The background of the slide is a solid blue color with a repeating geometric pattern of squares and diamonds. A solid dark blue rectangle is positioned in the top-left corner.

Student Biographies Executive MBA

Class of 2020

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

Kosheek Sewchurran, Director of the EMBA



EMBA VALUES

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

CONSISTENCY, TIMEKEEPING AND PROFESSIONALISM.



RESPECT AND TOLERANCE FOR CULTURAL, RELIGIOUS, POLITICAL, AND OTHER DIFFERENCES AND **ACKNOWLEDGEMENT** OF THE VALUE OF DIVERSITY IN SOCIETY.



RESPECT FOR INDIVIDUAL PRIVACY, DIGNITY, AND THE RIGHT TO PERSONAL CHOICE.



INTELLECTUAL HONESTY AND RESPECT.



WE TRUST THAT, TOGETHER, WE WILL MOVE FORWARD IN A POSITIVE AND RESPECTFUL MANNER.



Sherry **Walklett**

Learning Support Manager

-

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

Tel: 021 406 1413

Email: Sherry.Walklett@gsb.uct.ac.za

Glenda **Weber**

EMBA Programme Manager

-

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

Tel: 021 406 1363 or 072 379 7554

Email: Glenda.Weber@gsb.uct.ac.za





Lloyd Abrahams

Head of Distribution Centres: Southern Region,
The Foschini Group (TFG)

-

Describe in 50 words your current responsibilities

As a member of the TFG Logistics Executive team, I facilitate the relationship with the various brands and ensure that we are strategically and operationally aligned to their needs. I thus provide input into TFG's supply chain strategy and drive the implementation of key strategic initiatives to ensure that we continue to deliver increased value to our customers.

What brings you to the UCT GSB – what do you hope to gain from your experience?

I hope to grow, evolve and learn as much as I can from both the content and my fellow delegates. I hope to emerge on the other side as an improved individual who can take advantage of the multitude of opportunities that surround us and contribute more meaningfully to an improved future for all.

What is the number one challenge leaders face today and why?

I think that the biggest challenge that leaders face today is change and the increased rate of change. This rapid change is evident in the technology we use, the technology our customers use, the data we need to use, the people we need to recruit and the expectations of us as leaders. The world around us is in a constant state of flux, and leaders need to remain focused. At the same time, they need interpret the information coming at them from a myriad of sources, then make informed decisions to help ensure that their businesses not only survive but thrive amidst this storm of change.

Contact details:

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Satish Manuel Antony

Head of Motor Insurance: East & Southern Africa. Sanlam Emerging Markets

Describe in 50 words your current responsibilities

My role involves optimising current operations and creating new partnerships and / or distribution networks focusing on customer experience both in our traditional and digital processes. I am responsible for the enrichment of the motor product offerings in terms of coverage and service, and for the implementation of new data segment pricing tools in anticipation of the deregulation of our markets, when applicable. I also implement "best practices" for managing portfolios and operational homogenisation within subsidiaries.

What are your qualifications?

I hold a BCom (Hons) in Actuarial Science from the University of Stellenbosch and am a member of the Institute & Faculty of Actuaries (IFoA), UK

What brings you to the UCT GSB – what do you hope to gain from your experience?

I hope to expand the scope of my abilities from a primarily technical specialist role to one of strategic and operational business management. I believe the exposure to individuals of different backgrounds and cultures will prepare me for an interconnected world.

What is the number one challenge leaders face today and why?

A major challenge for leaders is developing business and societies in a sustainably competitive manner, which means always taking social and environmental needs into consideration.

Contact details:

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Frederik Andries **Basson**

Nickname: Frik

Development Manager and Software Architect:

MarbleTech Pty LTD

-

Describe in 50 words your current responsibilities

I am responsible for planning, designing and leading the system designs and builds for the company, project planning with the project manager, team management and documentation, and the development of software where required.

What are your qualifications?

I hold a higher certificate in systems development.

What brings you to the UCT GSB – what do you hope to gain from your experience?

I am coming to the UCT GSB to get the knowledge required to move me to the next level in my career and to learn from everyone around me.

What is the number one challenge leaders face today and why?

I believe the biggest challenge is to be a good leader and not simply to make money no matter the cost. Profitability is always something everyone would strive for, but getting the balance between making money and being a good leader, I believe is the biggest challenge everyone faces.

Contact details:

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Bernard Berkowitz

Nickname: Bernie

**Head of Product Sales and Solutions for Relationship Banking
(Business Banking, Private banking and Wealth): Absa Group**

Describe in 50 words your current responsibilities

I manage all aspects of the relationship banking suite of products from commercial finance, public sector finance, card acquisition, merchant services, and treasury, for both the Western and Eastern Cape regions. My role is to ensure profit maximisation including balance optimisation of the regions' overall assets and liabilities books.

This is achieved by a ROCK STAR team of dedicated and highly specialised individuals committed to excellence.

What are your qualifications?

I am a certified financial planner (University of the Free State), and hold a PGDip in Sales and Practice Management from the University of Cape Town, and have completed the Executive Management Programme at GIBS.

What brings you to the UCT GSB – what do you hope to gain from your experience?

I hope to enhance my business and personal lenses to remain at the forefront of innovative business trends, but also to acquire the skills and confidence to identify new opportunities to enhance my current business and transform them into business advantage. I also wish to further enhance on my own self-awareness and leadership abilities to become a better servant leader and to lead my teams to achieve their own personal goals.

What is the number one challenge leaders face today and why?

I would say the number one challenge facing leaders today is managing rapid change in a very fluid and complex environment, and ensuring progress is gaining momentum amidst organised chaos.

Contact details:

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Simone Beukes

Project Manager: Desmond Tutu Health Foundation

-

Describe in 50 words your current responsibilities

As Project Manager I am responsible for providing smooth procurement administration and financial management of projects and grants within a diverse multi-disciplinary research team. Building and managing project teams, reporting to the project sponsor and ensuring quality control throughout project life cycles are central to my position.

Furthermore, I am also responsible for operations, grants and financial analyses of the unit, advising to support the organisation to identify business opportunities, and shaping strategies within the business with solid insights and actionable recommendations.

What are your qualifications?

I hold a diploma in Business Management from Regent Business School and a PGDip in Management Practice from the UCT GSB.

What brings you to the UCT GSB – what do you hope to gain from your experience?

As a returning student, I am hoping to further extend my knowledge I gained and be challenged as I was in the PGDip course.

What is the number one challenge leaders face today and why?

Leading a team ... even though this seems like a task that a leader develops innately, leading a team is the number one challenge that leaders face today. Leaders are expected to be authentic, empathetic, fair and have values aligned to the company while completing their KPIs in order to get their jobs done.

The working environment has evolved with a bigger focus on individuals and work-life balance. The shift of focus on the individual is challenging for any leader. Different people want different types of leadership depending on their requirements - there is no 'one size fits all' scenario. It is because of these demands on a leader that failure is so high and, in my opinion, the biggest challenge that leaders face.

Contact details:

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Cheryl Coopsamy

National Human Resources Manager: Stratostaff Pty Ltd

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Describe in 50 words your current responsibilities

I am responsible for the HR and Payroll function within Stratostaff Pty Ltd. I manage recruitment and selection of all new Stratostaff Pty Ltd employees and contract staff. I provide consultation to management on employee relations issues, and manage all disciplinary issues within the company. I also manage all redundancy situations including calculations, financial guidance and communications to affected employees. I work closely with senior management to identify, develop and implement training and development programmes in line with the business objectives. I am responsible for the design and implementation of a company-wide performance management system that is linked to the core vision and objectives of the business, and the provision of ongoing consultation to management on performance-related issues.

What are your qualifications?

BCom specialising in Human Resources Management together with at least 12 years of experience in the Human Resources field which comes with extensive informal training courses which have helped me keep up-to-date and relevant over the years.

What brings you to the UCT GSB – what do you hope to gain from your experience?

At this juncture in my career, I was looking for a tertiary qualification that could stimulate systematic thinking and innovation for members that belong to Executive Management -that thought process led me to the UCT GSB EMBA Programme. Among other things, I hope the EMBA programme will improve my knowledge, insight and diversify my thinking.

What is the number one challenge leaders face today and why?

Labour resources - in an environment where the reduction of costs is crucial, finding the right person to fit the right job becomes difficult. You therefore find that leaders cannot concentrate on the innovation of strategic thinking of the business because they are continuously pulled in to handle operations due to a shortage of staff.

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Mobile: 083 792 7667





Sumayya Davenport

Head: Marketing & Retail Client Services for Prudential Investment Managers SA

-

Describe in 50 words your current responsibilities

I am the executive for brand, marketing and the retail client experience at Prudential SA. As part of this broad portfolio, I am responsible for direct distribution, which has, as its core strategy, increasing and improving digital access to savings vehicles for first-time investors. This strategy is critical to bettering South Africa's savings culture, an objective about which Sumayya is passionate.

Having such a wide ambit allows her to own the customer experience and bring technology and innovative thinking into a traditionally opaque and sometimes cumbersome investing process.

What are your qualifications?

I hold an Advanced Diploma in Marketing and Advertising Communications from the Red & Yellow School and have completed a number of workplace personal and subject matter programmes.

What brings you to the UCT GSB – what do you hope to gain from your experience?

Doing the EMBA is an opportunity for me to enhance my own knowledge and skills but, perhaps more importantly, it will provide new tools to tackle challenges inherent in business and in life. I am keen to broaden my scope and improve the effectiveness of my collaboration with my fellow executives and teams. I am seeking ways to improve the focus on the variables that matter and in so doing, push the thinking to become more relevant for the 21st century, not only in asset management but also as a stakeholder in our country and continent.

What is the number one challenge leaders face today and why?

I believe that the number one challenge facing leaders today is relevance. Relevance in business and relevance in their clients' and stakeholders' lives. Emerging trends, from accelerated change and innovations together with regulatory complexity, as well as product and information proliferation, mean that it is increasingly difficult to remain relevant to and trusted by consumers. In my view, technology has allowed consumers unprecedented access to information on savings vehicles and on the companies managing them, and price and product are almost no longer a differentiator. For leadership, this means finding ways for brands to authentically connect with consumers, develop trust and deliver quality service that exceeds expectations. Brands that are clear on their value propositions and are authentic in the way that they try to engage with their markets, will succeed.

Christle De Beer

Research Enterprise Manager: The Institute of Infectious Disease and Molecular Medicine (IDM), UCT

Describe in 50 words your current responsibilities

I am responsible for managing the daily operations of the IDM as it relates to the research enterprise, including the activities of a variety of portfolios, and reporting on these.

What are your qualifications?

I hold a MSc in Conservation Genetics, a PGDip in Intellectual Property Law and a PhD in Industrial Engineering

What brings you to the UCT GSB – what do you hope to gain from your experience?

I hope that the UCT GSB experience will afford me the opportunity to engage with people from a variety of backgrounds working in different sectors. I expect that the programme will be structured but not prescriptive, and will allow for topics to be discussed naturally and from an experiential point of view. I think that I would also be able to bring a very unique perspective to the table with my unconventional academic background and work experience, which will make for interesting conversation and learning.

What is the number one challenge leaders face today and why?

We are living in an increasingly complex and more inter-connected world, and I think leaders of today face a variety of challenges in interacting with systems and networks that weren't as elaborate before.

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Petro Du Pisani

Head of Business Improvement Projects: Anglo American

Describe in 50 words your current responsibilities

Anglo American is a diversified mining company that is re-imagining mining to improve people's lives. I play a key role in implementing Anglo American's operating model, which is important for driving stability and efficiency, as well as enabling step-changes across the Group. This strategic initiative continues to deliver significant benefits in terms of safety, the environment, and financial returns. In 2018/2019 I was a member of the CEO's 'Elimination of Fatalities Task Force', interacting with employees, at all levels of the organisation, at all Anglo American's operations in order to gain a thorough understanding of the causes of fatal incidents. This initiative is helping Anglo American to better manage fatal and catastrophic risks.

I am a Director and Chair of Women in Mining South Africa (WiMSA) and host a podcast called 'On Change', where I speak to industry leaders and other interesting people who are all passionate about change and transformation.

What are your qualifications?

I hold a BSc, from the University of Pretoria, in Geophysics and Mathematics, and a BSc (Hons) in Exploration Geophysics. In 2008 I completed an MSc in Earth Science Management & Practice.

What brings you to the UCT GSB – what do you hope to gain from your experience?

I chose the EMBA programme to expand my thinking and horizons beyond the mining industry and to connect with inspiring people. I am excited to be exposed to various business models and to enhance and develop my knowledge on systemic management practice. In terms of personal growth, I intend reflecting on my own leadership style in order to further explore resonant leadership.

What is the number one challenge leaders face today and why?

I believe the number one challenge leaders face today is finding balance. In order to lead a team of high-performing individuals there needs to be success stories at work and at home, and everyone should be encouraged to thrive as human beings, not just employees.

