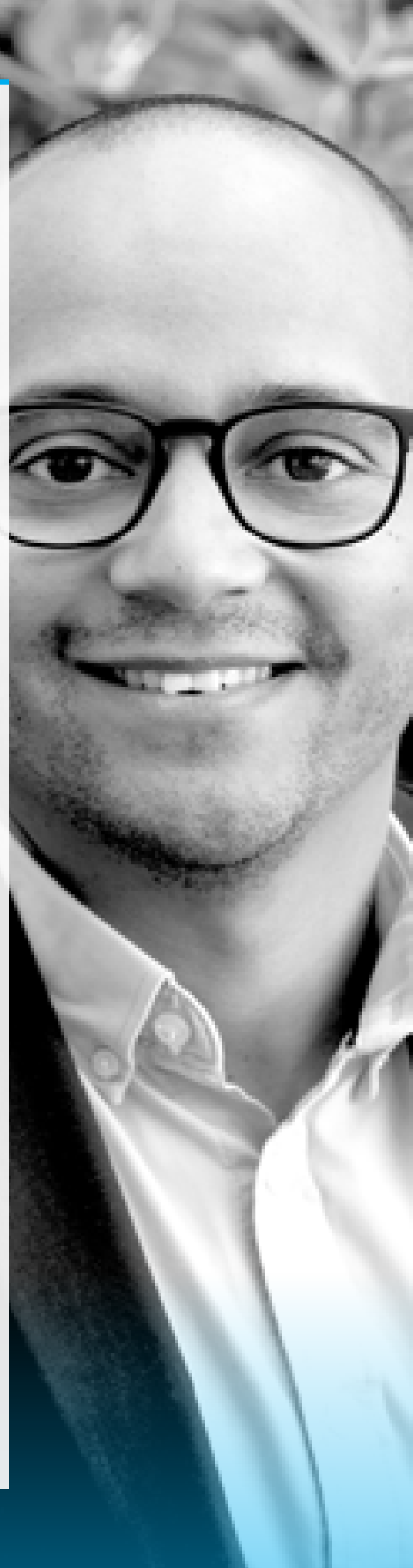
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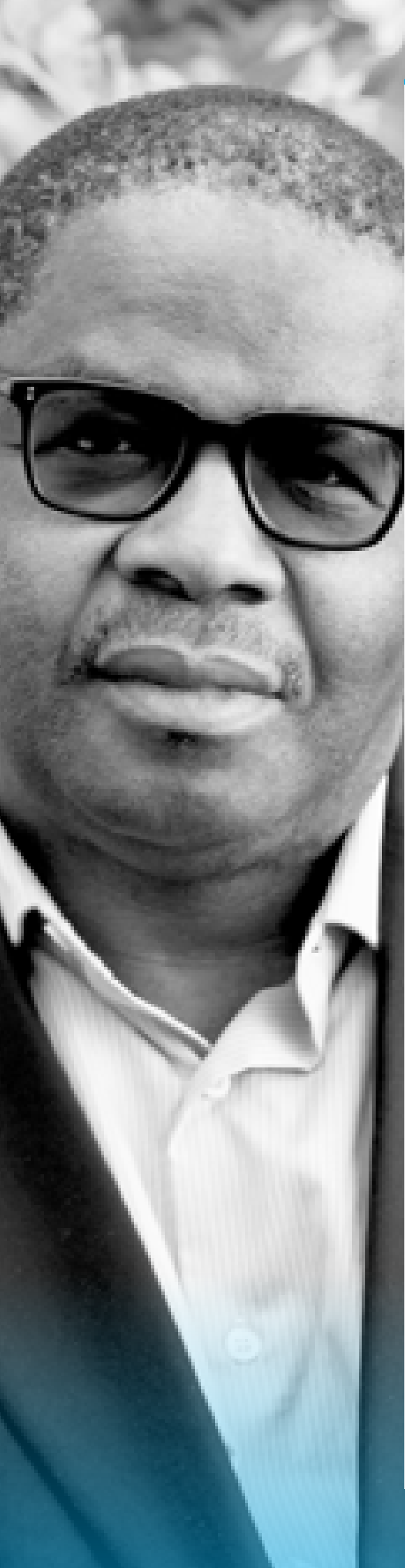
Ziervogel is responsible for a Global Energy and Utilities account at WNS Global Services, an operation which spans the UK, Netherlands and South Africa. His role involves driving the day-to-day operational rigour of this top five energy company and ensuring its strategic objectives are achieved, and a sustainable work model is in place to allow for growth in its markets.

Alongside the client delivery, he is responsible for the commercial delivery of the account within the WNS Global Services International business unit P&L. He has a workforce of around 300 staff in his operation.

Ziervogel holds a postgraduate diploma in business administration from the UCT GSB. He hopes the EMBA programme will help him develop his strategic leadership capability through the development and use of system theory and models. "At the same time, I hope to develop my interpersonal skills and improve my mindfulness when engaging with my broader community," he adds.

He believes the number one challenge facing leaders today is trying to get the balance between innovation through automation and robotics, but at the same time having to ensure you maintain strong people relationships in an environment where there is a constant commercial pressure.





## Vukile V Zondani

**Executive:** Business Development, KAP Industrial Holdings Ltd  
(a JSE-listed diversified industrial group)

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Zondani's role is in business development with a special focus on the Group business divisions. He is tasked with identifying opportunities for supply into new markets, growth of existing markets, and creating new business ventures. He is also a director and board member of a number of subsidiary companies.

Before joining KAP Industrial in June 2017, he worked for Engen Petroleum Ltd, an oil company, for 25 years - (13 years at executive level, and more than 6 years as director and board member of the holding company).

Zondani holds a Business Degree and a number of certificates in subjects such as finance and accounting. He says the UCT GSB came highly recommended during his research on business schools and MBA programmes. "It has an excellent academic reputation, and its business programmes and learning goals are highly rated. Its 96 – 99% MBA graduation success rate stands out," he adds.

He hopes the GSB experience will make him more comfortable with complexity and better able to manage paradox, by giving him a global perspective and providing him with the skills to keep up in a rapidly-changing world.

Zondani believes the number one challenge leaders face today is leading change. "Change can be forced by the macro-economic environment, new competitors, ever-changing customer needs or business turnaround," he explains. He also cites coping with the impact of geopolitical tensions as an important challenge affecting leaders today.





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