Benedicta Siphesihle Durcan

Nickname: Bennie

Executive: Ease of Doing Business; Saldanha Bay IDZ
Licencing Company SOC Ltd

Describe in 50 words your current responsibilities

I am an Executive Manager in one of the South African government's Special Economic Zones, a programme that facilitates sustainable job creation and economic growth. I commenced this role in Jan 2015, after both local and international experience in multinational companies in Upstream Oil and Gas and shipping, logistics and maritime. A decade of operations experience and exposure to ships, rigs, international trade and port activities, has seen me design the SBIDZ Ease of Doing Business Model and achieve the designation of South Africa's first Freeport in the port of Saldanha Bay, utilising the SARS Customs Control Area regime. My role supports investment attraction and retention through delivering a One Stop Shop service to the energy and maritime sectors, building systemic models to ensure that processes are consistent and provide certainty to our customers, providing efficient and effective interventions on behalf of our investors and providing ease of access to information, services, workforce and infrastructure to our investors.

What are your qualifications?

I hold a Bachelor of Technology in Chemical Engineering, as well certificates in Import and Export Management. I am also a PRINCE 2 Practitioner.

What brings you to the UCT GSB – what do you hope to gain from your experience?

I look forward to exchanging views and experiences of the global village in relation to what is happening in our own country and continent with my fellow classmates. I hope to learn academic reasoning for why certain strategies are employed, and to grow as an authentic leader who can navigate myself and organisations through complex environments with compassion and boldness.

What is the number one challenge leaders face today and why?

I believe it's the fear of making bold and unpopular decisions. It is an increasing challenge as there are so many socio-political impacts and important considerations, like gender equality, race, age, nationality, background, political standpoint, that leaders have to consider in decision-making.

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Astrid Fouldien

Grade 3 Medical Officer: Kleinvlei Community Health Care Centre, Eastern District at Department of Health in Western Cape

-

Describe in 50 words your current responsibilities

I work in conjunction with the operational manager to govern the facility. My various responsibilities include organising the training of all health personnel at the facility, ensuring that national health programmes are being implemented, and providing guidance, supervision and leadership to the health care team. I oversee programmes where clinical trials are taking place and recruit individuals to participate in trials. My role involves conducting comprehensive examinations for the diagnosis and management of disease cases, and referring complicated cases to higher care facilities. I work in close conjunction with the health team consisting of doctors, specialists, nurses, physiotherapists, occupational therapists, dieticians, social workers, schools, administration staff and community organisations to improve the health care of the community.

What are your qualifications?

I hold a MBChB and a diploma in anaesthetics.

What brings you to the UCT GSB – what do you hope to gain from your experience?

I have come to the UCT GSB to acquire the knowledge and the necessary skills to enable me to manage an organisation effectively and efficiently. I would like to be able to one day lead and manage a wellness centre that will provide support to “burnt out” health care workers within the government sector, to prevent the brain drain from the public sector.

What is the number one challenge leaders face today and why?

At present, I think leaders face the challenge of job creation within our country as well as encouraging their workers to maintain their job within the organisations for a significant period of time so that employees can reap the benefits of qualifying for a reasonable pension that will sustain them at retirement. Many employees work for shorter periods of time to gather up enough pension lump sums before resigning from their jobs to be able to afford proper housing within the current economic milieu. Employees are also more knowledgeable regarding their rights as well as labour related matters. This imposes serious challenges and pressure on leaders within an organisation for they need to be up to date with the policies that are constantly changing at a rapid pace and be able to keep their employees satisfied within their working environment.

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Papani Gasela

Subspecialist consultant in Child and Adolescent Psychiatry:
Red Cross War Memorial Children's Hospital, Western Cape
Department of Health.

Senior Lecturer: Department of Psychiatry and Mental Health,
Faculty of Health Sciences, University of Cape Town.

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Describe in 50 words your current responsibilities

My current job responsibilities include clinical service delivery, clinical leadership and governance. I am also responsible for undergraduate and postgraduate teaching, provision of clinical training and research in my area of specialisation.

What are your qualifications?

I hold a MBChB (University of Transkei), a Fellowship in Psychiatry (Colleges of Medicine of SA) and a certificate in Child and Adolescent Psychiatry (Colleges of Medicine of SA).

What brings you to the UCT GSB – what do you hope to gain from your experience?

I trust that the EMBA programme will help me to move beyond my current level of knowledge and expertise. As the programme focuses on transcending theory with practice, it will provide me with an excellent opportunity to acquire the requisite leadership skills and competencies that will equip me to be an effective leader currently and in the future, in a constantly changing working environment.

What is the number one challenge leaders face today and why?

It is providing effective, accountable and socially responsive leadership that inspires others to find novel, creative and sustainable solutions to very complex problems in a world that is constantly evolving.

Contact details:

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Bradley Geduldt

Technical Manager: Central Engineering Workshops, Multimech
(a division of Golden Arrow Bus Services).

-

Describe in 50 words your current responsibilities

I am responsible for ensuring maximum availability of vehicles for peak demand, implementing and maintaining company engineering policies, and maintaining vehicles according to set procedures. The maintenance and repair of all units and vehicle components falls within my area of responsibility. My role involves planning future fleet maintenance initiatives, measuring key performance and updating daily KPIs. I meet with vehicle manufacturers and dealerships to discuss various ways of improving products, vehicles and aftersales service. I also take care of the training of apprentices/ learners and artisans to keep them on par with the latest trends in vehicle technology and processes, electronic, body and mechanical fields.

What are your qualifications?

I have a diploma in Mechanical Engineering and am a qualified fitter and turner. I also have a diploma in Road Transport Management from the University of Johannesburg and have completed a senior management development programme from the University of Stellenbosch. In addition to this I hold a Post Graduate Diploma in Management Practice specialising in Business Administration from the UCT GSB.

What brings you to the UCT GSB – what do you hope to gain from your experience?

UCT is considered to be one of the oldest universities in South Africa and it is an honour and a privilege for me to have the opportunity to study here. One of the core research areas of the school is governance in emerging economies and the impact on economic development. I believe that this is an area of opportunity in the current economy of South Africa.

What is the number one challenge leaders face today and why?

The number one challenge leaders face today is people because of their diversity. Different cultures and dynamics are what make South Africa unique compared with the rest of the world.

Contact details :

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Miguel Gouveia **Goncalves**

CEO: Village Powertrade Supermarket

NED: Village Meat Market

MD: Eltoro Investments.

-

Describe in 50 words your current responsibilities

I oversee all company operations and processes, ultimately ensuring the company remains relevant and profitable. My responsibilities include organisational decision making, strategic planning and implementing business objectives, both long and short term. I manage and control the company's investment portfolio, ensuring the organisation is financially successful and viable.

What are your qualifications?

I hold an MBA certificate through the University of Stellenbosch Business School and some hotel management experience through the International Hotel School.

What brings you to the UCT GSB – what do you hope to gain from your experience?

Besides having a highly reputable accreditation, I find the EMBA programme specifically, allows me to further my education while remaining actively involved in my company. I hope to develop as an entrepreneur by increasing my knowledge and understanding of business processes and management skills. Furthermore, the EMBA programme offers a great platform to network with individuals from all industries, presenting different business perspectives and opportunities.

What is the number one challenge leaders face today and why?

I would say it's the ability to adapt to a fast-changing economic shift caused by the fourth industrial revolution, and therefore, not understanding new market trends and most importantly consumer expectations and needs, which ultimately threatens the organisation's viability.

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Mogomat Faiek **Hendricks**

Technical manager: Golden Arrow depot

-

Describe in 50 words your current responsibilities

My responsibility is to look after the maintenance side of the buses and ensure that there are enough buses available to meet the peak. These buses must meet all the legal and legislative requirements. For example, ensuring all vehicles are compliant with the law namely; roadworthy and licensing requirements of vehicles and drivers. The key focus points are to increase profitability, reduce costs, and improve efficiency as well as the efficient use of human capital.

What are your qualifications?

I hold a postgraduate diploma in management from UCT and have completed the senior management development programme at Stellenbosch. I also hold a diploma in road transport from Rand Afrikaans University, as well as other vocational engineering qualifications. I am a qualified artisan.

What brings you to the UCT GSB – what do you hope to gain from your experience?

I decided to pursue the EMBA qualification at the UCT GSB to further my knowledge at a more strategic level of business. The UCT GSB is recognised as one of the leading schools in the country and I expect the EMBA programme will challenge my thinking, broaden my perspective and strengthen my leadership skills, so that I can successfully advance in my career within my current industry.

What is the number one challenge leaders face today and why?

I believe the number one challenge facing leaders today is inspiring trust with others since trust is earned over time. It is important for leaders to be able to see what others don't, and to be able to unpack this with integrity to them whilst maintaining their trust that they are being led 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.

Carl Herman

Assessment and Development Manager: Allan Gray Orbis Foundation

Describe in 50 words your current responsibilities

My primary focus is on assessment and development strategy for high impact entrepreneurs, the design and refinement of the Foundation's success profile methodologies, and the validation research of assessment tools and processes linked to high impact entrepreneurship. I also provide private consulting services to various organisations, applying my experience across a wide range of Organisational Development and HR interventions. I have recently ventured into the entrepreneurship space, as a partner in a start-up known as YouStudent, which is an online career assessment platform.

What are your qualifications?

I am a registered industrial psychologist. I hold a Masters of Commerce in Industrial Psychology from Stellenbosch University and BSocSci (Hons) from UCT.

What brings you to the UCT GSB – what do you hope to gain from your experience?

I chose the UCT GSB because it has the most reputable EMBA programme on the continent and it's a complete bonus that it is close to home and work. I hope to gain a rich learning experience that will challenge my thinking and build my competence as a leader in business. I am hoping to experience a rewarding personal development process over the next two years. In addition, I am looking forward to networking and meeting some interesting people.

What is the number one challenge leaders face today and why?

I think the number one challenge for leaders is adapting to the pace of change (largely due to technology) during this fourth industrial revolution we are going through while not forgetting the masses who are not ready for it. Leaders think they've got this, but they have limited self-awareness about how they are doing and how they need to change and adapt their style in the here and now. If leaders are not agile enough to keep up, they can hold back an entire team and ultimately the organisation. Another question is how does a leader stay authentic while addressing these changes and practising agility?

Contact details:

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Thabiso Hermanus

Finance Executive: Group at Adcorp Holdings

-

Describe in 50 words your current responsibilities

As a finance executive of a listed entity I report directly to the Group CFO. Some of my objectives are aligned to improving group reporting, finance transformation and Target Operating Model, shared services and optimisation. I also support the CFO as part of the Adcorp Group turnaround strategy beyond just finance.

What are your qualifications?

I hold a BCom in Accounting from UCT and a Certificate in the Theory of Accounting from UNISA.

What brings you to the UCT GSB – what do you hope to gain from your experience?

I hope the programme will help me close the gap on certain business and strategic skills, build a powerful network and importantly further develop a range of effective leadership styles over and above my technical financial knowledge.

What is the number one challenge leaders face today and why?

Making decisions for a sustainable business of the future and driving a team to implement them. I think many leaders are stuck. The majority of them come from an environment where they didn't need to do much to grow and think differently while genuinely building and grooming future leaders. There were enough margins to throw money at the problem and the economy wasn't this flat and the world wasn't changing this fast. I think the ability to be agile is a struggle, so I've noticed that leaders would rather avoid making decisions.

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Doctor Hlongwane

Generation Manager: Eswatini Electricity Company

Describe in 50 words your current responsibilities

As the Generation Manager in the utility, I am responsible for development, operations, and maintenance of the power plants in the country. Currently we have four hydro power stations, two dams, three weirs and three canals that we own for the production of electricity. Due to the size of our rivers, we run our power plants for peaking.

What are your qualifications?

I hold a Bachelor of Engineering Degree in Electrical/Electronics from the University of Botswana, and a Full Technological Certificate in Electrical Engineering from City and Guilds, London.

What brings you to the UCT GSB – what do you hope to gain from your experience?

I am a senior manager in my company and have a wealth of experience in the engineering field but limited appreciation of the other components of the business. As part of my development plan I want to position myself for higher levels of leadership in the company. My personal development will be a service to the community.

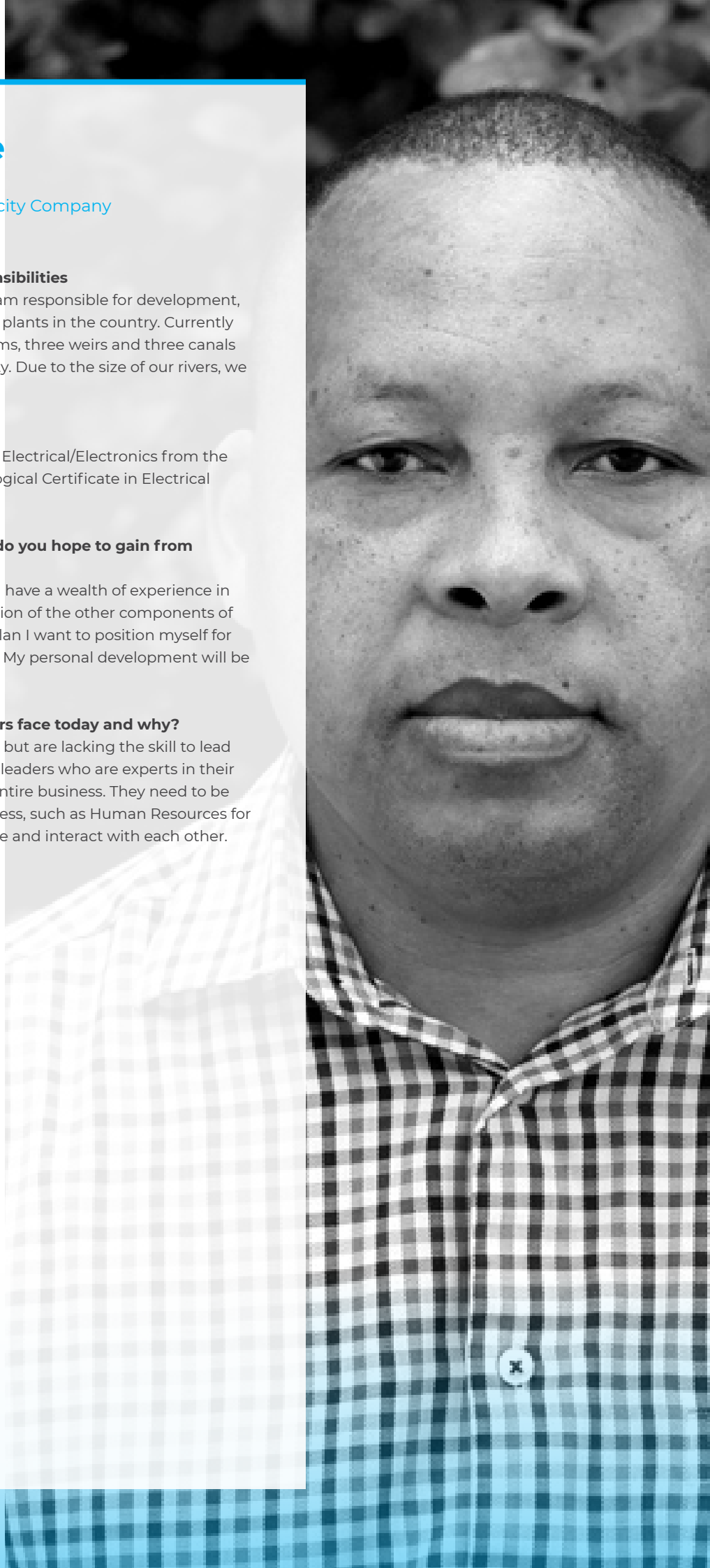
What is the number one challenge leaders face today and why?

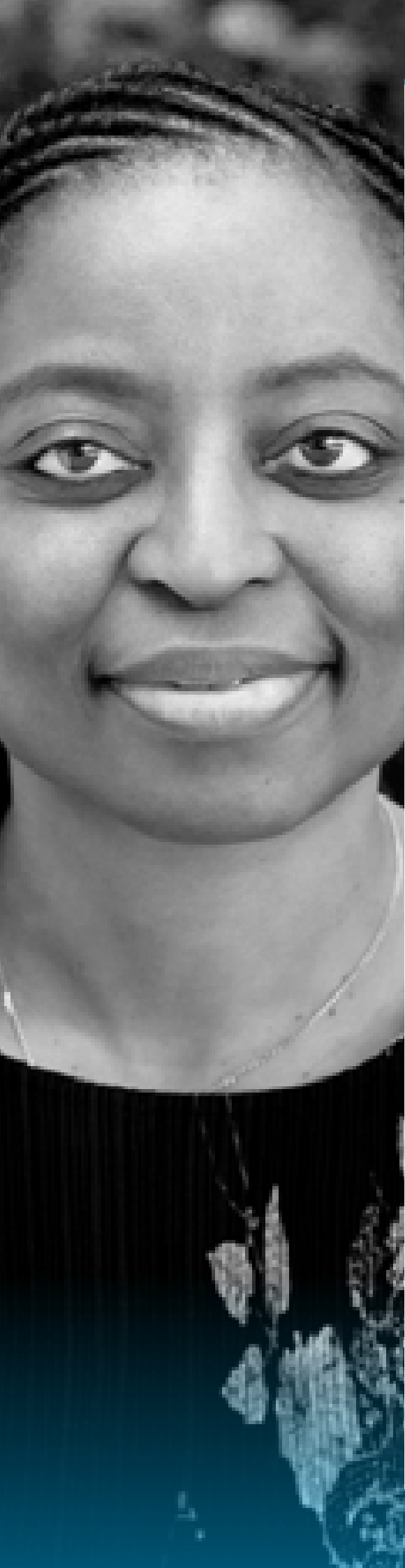
Many leaders may be experts in their fields but are lacking the skill to lead other people effectively. Additionally, most leaders who are experts in their field have a narrow understanding of the entire business. They need to be given a wider exposure to all areas of business, such as Human Resources for example, and how the various areas operate and interact with each other.

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Mamoraka Jacobeth **Huma**

Nickname: Jacky

Head of Department (Micro & Access Product Institutions):
Financial Sector Conduct Authority (FSCA)

-

Describe in 50 words your current responsibilities

As Head of department at the FSCA, I'm responsible for leading a team that supervises the conduct of business of micro-insurers, friendly societies, co-operative banks and co-operative financial institutions. My team and I must monitor and ensure that these institutions comply with the provisions of applicable legislation, to ensure a sound and efficient financial services industry.

What are your qualifications?

I hold a Bachelor of Commerce degree from the University of the North (now University of Limpopo), and have completed the Management Advancement Programme (MAP) and the International Executive Development Programme (IEDP) both at Wits Business School. I have also completed the Leadership Programme in Financial Inclusion at Tufts University, Boston, USA.

What brings you to the UCT GSB – what do you hope to gain from your experience?

I hope the EMBA programme will help me rediscover myself, enable me to engage and interact with intellectually like-minded individuals, expose me to different ways of doing things, and build my capacity to develop strategies that will bring about change in my organisation and other relevant stakeholders. As an internationally recognised qualification, I hope the EMBA will bring me in contact with individuals from local and foreign organisations, as I expect to learn from their experiences and to also make lasting friendships. I hope to become a stronger and better leader, with the ability to handle challenging situations in this ever-changing and dynamic regulatory environment.

As a financial sector regulator, my organisation participates in various international standard-setting bodies; as a result, it has to continuously respond to changes in technology, and expectations for up-to-date information by employees, regulated entities and investors. My hope is that the EMBA will help me to develop strategic leadership skills to respond to and manage the above-mentioned expectations. It will also help me in managing new-generation teams and technologically savvy individuals who want access to instant information.

What is the number one challenge leaders face today and why?

The impact of technology in our lives is the foremost challenge leaders are faced with today. This is so because the internet has changed the world in ways that no one anticipated, and artificial intelligence and big data are now predicted to change the world even more. Over the last 25-30 years technology has changed our lives so much - we can now send messages to one another instantly or even reach millions of people with a single post through social media. People can easily compare the price of products between competitors across the globe at the click of a button. For example, the introduction of platforms such as Uber, Booking.com, Amazon and many more have disrupted and challenged traditional businesses and forced the various industries to adapt to technological changes.

Contact details:

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Anilkumar Jugmohan

Nickname: Anil

Senior Investment Analyst: Nedgroup Investments

Describe in 50 words your current responsibilities

I am currently involved with fund manager research, monitoring and selection, product development & strategy, asset allocation and developing a deeper understanding of the optimality of various investment strategies that financial planners employ when advising their clients. I'm also involved with relationship management across a range of clients from retail to large institutions.

Qualifications:

I have a BBusSc (Actuarial) (Finance) (Hons) degree from UCT and I am a CFA Charterholder.

What brings you to the UCT GSB – what do you hope to gain from your experience?

I believe that the EMBA programme will set me up for success, both in my present and future roles within the business. My expected learnings include new and innovative methods to drive business growth and success; dealing with uncertainty while managing for growth; rituals and habits to further enhance efficiency; working more holistically and accounting for broader stakeholder goals while taking better risks to optimise the payoff profile of projects.

I hope to further develop the following skills: leadership and management (including when/how to tilt between these mindsets as necessary); EQ and softer skills; time management and prioritisation; team-working and collaboration; negotiation skills; working with a broader diversity of individuals and personalities; the ability to think more holistically and increase my contribution to the organisational strategy.

Finally, I thoroughly enjoyed my time at UCT during my undergraduate degree and believe that it will be awesome to continue my studies at the UCT GSB as I quite like the culture and energy. I have also met some of the most amazing people at UCT who are still my friends to this day – I do hope to be able to further broaden my network through the programme and not just my knowledge and skills!

What is the number one challenge leaders face today and why?

Greed, leading to short term thinking, uncontrollable selfishness, creating facades to cover up the underlying issues and consciously harming the broader stakeholder base to further their own ambitions and objectives. Greed also results in leaders not listening to views that don't serve their own self-interest, all of which is likely to end up being counterproductive for the organisation as a whole. We see this phenomenon with leadership at all levels and across the spectrum from the private sector to the public sector and NGOs.





Malika Kalam

Head of PMO: DirectAxis

-

Describe in 50 words your current responsibilities

I am head of the Project Management Office which consists of 35 specialists across project management, business analysis and process analysis competency. As a member of the executive team, I'm responsible for the development and execution of business strategy and delivering on the capabilities required to achieve this. I support the FNB Gold Exco team to deliver programmatically on customer objectives. I manage the delivery and execution of key programmes across the group and create a roadmap that will deliver on the business strategy.

I am also a senior lecturer at the Faculty Training Institute where I lecture, assess and develop course material for practising and upcoming business analysts.

What are your qualifications?

I hold a BCom (Hons) in Information Systems from UCT.

What brings you to the UCT GSB – what do you hope to gain from your experience?

As part of an executive team that influences customer financial behaviour, I want to be able to employ strategies that will allow myself and the organisation be more strategic on how we develop and implement changes. I believe that the learning within the programme will help me to influence our strategic road map so that we can take a more conscious approach in the way we deliver on this. The business unit I lead is responsible for creating the framework in which our organisation prioritises and executes key initiatives aligned to our vision. My role is also to ensure that the strategy cascades into high-level programmes that are measured. I believe the practical skills and applied learning approach the programme offers will allow me to implement this more effectively. I also realise that the leadership strategies that have served me well in my mid-management experience will need to evolve with my current responsibilities. My hope is that through the course and the perspective of fellow delegates, this gets challenged and continues to evolve.

What is the number one challenge leaders face today and why?

The biggest challenge that leaders face today is being able to execute on their strategic intent. A strategic intent is traditionally a high-level statement/s articulated by a leader which is ambitious and futuristic. It is not understood and not effectively communicated across the business. This lack of understanding and clarity creates multiple versions of an execution strategy across departments that compete or contradict each other. Leaders should take time to create strategy cascades from their vision to provide a deeper level of understanding. These strategy cascades should clearly articulate the organisation's goals, objectives and how each business unit/ department will align and contribute towards the strategic intent. This strategy package should be communicated broadly and continuously across the organisation so that a consistent message is understood. All initiatives across the business should support this strategic intent and there should be clear check points, accountability and data points that provide a view on whether the organisation is on the right track. The creation of a strategy happens once every three to five years, but the execution happens daily and if it is clearly cascaded across the organisation, it increases the success of achieving the strategy.

Mnwana Kambule

Director & CFO: SNG Grant Thornton

Describe in 50 words your current responsibilities

I craft and provide strategic financial direction. I also support EXCO and the directorate in realising the firm's vision, mission and objectives. I am the custodian of finance and support services. My role involves leading and developing staff and teams, stakeholder (internal and external) engagement, development and management, and overseeing ad hoc assignments. I am also responsible for identifying and addressing business risks, and for mergers and acquisition sourcing and bed-down.

What are your qualifications?

I am a chartered accountant.

What brings you to the UCT GSB – what do you hope to gain from your experience?

The EMBA programme empowers with sound conceptual understanding of benchmark management and ethical practices in order to create sustainable value for a broad array of stakeholders and integrate these values symbiotically into organisations and the wider environment. This programme provides a platform for elevated solution-driven engagements, and it is my sincere hope that participation in conversations will be without fear or favour. Some topical spheres of engagement include ethics, organisational health and interconnectedness. Disproportionate inclination towards existing social constructs and one's vocation can be limiting... change has been a constant in our world because of diverse perspectives and determination to embrace new ideas. The EMBA programme will afford me the space and opportunity to entertain complexities, contrasts and meaningful irrationality, thereby igniting purposeful contribution on the part of self and others. I aspire, together with other like-minded souls, to explore life-changing initiatives. It is my considered view that the programme challenges participants beyond their comfort zone and stimulates them to embrace the unknown and achieve results that will serve the highest good of all concerned.

What is the number one challenge leaders face today and why?

It is climate change. In pursuance of self-preservation, human life has in many respects evolved beautifully. However, our endeavours have eroded the ability of our planet to sustain itself and all forms of life. It is necessary for leaders to unlearn archaic and unhelpful approaches while embracing new paradigms and bringing others on board.

Contact details:

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A black and white portrait of Riaan Kruger, a man with a beard and short hair, wearing a striped shirt. The portrait is on the left side of the page, with a blue gradient bar on the right.

Riaan Kruger

Senior Sales and Marketing: Amplitude Orthopaedics South Africa

Describe in 50 words your current responsibilities

We are a sales-driven organisation, although all our manufacturing gets done in France at headquarters. As the South African subsidiary my main responsibilities are to promote all our orthopaedic implants by driving the sales force with marketing and sales, managing the team to enhance growth with new, high profile customers, as well as strategic forward-thinking and planning regarding the health sector within South Africa.

What are your qualifications?

Marketing and Sales Management, Orthopaedic device industries, 2006 - present.

What brings you to the UCT GSB – what do you hope to gain from your experience?

I want to keep growing my leadership capabilities to think and act in a transformed business executive way. My EMBA journey will guide me to lead, manage myself and others within the ever-changing business environment.

What is the number one challenge facing leaders today?

Climate change is one of the biggest challenges leaders are facing everywhere today. Leaders also need to learn to be more charismatic. They need to lead in an ethical and motivated manner to ensure trust and respect within their own industries. A key skill is the ability to adapt to an uncertain political and economic environment.

Nhlakanipho Kunene

Head of Wind Technology Operations and Maintenance:
Enel Green Power RSA

-

Describe in 50 words your current responsibilities

I am responsible for the overall operations and maintenance of Wind Farms owned and/or managed by EGP RSA which are operational. I am involved in the planning stages (design/specifications) and handover from construction. My role is to optimise production, reliability and life while providing sustainability and job creation and compliance to statutory and regulatory matters.

What are your qualifications?

I am a certified electrical engineer (Government Certificate of Competency), and hold the following diplomas: National Diploma Electrical Engineering Heavy Current, National Diploma Electrical Engineering Light Current, Trade Test Electrical.

What brings you to the UCT GSB – what do you hope to gain from your experience?

I hope to gain crucial EMBA knowledge and strategies to optimally manage operations of personnel of over 600 people (mostly from poorly resourced communities) and assets worth over R25bn under my responsibility in 2022. The idea of this qualification is to absorb the dynamic and innovative management skill, confidence and resilience to apply and display in our business funders, employees and local communities. Also to be able to introduce and promote a safe working culture on the projects and smooth flowing coordinations across all internal departments that support my role of ensuring electricity production without community and logistical or contractual hindrances.

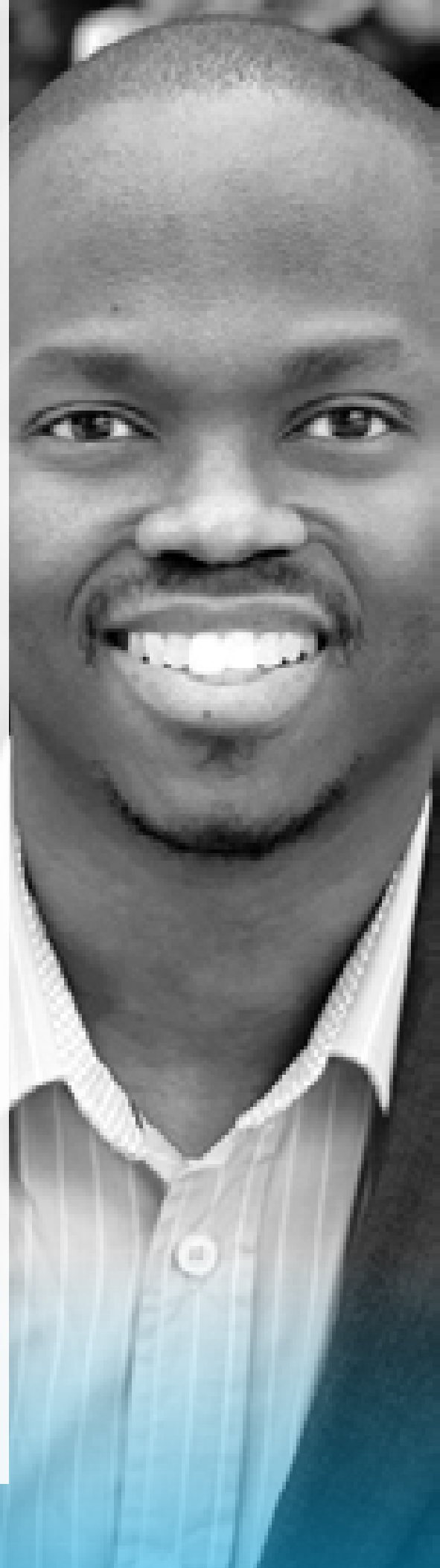
What is the number one challenge leaders face today and why?

I think the people who are led are not in harmony with the vision of the leaders. There is a gap in the amount of effort being contributed due to the following: Budget constraints and internal processes, labour force demands, evolving technology/systems, accountability, and misalignment between business, clients' and workers' needs.

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Jordan Ludlow

Managing Director: Tradereach Retail Asset Management

Describe in 50 words your current responsibilities

As the Managing Director I am responsible for the overall business performance, including the leadership and management of an executive team in order to deliver shareholder value. My core responsibilities include the development and execution of business strategies, building key stakeholder and client relationships and entrenching an authentic high performance company culture.

What are your qualifications?

I completed a BSc Biological Sciences and a BSc Hons in Biochemistry from the University of Natal between 1999 and 2002, and then went on to further complete a Postgraduate Diploma in Business Administration (PDBA) at the UCT GSB in 2009.

What brings you to the UCT GSB – what do you hope to gain from your experience?

The UCT GSB continues to push the boundaries of what business studies can be, constantly staying at the forefront of its evolution and delivering world class education within South Africa. I decided to embark on the EMBA programme in order to step change my leadership development. In particular I am excited about the EMBA's commitment to further enhancing my soft skills, which are more important than ever in executive success. The practical application of the concepts, coupled with group learnings from a diverse range of industries will provide fresh perspectives and ways of approaching my current work challenges. I expect to emerge at the end of 2021 as a more complete, mature and self-aware leader than when I began.

What is the number one challenge leaders face today and why?

Recent corporate governance oversights have highlighted the need for ethical leadership, which demands both accountability and integrity. I believe the single biggest challenge facing leaders today is communicating, motivating and inspiring an increasingly diverse workforce. In a world where monetary incentives are no longer sufficient, it has never been more critical for leaders to truly understand what drives their employees. Building high performing, consistent and sustainable businesses requires ethical and authentic leadership, balancing the commercial expectations of shareholders with the need of all employees for a culture and purpose, which extends well beyond the traditional boundaries of their job.

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Olwen Manuel

Deputy Director: Communications & Marketing Department,
University of Cape Town

Describe in 50 words your current responsibilities

I am part of the executive team in UCT's Communications & Marketing Department. Among my responsibilities is supporting the work of our newsroom and video production unit, the technical online communications team, the executive support unit, and overseeing human resource processes and the work of the department's Transformation Committee.

What are your qualifications?

I hold a BCom Marketing from UNISA and a PGDip specialising in Innovative Leadership, from the UCT GSB.

What brings you to the UCT GSB – what do you hope to gain from your experience?

A love of learning. I hope to become a more holistically competent leader, someone who can inspire and have an impact wherever she goes. Also, I often joke that as an employee of UCT, I have to try out and 'taste' our products, so this is my way of doing that as a marketer.

What is the number one challenge leaders face today and why?

Humans. People.

I see the challenge as, how do I, as a leader, best enable and unleash human potential? What drives them? How can I inspire them? How can I unite them? This challenge is complex, and ever-changing. But I am convinced that this EMBA will help me take up this challenge with authenticity, curiosity and tenacity.





Petunia (Magama) Makgamatho

Chief Information Officer: Coega Development Corporation (CDC)

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Describe in 50 words your current responsibilities

I am the Chief Information Officer in one of the Special Economic Zones in South Africa. The advent of the digital industrial economy is one of the main drivers for any business' competitive advantage to both of its internal and external clients.

My key focus area at the CDC is to drive the advancement and transformation of the entity's digitilisation, innovations and business process efficiencies through implementation of information, communication and technology capabilities. My responsibilities are that of a catalyst for digital transformation and orchestrator of enterprise-wide digital business initiatives.

What are your qualifications?

I hold a BSC in Computer Science, PGDip in Management Practice, Project Management Profession (PMP), Prince 2 practitioner and various ICT related accredited certifications.

What brings you to the UCT GSB – what do you hope to gain from your experience?

I hope to develop and advance my personal brand and leadership competencies. Through this programme, I anticipate that my technical competencies will be advanced, and the acquisition of authentic value-based leadership competencies and personal developmental competencies will be achieved. I am also looking forward to learning and networking with people of the same calibre and aspirations.

What is the number one challenge leaders face today and why?

Authenticity in managing complex situations. In complex situations, most leaders are often conflicted in their actions due to multiple external environments facing their operations. The inability to manage complexity impacts leadership authenticity at the time of need.

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Phindile Philile Mazibuko

Nickname: Phindi

Enablement Specialist: Sasol Exploration & Production International

-

Describe in 50 words your current responsibilities

I assist the six vice presidents in our organisation in translating corporate strategy into their functional areas (this entails developing their strategy and deliverables, tracking and reporting on KPIs) budgeting (forecasting, monitoring and reporting) and people development (training, skills and competency building).

What are your qualifications?

I hold a BCom Hons from UNISA, a BSoc Sci from UNSEWA and a diploma in financial management from Allenby.

What brings you to the UCT GSB – what do you hope to gain from your experience?

I'm hoping to achieve both personal and career development. The world has increasingly become a global village with collaboration being the order of the day. I hope to gain the skills and tools that will enable me to leverage this situation organisations find themselves in and tap with great agility into the diverse knowledge, skillsets and ways of work globally. Having a global mind set in everything I do is critical.

What is the number one challenge leaders face today and why?

I believe it's the ability and flexibility to change with speed as dictated by the times and artificial technology. Ways of work, thinking and traditional organisational structures are being challenged by the dawn of artificial intelligence and as such, decision-making processes are currently not agile enough to support this new dawn. This can be attributed to being comfortable with "traditional" organisations and the ways of work to which we have become accustomed.

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Amos Misomali

Director: Country Programs, Dimagi Inc. (Malawi)

-

Describe in 50 words your current responsibilities

As director for country programs and country representative for Dimagi in Malawi, my responsibilities cover areas such as stakeholder relations, strategy development, and business development support. I also support the training of government teams that are responsible for project execution.

What are your qualifications?

My qualifications include a Master of Arts (MA) in Economics, a Master of Science (MSc) in Strategic Management, and a Bachelor of Business Administration (BBA).

What brings you to the UCT GSB – what do you hope to gain from your experience?

I have reached a point where I need to move to the next step in my career – to a more challenging regional/international management assignment, or going into professional management/ strategy consulting. Either way, I feel less prepared to handle the complexities that come with such a level in my career. Therefore, I need to develop the right skills and acquire relevant tools for that next level of responsibilities and build the right networking with professionals that will support my desired professional growth.

What is the number one challenge leaders face today and why?

I believe leaders are having to deal with very complex challenges in our modern business environment for which they are either inadequately or ill-equipped in terms of having the correct tools and competences.

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Nontuthuko Mkhize

Power Solutions Business Development Manager:
Schneider Electric

-

Describe in 50 words your current responsibilities

I work with our Panel Builder and Distributor partners in Digital Energy - Power Solutions to ensure they have the right level of business and technical support, by offering trainings and digital tools which help our partners electrical designs and build best-in-class solutions in Southern Africa.

What are your qualifications?

I hold a PGDip in Management Practice (NQF Level 8), an NQF Level 7 in Project Management, and various Electrical Engineering qualifications.

What brings you to the UCT GSB – what do you hope to gain from your experience?

The UCT GSB has been ranked by the prestigious international education rating agency, Eduniversal, as the best business school in Africa, which has made me more interested to be part of this family. I am hoping to get professional coaching, and tools that I can use in the real world, which may assist in becoming an effective executive.

What is the number one challenge leaders face today and why?

Based on my observations and experiences over the past few years, "maintaining diversity, equity and inclusion" is still the number one challenge leaders face today. For instance, some of the issues include ineffective communication, low morale and lack of teamwork within organisations. In my view, it is always one of the hardest goals to achieve in any organisation.

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Lebogang Moepye

Head of Treasury: Momentum Metropolitan Holdings Ltd

-

Describe in 50 words your current responsibilities

I oversee the Group Treasury function. I am responsible for liquidity and cash management, planning, ensuring optimal allocation thereof and evaluation of implementation strategies that impact the central balance sheet of the organisation. I am also required to keep abreast of trends, legislation and best practice within the Treasury field in order to optimise service delivery and provide key stakeholders with insights.

What are your qualifications?

I am a seasoned Treasury, Finance and Operations professional. I have held various high impact positions over my 20 years of work experience including; Financial Manager at Sasfin Bank and Deutsche Bank as well as heading up the Finance and Operations at Liberty Financial Solutions (LIBFIN). I was Group Treasurer at Old Mutual before joining Momentum Metropolitan Holdings Ltd. I hold a BCom (Hons) in Accounting from the University of KwaZulu-Natal.

What brings you to the UCT GSB – what do you hope to gain from your experience?

I believe that the EMBA programme at UCT GSB will support my journey of self-discovery and it will nurture my appetite to push boundaries. It will aid in discovering nuggets in my strategic thinking and innovative ways of creating value that I have not fully optimised in my journey thus far.

What is the number one challenge leaders face today and why?

I believe that leaders today face multifaceted challenges. As the world moves away from the status quo, businesses are being forced to adapt. There is a need for business impact to be more deliberate and holistic. Leaders are tasked with integrating climate change, how to stay relevant and being innovative as well as managing change.

Reabetswe Mosala CA(SA)

Head Foundation Market: Mass and Foundation Cluster, Old Mutual Limited (OML)

-

Describe in 50 words your current responsibilities

I manage the low-income market business at OML. My primary responsibility is to manage the overall end-to-end operations of the business. I lead the development and execution of strategies that direct the growth of this business. I am accountable for the overall success (and P&L) of the business.

What are your qualifications?

I am a qualified chartered accountant. I hold a BCom in Financial Accounting and a Post Graduate Diploma in Accounting, both from the University of Cape Town.

What brings you to the UCT GSB – what do you hope to gain from your experience?

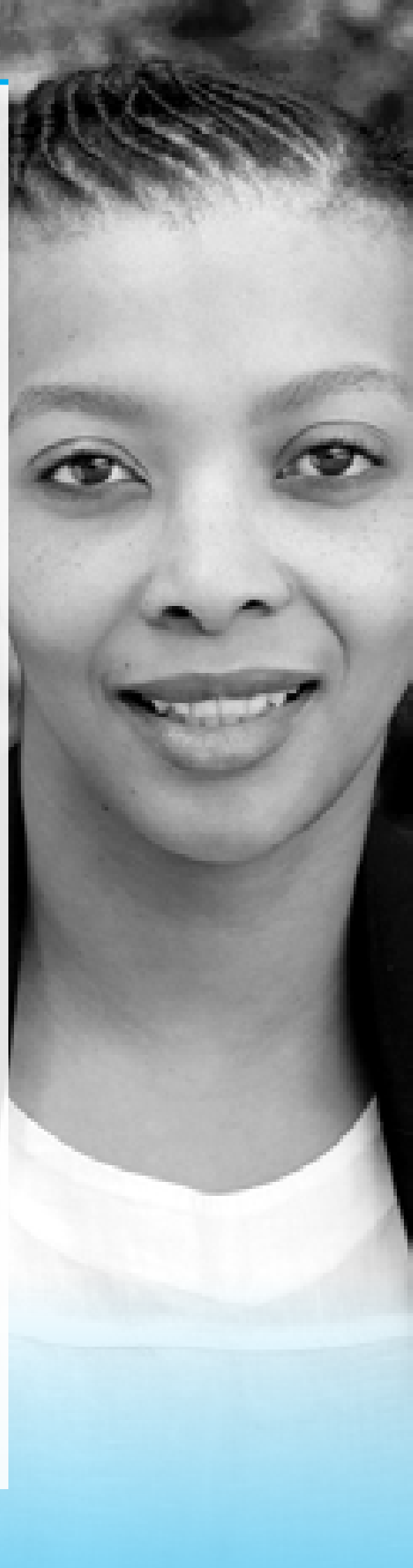
The EMBA offers an opportunity to bring together my technical knowledge and 10+ years of work experience in the financial services industry. I hope to develop and enhance my proficiency in functional business management. I aspire to develop into an influential business leader and to use my skills to contribute to growing and developing others and to make a valuable impact in society.

What is the number one challenge leaders face today and why?

Leading and guiding change in a world where change has become the only constant. Leaders are required to understand the shifts required, get buy-in, mobilise and lead the change while at the same time thinking about and implementing actions to manage the impacts and overcoming any resistance to the change. We need to consciously take our people with us along the change journey and remain crystal clear on our vision and purpose.

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Libo Msengana-Bam

Senior Manager: Alumni Relations. Development and Alumni Department. University of Cape Town (UCT)

-

Describe in 50 words your current responsibilities

I am currently employed at UCT where I hold the position of Senior Manager, Alumni Relations. I am responsible for strategic leadership, stakeholder engagement designed to build affinity amongst UCT's global cohort of alumni, across all academic disciplines. I am responsible for conceptualising and expanding engagement activities across the institution, through the efficient use of communication tools and platforms. I manage a team of alumni relations, events and multimedia communication specialists.

What are your qualifications?

I hold a Bachelor of Social Science (Hons) from UCT.

What brings you to the UCT GSB – what do you hope to gain from your experience?

I have been considering further study for some time now but could not decide on which masters programme to pursue. The idea of acquiring knowledge and competencies in areas that fall outside of my comfort zone presents an interesting (albeit daunting) challenge. This, combined with the reputation that the UCT Graduate School of Business (GSB) enjoys as the academic destination of choice in Southern Africa for management studies, made the decision to apply easy.

I have been encouraged by a number of former students to consider the EMBA programme at the UCT GSB. I anticipate that the EMBA programme will be an extremely challenging, interactive, engaging and rewarding experience. The course content covers leadership; strategic thinking; corporate finance - topics that are integral in today's fast-paced global business environment. I like that these topics are globally informed but also grounded in an African business context. I am looking forward to the opportunity to network with fellow students who come from diverse industries and walks of life. I hope to learn from talented senior managers, heads of corporations and South African entrepreneurs. In my view, the EMBA provides a level of networking and mentorship that sets it apart from other Masters programmes. I am of the view that the programme has a very practical outcome. I hope to use the newly acquired knowledge in my career, applying the lessons of leadership, marketing, finance management, scenario planning (and so much more) in a more senior corporate role.

Someone said that I will get out of the programme, exactly what I put into it. In addition to acquiring theoretical knowledge, I hope to become a better version of myself through the EMBA experience.

What is the number one challenge leaders face today and why?

I believe it is leading with integrity. Within an organisational context, leadership culture is often established at the top. Employees will emulate the values that they see reflected in the senior leadership team.

Contact details:

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Karen Nadasen

CEO: PayU South Africa

Chair of the Board of Directors: Ecommerce Forum Africa (AFSA)

-

Describe in 50 words your current responsibilities

I've just entered my fifth year as the CEO of PayU South Africa, the most exciting and innovative financial technology company in emerging markets. We are a multi-billion-dollar (per annum) processing house in SA, whilst globally we process payments for over six million people daily. I currently lead Diversity and Inclusion for PayU Africa and chair the Ecommerce Forum South Africa (EFSA), where some of the top agenda points are on fostering financial inclusivity and empowering women through digital commerce.

What are your qualifications?

I hold a BSc in Computer Science and Information Systems from Rhodes University, a BCom (Hons) in Information Systems from UCT and a PGDip in Distributed Commercial Information Systems, also from UCT.

What brings you to the UCT GSB – what do you hope to gain from your experience?

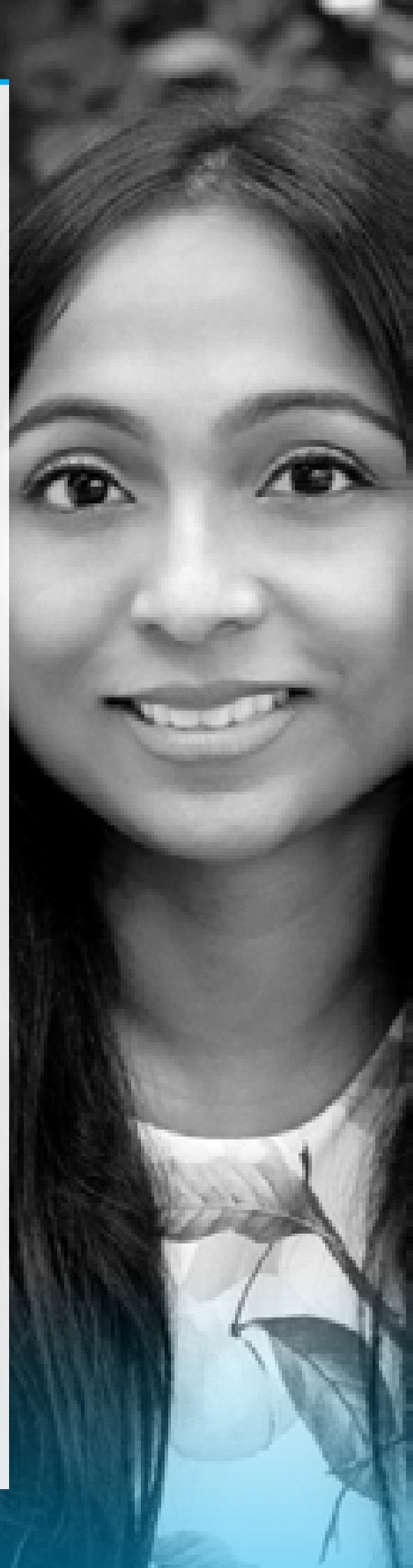
Its ranking amongst the best in the world and the calibre of people it would attract through its accreditation and networking opportunities. There is significant focus on personal mastery which really interested me. I chose a programme in SA as I returned to SA from Europe so that I could give back and do more in my country and I think this is the special part of this programme.

What is the number one challenge leaders face today and why?

Diversity. It promotes inclusivity whilst enabling organisations to grow. The world is more connected than ever before, and as more and more companies increase their global footprint and reach a multitude of consumers, they will require a diverse set of people to expand their consumer knowledge, offer value and be sustainable.

Contact details:

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Jabulani Ndhlovu

Nickname: Jabu

Managing Executive: Human Resources, Vodacom South Africa

Describe in 50 words your current responsibilities

I lead the delivery of Vodacom's HR partnerships with all our business operations, corporate functions and ventures in South Africa. I work with our leadership teams and employees across the business to drive alignment and superior execution of our integrated Employee Value Propositions towards ensuring sustainable business performance.

What are your qualifications?

I've held a number of leading HR and Organisational Development & Design (OD&D) positions in various multinational and local companies, including Accenture, BP Southern Africa; Barloworld Group; Microsoft; and Aurecon Middle East Africa. I started my career as a management consultant at Accenture, gaining extensive experience from various assignments across multiple industries and markets, and leading large-scale business transformation and change management effort, to drive competitive and sustainable business performance.

I hold an Honours Degree in Organisational Psychology from UKZN and an Advanced Management Programme from Oxford University, UK.

What brings you to the UCT GSB – what do you hope to gain from your experience?

I wanted a programme that would help consolidate my existing experience and, at the same, leverage the vast experiences represented in the programme, consolidating these with much deeper insights into the complexity of organisations and business competitiveness.

What is the number one challenge leaders face today and why?

The ability to appreciate complexities and adapt accordingly, remains the number one trait of most successful leaders and organisations. Why? Because the pressing requirements to remain competitive and relevant today whilst, at the same, anticipate future competitiveness requirements is complexity in and of itself. Failure to appreciate this may prove devastating in many spheres.

Limakatso Matebello Nete

Head of Risk: Standard Lesotho Bank (PTY) LTD

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Describe in 50 words your current responsibilities

As the Head of Risk, I am responsible for enterprise-wide risk management at Standard Lesotho Bank. This entails providing oversight and governance on enterprise risk management in line with regulatory requirements, policies and procedures.

What are your qualifications?

I graduated from UCT in 2004 with a Business Science degree (Finance and Accounting) with honours in Finance. I enrolled and passed Level 2 of the CFA Charter.

What brings you to the UCT GSB – what do you hope to gain from your experience?

I chose the Executive MBA because I was looking for a programme that would challenge my creativity and take me out of my comfort zone. After years of learning from others how to become a leader, I felt it was time to learn more about myself and become a leader that defines who I am, and I found the UCT GSB EMBA to be one such programme for personal growth and leadership development.

What is the number one challenge leaders face today and why?

The number one challenge facing leaders today is the magnitude of change. The world is changing so fast that sometimes leaders are overwhelmed about what to do to remain successful and competitive. Maintaining balance between agility and employee engagement while remaining competitive, is one area that leaders grapple with on a daily basis. The need to balance change and strategic sustainability has never been more important than today.





Mzwakhe Nhlanhla

CEO: Khumo Securities

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Describe in 50 words your current responsibilities

I am CEO of Khumo Securities, a majority black-owned stockbroker with a global reach. I have a wealth of experience in stockbroking, trading, sales and management in both the domestic and international financial services industries, including hedge funds, pension funds and third-party funds. I am also the founder and chairman of Smith Barney Capital (SBC), an investment holding company. Before establishing SBC, I filled trading and management roles at several private sector companies, including Vunani Securities, Kagiso Securities and Investec, coupled with international experience at RBS. When not in the office, I like to spend time with family as a father of twin-boys. I am an avid reader, cyclist and golf enthusiast. Other areas of interest for me include ESG, financial inclusion and equality.

What are your qualifications?

I hold a BSc in Economics and Mathematics from the University of the Witwatersrand and a Postgraduate Diploma in Business Administration from the Gordon Institute of Business Sciences (GIBS) at the University of Pretoria.

What brings you to the UCT GSB – what do you hope to gain from your experience?

I hope to stretch myself as I prepare for bigger executive responsibilities in business and in life. I plan to hone my leadership capabilities whilst introducing new techniques of approaching business, life and complexity. I also hope to expand my horizons and broaden my network.

What is the number one challenge leaders face today and why?

I believe it's the ability to approach matters with presence and sensitivity when making decisions. The impact of climate change is a key issue that leaders and the world generally, are grappling with, and Covid-19 is now an opportunity for a leadership re-think and re-set.

Theodora Nnabuihe

Nickname: Dora

Head of Retail Analytics & MIS: Access Bank

Describe in 50 words your current responsibilities

I am an all-round Risk Manager with primary focus on various Retail credits to small and medium enterprises. With the need for predictive analysis in organisations, Big data Analytics and other reporting techniques are deployed with the main objective being to understand client/ portfolio behavioural trends and its subsequent impact on portfolio performance, liquidity and profitability.

What are your qualifications?

I hold a Bachelors of Arts in English and Literature and certifications in supply chain management. I have also attended various business schools including Wharton Business School Philadelphia USA and the Executive Development Programme at UCT.

What brings you to the UCT GSB – what do you hope to gain from your experience?

I am a strong believer in personal development to increase your knowledge base and update your skills. My choice of the UCT GSB stems from its reputation as one of the best business schools in Africa. My belief is that the EMBA will give me a re-energised career, increased creativity, help in my strategic thinking, broaden my worldview and create more opportunities for me while thinking outside the box. I am also looking forward to benefitting from the wealth of knowledge and experience of other participants.

What is the number one challenge leaders face today and why?

In my opinion, the major challenge for leaders is the ability to lead and sustain end-to-end successful organisational change. It is estimated that about 75% to 80% of change initiatives fail. These failed initiatives come with enormous cost to the organisation, its stakeholders, members and customers.

Most times leaders come up with good initiatives/ objectives but issues around how to guide and manage the change determines the success or failure of change management. These include ensuring that the organisation identifies the right-felt need, buy-ins from stakeholders and proper execution. Secondly, most leaders underestimate the power of the work environment to push or stall change.





Andisa Ntsubane

Executive Head: Marketing strategy, planning & Africa marketing: Old Mutual

-

Describe in 50 words your current responsibilities

I am responsible for the holistic strategy and planning for the Marketing and Customer functions across 14 countries on the African continent, Columbia and Mexico in Latin America and China in Asia. My role incorporates Marketing and Communications strategy development, Business Planning, Culture Change Strategy, Customer Value Proposition (CVP) and Segmentation Governance, Market Research, Assessment and Insights, Marketing Operations, Agency and Supplier Management, Marketing Measurement and ROI, Marketing Risk and Financial Management as well as managing the Project Office to deliver large Marketing projects to ensure the alignment to all marketing initiatives across the Old Mutual Group.

What are your qualifications?

I hold a Bachelor of Arts and am a Chartered Marketer (CM).

What brings you to the UCT GSB – what do you hope to gain from your experience?

The UCT GSB is a leading business school in South Africa and indeed the continent, with great academic credentials and track record. I believe it is the ideal institution to broaden my understanding of business performance drivers and enable me to join the dots in a much more structured manner. It will help me make a greater contribution to my organisation and the continent at large. As a team player and one who is passionate about people, the added benefit of being able to meet, network, share ideas and solve challenges together with leading executives from other industries and countries, will be the absolute icing on the cake so to speak.

What is the number one challenge leaders face today and why?

The single biggest challenge facing organisations is “securing long-term sustainability”. This is because leaders are facing increasing existential risks and threats from environmental to technological to cyber to societal (poverty, service delivery et al) to geopolitical and economic risks. This requires organisations to respond in an agile and responsible manner that meets the ever-evolving needs of multiple stakeholders.

Munya C Nyama

Executive Director Strategy: Falcon Crest Asset Managers

Operations Director: WBHO Construction (Pty) Ltd

-

Describe in 50 words your current responsibilities

I am in charge of business intelligence – strategy planning and implementation. To that end, I am responsible for setting up strategies and the implementation of thorough quality management systems (QMS), as well as continued analysis and improvement of the business value chain, thereby ensuring profitability and sustainability.

My role is to proactively identify process deficiencies within the organisation's value chain, and to re-engineer processes ensuring efficient and effective operations. I drive collaboration and network performance through resource allocation, development, compliance and enhancement. I am also responsible for integrating all relevant internal processes and resources, ensuring engagement with new procedures and policies, and promoting a culture of transformation within the organisation.

What are your qualifications?

I hold a BCom in Finance from UNISA and BTech in Mechanical Engineering from UJ. I have also completed the Management Advancement Program (MAP) at Wits Business School.

What brings you to the UCT GSB – what do you hope to gain from your experience?

My educational path has taken me from a BTech Mechanical Engineering degree to a Management Advancement Program and recently a BCom Finance degree. With the completion of the latest qualification, I have developed an intricate understanding of business and finance, so the next level for me is to get a greater appreciation of strategy formulation and implementation, which is the crux of an EMBA qualification.

As an Operations Director, I have come a long way in the company; from operational duties when I worked as a Plant manager on Zimbabwean, Zambian and Mozambican projects. There I was actively involved in the setting up of the Technical Services department and I am a member of the WBHO Group Transformation and Training Committee. The progress depicted in the above highlights my transformation from an operations specialist to a vision-carrying individual. Additionally, being in a position of directorship, my main role should be driving overall company strategy, vision and mission; and that is what the EMBA entails – it is for executives whose ambition is to participate constructively in the sustainable management of business.

What is the number one challenge leaders face today and why?

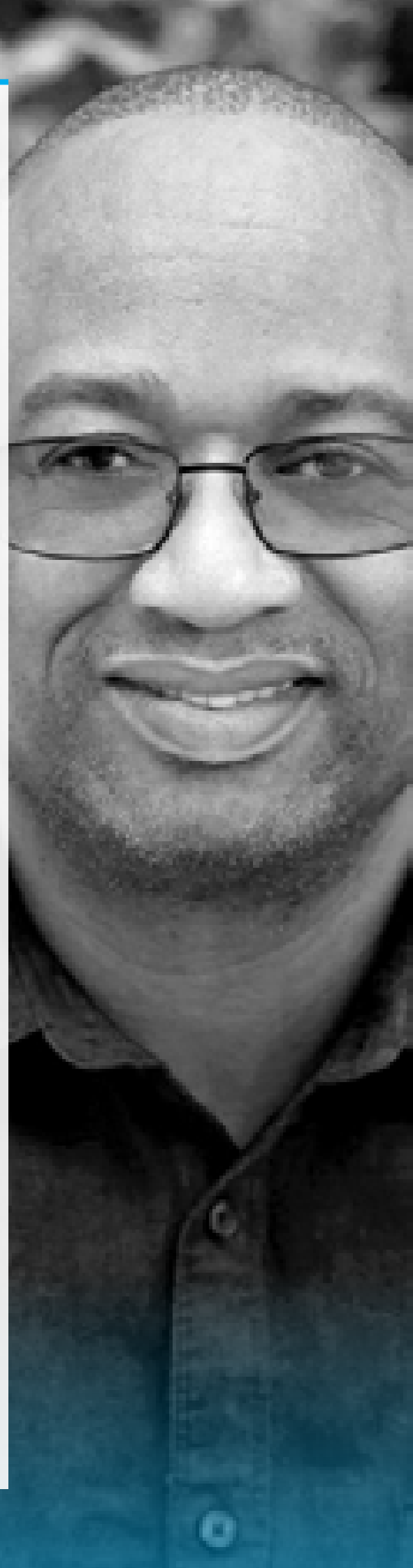
In my experience and opinion, I feel that leaders today have a lack of transparency towards stakeholders, community and the environment, which in turns create mistrust, which leads to misguidance in direction towards sustainable results. The culture of any organisation or community is generally set by the character of its leaders. The lack of good governance in leadership towards sustainability is clearly reflected in major organisations throughout the world.

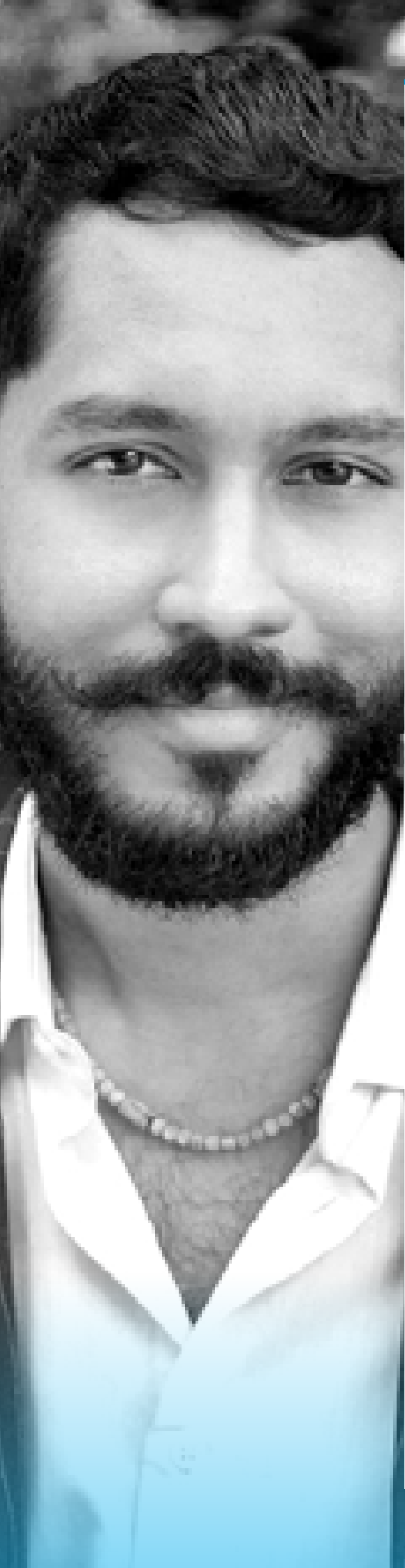
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Roheid Ojageer

AGEC Manager: Allan Gray Orbis Foundation

-

Describe in 50 words your current responsibilities

I am a senior manager leading AGECE as a digital programme offered by the Allan Gray Orbis Foundation in partnership with Allan Gray Limited. I formulate and execute an annualised strategy for the department, providing oversight to programme-operations marketing and PR, and am responsible for financial management as the custodian of the departmental budget. AGECE is a national operation, and so an important aspect of my role is forming and maintaining strategic alliances with executive stakeholders and government entities at national and provincial levels.

What are your qualifications?

I hold a BSc in Applied Mathematics and Statistics, a PGDip in Digital Business, and have completed an Executive Development Programme.

What brings you to the UCT GSB – what do you hope to gain from your experience?

I was attracted by the brand value that the UCT GSB delivers as a leading institution in Africa, and my desire for an immersive yet highly applicable portfolio of learning experiences. I hope to acquire advanced skills in the area of executive management and systemic management practice, and to gain access to a powerful network of industry-recognised peers and leaders.

What is the number one challenge leaders face today and why?

Leaders are challenged by having to assess and re-define their value proposition to customers and beneficiaries, in light of the large-scale changes being brought about by the Fourth Industrial Revolution.

Renaldo Nadasen **Phillips**

Head Buyer Private Label and Food Imports:

Shoprite Checkers (Pty) Ltd

-

Describe in 50 words your current responsibilities

I currently head up the Private Label and Food Imports Buying department for the Shoprite Group, a portfolio that equates to 18% participation of turnover. I am responsible for the group's Private Label strategy, packaging strategy, reviewing market trends, identifying opportunities, product development, sourcing from local and international suppliers.

What are your qualifications?

I hold a Bachelor of Commerce in Marketing and Management.

What brings you to the UCT GSB – what do you hope to gain from your experience?

I had to assess where I am and where I need to get to in my development, both personally and in business, to step into the next role and phase of my professional life. The only answer was to expose myself to a different way of thinking. That was my motivation to apply for this programme, that it will equip me with the tools and the ability to think laterally to ease into my next role within the company.

What is the number one challenge leaders face today and why?

I believe the number one challenge leaders face today is change, as change is the only constant, in business and technology. Coping with change can be challenging because as a leader you need to adapt and be agile to remain relevant to your audience whilst staying on course to achieve your vision.

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Mobile: 082 342 4743





Ntseiseng Pauline Lephole **Pinda**

Operations Director: Tekano Health Equity for SA

-

Describe in 50 words your current responsibilities

I oversee operations, procurement, finance, IT and communications. I take the lead in planning and directing the overall operational activities, ensuring effective and efficient management of the organisation's finance, investment, risk management, procurement, human resources, IT and administration functions. I lead the financial planning, analysis and reporting process while ensuring compliance with internal controls and statutory requirements.

What are your qualifications?

I hold a BCom in Accounting, Certificate in Women in Leadership and a postgraduate diploma in Financial Management. I have completed the MCom in Development Finance (thesis outstanding).

What brings you to the UCT GSB – what do you hope to gain from your experience?

It's the quality of the EMBA programme. I hope to improve myself as a leader through the interaction and sharing of ideas with fellow classmates, and to learn the tools to apply in my daily life.

What is the number one challenge leaders face today and why?

Making strategic decisions in fast changing environments. With technology forever evolving, leaders have to ensure that they stay on top of trends and are adaptable, by adopting business models that will enable them to receive timely and accurate information which they can objectively evaluate to determine how to stay in touch with the evolving business world.

Contact details:

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Deidré Prince

Head of the Radiopharmaceutical and Radiochemical Manufacturing division: iThemba LABS, a National Research Facility of the National Research Foundation (NRF) of South Africa.

Describe in 50 words your current responsibilities

I am responsible for the safe and effective running of the radiopharmaceutical manufacturing facility. My responsibilities include: managing the manufacturing personnel, processes and budget; release of radiopharmaceuticals; legal responsibility for regulatory compliance; and research and development which is published in peer-reviewed journals.

What are your qualifications?

I hold a Bachelor of Pharmacy (B Pharm), a Master of Public Health (MPH) and PhD (Nuclear Medicine).

What brings you to the UCT GSB – what do you hope to gain from your experience?

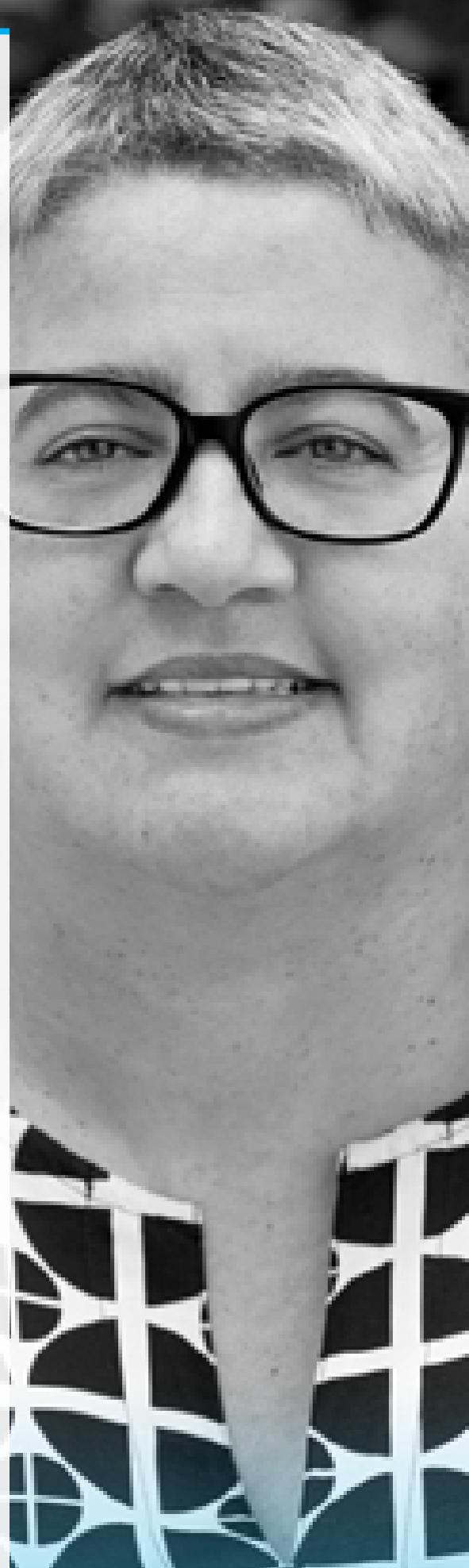
I chose the UCT GSB because of its international reputation of providing a world-class educational experience. I expect that my completion of the EMBA will result in growth and development both personally and professionally. It will lead to a better understanding of the business world and empower me in this regard. I expect the programme to broaden my view of business and my ability to think critically about innovation, change and economic transformation in my sector.

What is the number one challenge leaders face today and why?

I believe the number one challenge that leaders face today is managing change. Change is inevitable but difficult. In facing change, leaders must understand the need for change and be prepared to manage the change process. They need to continually learn, manage employees' reactions to change and overcome resistance. Employees must be guided to ensure that they understand the need and are properly trained and empowered to make the necessary decisions.

Contact details:

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Aaron Radomsky

Ex- CEO: Godrej Consumer Products Limited (GCPL)
Southern Africa

Describe in 50 words your current responsibilities

I headed up GCPL in Southern Africa from 2013 to 2019. These businesses created top SA brands that are number one in their respective categories such as Darling, Inecto and Renew. As CEO, I led combined businesses of over R1 billion with around 3000 employees across six factories and seven logistics facilities as well as several regional and national corporate offices.

I have over 25 years' business experience focused mainly on FMCG. I am a passionate lifelong learner, family-orientated, inquisitive and analytical, a bibliophile and an informal coach and mentor. I believe strongly in old fashioned work ethics and values using modern systems/tools. I am married to Sharlene and am the proud father of two young men, Hudson (21), who is studying his BBusSci economics and Campbell (19) who is studying his BCom Strategic Management this year. My interests and loves are cycling and I have completed several MTB Multi stage races as well the 94,7 cycle race and 100+km Cycle races several times (although I haven't seen a saddle for 3-4 years), I am an avid reader, enjoy watching TED TALKS as well as spending time entertaining with family and friends.

What are your qualifications?

Several diplomas and certificates in Sales, Marketing and Management as well as internal corporate training and education but most notable was the executive development programme at France's INSEAD university's CEDEP (Centre for executive development) where I completed a global leadership programme.

What brings you to the UCT GSB – what do you hope to gain from your experience?

I was looking for a programme that could bring structure and credibility to the 25 years of experience I have gained , but I didn't want to simply do a standard "teach and test" MBA which most universities offer , the UCT GSB's EMBA appealed to me in that it was more of a mature , experienced group of executives who, through their own experiences and the guidance /facilitation of world class lecturers and faculty, bring real world teaching and learnings that would make a deep impression and impact both in a corporate and entrepreneurial sense.

What is the number one challenge leaders face today and why?

I don't believe there's one single major challenge facing leaders in South Africa or globally today, but if I had to narrow it down to what could be the biggest immediate and long-term challenge, I would say that locally, it's the failing infrastructure that will become increasingly difficult and expensive to resurrect, if at all, and the impact of this on the broader business, as well as potential FDI (Foreign direct investment) into South Africa. Secondly, the high focus of an entitled welfare system ahead of the job creation agenda, is I believe, unsustainable and ultimately destructive to the economy and people at large. Globally, I'd say national debt levels and the possibility of another global financial crash must be keeping some execs awake at night. This, along with the speed of innovation and the changing skills needed to keep abreast of these changes, and the impact on business and society, as well as the educational system's lag in addressing these required skills. Lastly, both locally and globally, the unsustainable widening gap between the super-rich and the rest of the world, is a pending implosion!

Contact details:

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Paul Modikeng **Ranamane**

Executive Chairperson: Opal Mining and Energy

Describe in 50 words your current responsibilities

I am responsible for the overall strategic leadership of the company in terms of overseeing executive management, leading the company in commercial discussions, board reporting, liaising with potential funders on matters of capital raising together with the chief financial officer, leading the growth strategy and acting as the face of the company with external stakeholders, including government and or its owned entities.

What are your qualifications?

I hold a BProc and LLB from the University of Limpopo, certificates in banking and financial markets, and pensions law both from Wits, and a notarial practice certificate and conveyancing practice certificate from the Law Society of South Africa.

What brings you to the UCT GSB – what do you hope to gain from your experience?

I want to achieve practical application of the knowledge gained, and be able to lead a diverse team of professionals and executives towards achieving a particular or desired outcome.

What is the number one challenge leaders face today and why?

I believe it's the failure to adapt to change, lack of vision, not being able to work as a team, egos and defining themselves outside a collective.

The reason is largely based on greed, corruption, social issues, lack of preparedness to lead large and complex organisations, failure to understand power dynamics, and a general lack of consultation and strategy.

Contact details:

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Dominic Richardson

Chief Marketing Officer: Panda Security (Africa) & Dax Data

Describe in 50 words your current responsibilities?

I am responsible for marketing activities across the group -including everything from communications, creative input and brand management to market research, pricing and channel management/partnerships.

Outside of the marketing role I'm also involved in technology selection and I'm currently in charge of implementing a group-wide solution to improve productivity & collaboration.

What are your qualifications?

I am an accomplished marketing executive with over 10 years' experience working with globally recognised software solutions providers. During this time, I've gained insight and experience in a number of industries including: Cybersecurity, IT Services, Digital Media, eLearning and publishing.

I have always been passionate about technology innovations and this led to the development of a deep interest in AI. In 2018, I completed a course through MIT on Artificial Intelligence and its implications for business strategy. I received my undergraduate degree (BBusSci) from UCT in 2009 with honours in marketing. My honours thesis "E-Service Quality: an investigation of its key dimensions and the discriminatory power in the residential property sector" was published in 2011 in the journal Acta Commercii.

What brings you to the UCT GSB – what do you hope to gain from your experience?

The UCT GSB is one of the top ranked universities in Africa for its EMBA programme. This, along with the fact that the programme has been designed to minimise disruptions at work, made it an immediate contender. I also have a long history with UCT and many friends and colleagues that are involved in academia there. I hope to finish the programme more comfortable in executive leadership and be able to effectively integrate diverse perspectives and ideas in my plans and strategies.

What is the number one challenge leaders face today and why?

I believe the number one challenge we face today is keeping up with the changing technological landscape and how those changes affect our businesses and day-to-day operations.

The rate of technological change is already staggering and with technologies like Artificial Intelligence, Big Data and the Cloud we are entering a new era of technological innovation. These innovations have the power to completely reshape business models and make others entirely obsolete. There are also concerns about how these technologies could completely eliminate certain workforces leading to an unemployment and skills crisis.

Contact details:

Email: Dominic@themarketeer.co.za

Zayaan Saban

Senior Tax Advisor: Old Mutual

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Describe in 50 words your current responsibilities

I am responsible for managing the tax function that supports the Wealth and Investment entities within business. My role entails providing tax advice to the investment entities, lobbying for policy changes by maintaining relationships and engaging with policymakers, and ensuring that the entities comply with the Group's Tax Risk Policy and Tax legislation.

What are your qualifications?

I completed my Bachelor of Science (Physiotherapy) in 2001. After five years of working as a physiotherapist I decided to change careers and registered for the Accounting Conversion Course at UCT. After completing my articles and becoming a Chartered Accountant, I decided to specialise in tax and completed a Bachelor of Commerce (Hons) in Taxation.

What brings you to the UCT GSB – what do you hope to gain from your experience?

I am hoping that this programme will equip me with the tools and abilities to help me transition from a technical specialist into a strategic leader in the business. My expectations are that through my learnings and interactions on this course, I will gain the skills required to make strategic business decisions in the complex environment in which businesses are required to operate.

What is the number one challenge leaders face today and why?

I think that the number one challenge facing leaders today is the ability to effectively respond to the vast challenges of today's turbulent and rapidly changing business environment. Technological developments like social media, political and economic uncertainties and global disasters are some of the varying factors that leaders have to consider and respond to, in order to make appropriate decisions that will enable their organisations to succeed.

Contact Details:

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Christos Saraglis

Nickname: Chris

CEO: Two franchised Pick n Pays.

-

Describe in 50 words your current responsibilities

My role includes assessing and assisting the managing directors at each store to achieve their KPIs and develop plans to respond to changes in the environment. I ensure the internal audit department continuously improves the implementation of standard operating procedures, as well as ensuring the accuracy of financial process (management reports, management of inventory and other reporting).

What are your qualifications?

I have completed articles towards becoming a Chartered Accountant.

What brings you to the UCT GSB – what do you hope to gain from your experience?

I would like to extend my learning, to absorb all I can about management, entrepreneurship and business from the exceptional UCT GSB faculty as well as from my classmates, and immediately apply the learnings to my work. I would also love to contribute to discussions in class, to share my experiences, to engage with classmates from a variety of backgrounds and find solutions to the numerous unique challenges we face.

What is the number one challenge leaders face today and why?

Due to the current environment of no growth and yet increasing expenditure, it is becoming ever harder to continuously find ways to improve market share and further improve efficiencies to be able to fund real wage growth so that employees can meaningfully improve their living standards, while at the same time maintaining profitability.

Malesela Lawrence Sathekge

Nickname: Lawrence

Chief Programme Manager: Denel Dynamics

-

Describe in 50 words your current responsibilities

I direct and manage the EO-SAT1 programme plus ancillary causally related projects, which entails the design, development, manufacturing, and delivery of the satellite flight models. This includes leading and directing other project managers for the satellite test infrastructure upgrade projects. I also contribute to the identification of departmental objectives for the short-, medium- and long-term in developing and implementing the company's strategic plan.

What are your qualifications?

I hold a BSc in Electrical Engineering from the University of Cape Town.

What brings you to the UCT GSB – what do you hope to gain from your experience?

My current position in the organisation requires business analysis expertise, strategic and leadership skills, which I believe this programme (EMBA) will be able to explore and address. My vision and goal are to ultimately become a businessperson and entrepreneur, and most importantly play a role in building South Africa through my engineering and other ancillary expertise.

What is the number one challenge leaders face today and why?

Leaders face the challenge of continuous learning, changing, and growing. As a leader, you need to always be cognisant of the present and be able to identify what can be done to create positive change.





Ephraim Sebopela

Senior Manager Customer Experience Management:
Transnet SOC PTY Ltd

-

Describe in 50 words your current responsibilities

My role entails tracking customer experiences across their “transactional journeys”. This includes collection, analysis and interpretation of customer interaction data to identify pain-points and requirements. Thereafter I facilitate the cross-functional development of the customer experience improvement programme with initiatives to drive better customer orientation across all customer touch-points, and in the process ensure the delivery of the right service offering in the right channel at the right time.

What are your qualifications?

I hold a Bachelor of Philosophy (Hons) in Marketing, a Bachelor of Business Administration, and a Graduate Diploma in Marketing Management.

What brings you to the UCT GSB and what do you hope to gain from the experience?

I believe that the practice of leadership in business involves much more than managing others, it is also about helping organisations adapt to a myriad of environmental challenges both known and unknown. I have therefore assessed that, to adequately prepare and get myself job-fit for a Senior Executive role that I aspire to, the development of my leadership skills is crucial. I believe the UCT EMBA programme has the right set of tools and techniques in its teachings that will help me develop the requisite leadership and management mastery.

What is the number one challenge leaders face today and why?

A big challenge facing leaders today is that everything is changing faster than ever before, and technology is one of the biggest drivers of business change. Leaders are always looking at how they are doing and how they need to change and adapt their style, right now. More adaptation, more pivoting, more changing is required. As more teams become more diverse, distributed, remote and culturally different, the leadership styles and techniques that work today, won't in the very near future.

Contact details:

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Mobile: 083 453 8413

Nombuso Shabalala

Head Media Liaison & Communication: University of Cape Town

Describe in 50 words your current responsibilities

I am responsible for building and maintaining a strong media profile for UCT. My role involves developing and implementing targeted media plans for specific UCT projects; stakeholder management; media liaison, and the internal/executive communications portfolio. I identify and manage brand reputational risks as well as the team's statistical reporting.

What are your qualifications?

I hold a Bachelor's degree in journalism and media studies from the Durban University of Technology, a certificate in marketing and customer-centricity from UJ, and a post-graduate diploma in management practice from the UCT GSB.

What brings you to the UCT GSB – what do you hope to gain from your experience?

The Quacquarelli Symonds 2019 Global EMBA Rankings have ranked the UCT Graduate School of Business' EMBA programme top in Africa and in the top 50 worldwide. It will be a privilege to be part of this world-class programme. Besides UCT being the best university in South Africa and on the continent, I thoroughly enjoyed being part of the PGDip cohort for 2018-2019. The EMBA will allow me to diversify my skills and build confidence in the area of effective management, critical thinking, problem solving and personal transformation. I believe the EMBA will increase my career prospects in management and leadership roles.

What is the number one challenge leaders face today and why?

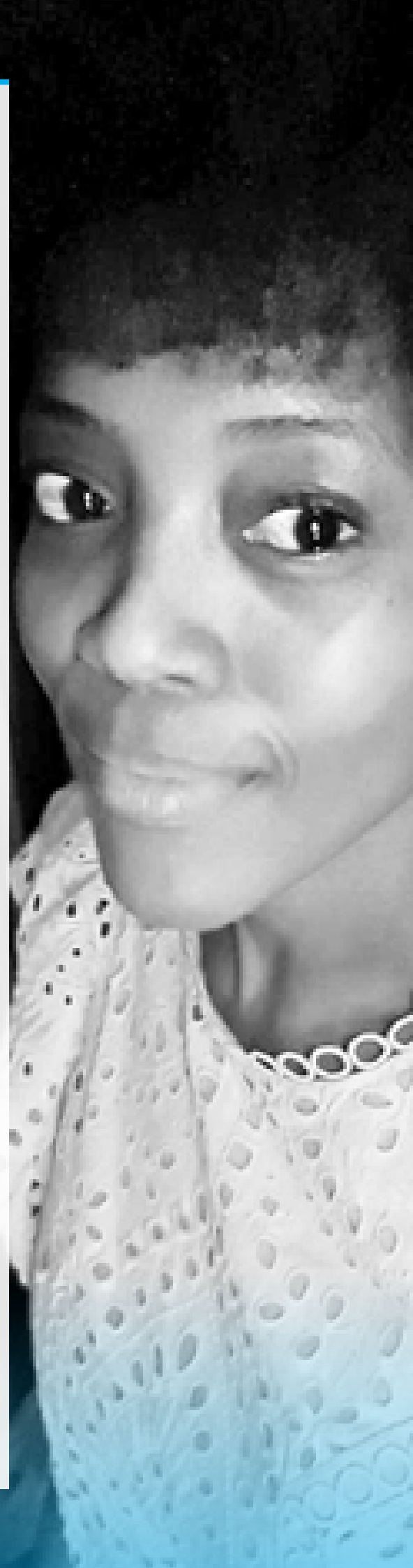
I think it is the lack of ethics in leadership. Globally and in South Africa we have seen how leaders who do not practise ethical leadership compromise companies, entire industries and even countries. There's no shortage of business scandals involving price-fixing, insider trading, bribery, sexual misconduct and harassment, and faulty products that corporations hide from the public. It's a challenge because ethics is a grey area, it is not necessarily governed by rules or policies. It's a personal and intentional undertaking. I believe attributions such as honesty, integrity, responsibility, and compassion characterise an ethical leader.

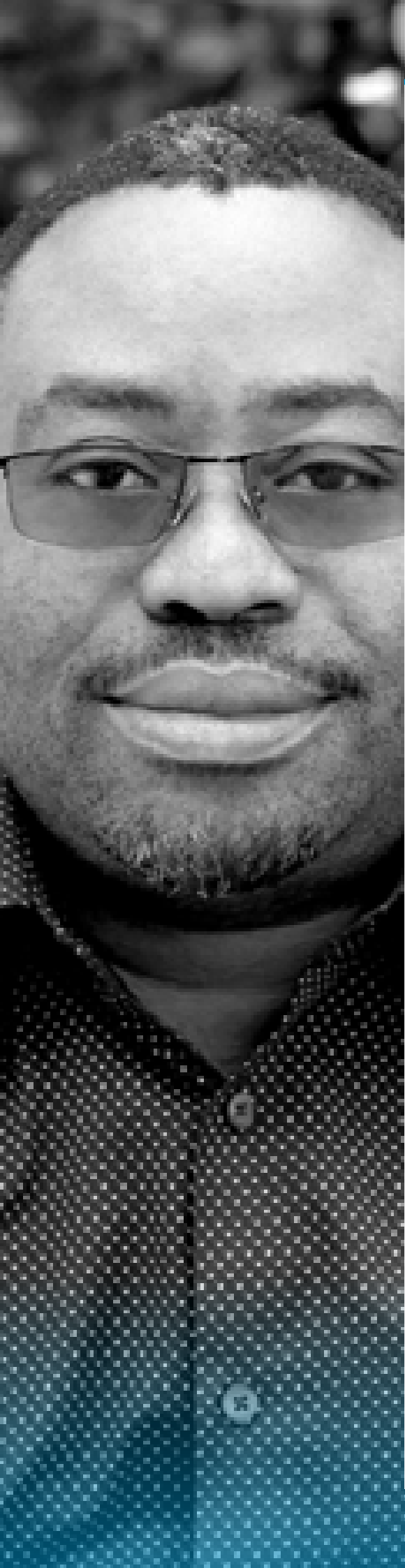
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John Ovid Silweya

Head of Power Plants and Mechanical Systems: Copperbelt Energy Corporation PLC in Kitwe, Zambia

-

Describe in 50 words your current responsibilities

My role involves planning, implementing and controlling maintenance and repair programmes on emergency power plants, fire protection systems and mechanical equipment on the electrical network.

What are your qualifications?

I hold a bachelor's degree in electrical and electronic engineering.

What brings you to the UCT GSB – what do you hope to gain from your experience?

I seek to attain leadership skills that will help me advance my career and provide leadership at the executive level of my organisation. I believe my experience at the UCT GSB will be very rewarding in that I will not only gain the necessary leadership skills, but will also learn more about myself through self-mastery. I will thus be better equipped for professional and social interactions.

What is the number one challenge leaders face today and why?

The number one challenge that leaders face today is deglobalisation. Deglobalisation is nations looking inwards instead of outwards, thereby adopting a protectionist stance (creating barriers) on issues such as trade and immigration. This is also evident from the disagreements being witnessed on previously agreed global initiatives such as free trade and climate change. Thus, deglobalisation presents a big challenge to leaders because businesses and governments must lead and manage in an environment with changing global complexities on trade, immigration, climate change and cultural beliefs. The challenge that leaders face is adapting business/governance models and leadership styles to suit the changing global world order, and this could present disruptions to business growth and national governance.

Contact details:

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Nicholas Simmonds

Co-CEO: Clockwork

-

Describe in 50 words your current responsibilities

I oversee internal operations, manage client relationships, drive positive reinforcement and alignment of culture, and ensure decision making across the business is aligned to company direction and values. It is my responsibility to set the tone for the business and provide direction for everyone working in it.

What are your qualifications?

I hold a Bachelor's Degree majoring in Media Studies and Philosophy

What brings you to the UCT GSB – what do you hope to gain from your experience?

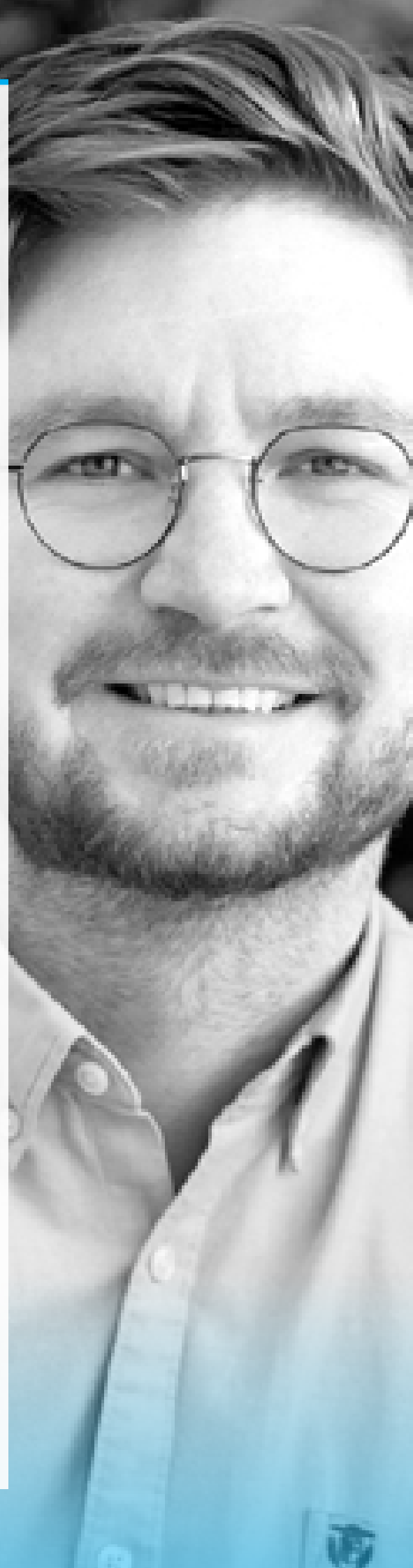
I am looking to develop my strategic, management, and leadership competencies in order to maximise my potential in my role in the business I started eight years ago. I am interested in benefitting my current business, as well as opening up avenues to pursue future roles in larger more developed markets around the world.

What is the number one challenge leaders face today and why?

I think the sheer scope and variety of industries and markets that exist in the world today make it difficult if not impossible to pick one overarching challenge that applies to all leaders across different contexts. Constantly shifting income disparity, political instability, social friction, and climate change seem to be heavily impacting large organisations on a global scale. However my experience in South Africa is that most businesses appear to be battling to simply maintain revenue in the face of a stagnating economy. We have a growing youth population that is not being matched by job creation, and people as a result have less money to spend. In short, the wealth pie is not growing, and so business leaders are being challenged due to an outlook of scarcity and insecurity.

Contact details:

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Deresh Simunger

After Sales Manager: Vaal Toyota

-

Describe in 50 words your current responsibilities

I currently lead a highly efficient parts and service department that consistently achieves set business objectives through the implementation of effective stock control, purchasing procedures, staff and resource utilisation, marketing and pricing. My primary responsibility is ensuring excellent customer satisfaction. I believe that excellent service levels equate to customer retention thus ensuring stability and growth in my business.

What are your qualifications?

I have a Diploma in Sales and Marketing. I completed the Management Development Programme at Toyota South Africa as well as various other management certificates. I am also currently working towards a financial qualification at the Institute of Certified Bookkeepers (ICB).

What brings you to the UCT GSB – what do you hope to gain from your experience?

When you're looking to attend the best university in Africa, it's easy to understand why one would choose the UCT GSB. It is internationally recognised and this was key for me. I am looking forward to working and learning from other leaders on the programme. I believe that the EMBA will help me grow as a leader.

What is the number one challenge leaders face today and why?

I believe that one of our biggest challenges is failure to develop employees. As a leader it should be one of our core responsibilities. This will help grow the business as well as act as a type of employee morale booster. I believe that our most important asset in our business is our employees.

Christopher **Smith**

Nickname: Chris

General Manager: ACTOM Energy (a division of ACTOM (Pty) Ltd)

Describe in 50 words your current responsibilities

I am responsible for the profit and loss, and day-to-day management of the business unit, including managing sales, finance and administration, operations, and business development. I interact with key clients and suppliers, and seek and develop new relationships. I mentor and advise my team of around seven direct reports, plus another five to ten employees, on a daily basis.

What are your qualifications?

I hold a BSc in Electrical Engineering.

What brings you to the UCT GSB – what do you hope to gain from your experience?

I hope to get some insight into other aspects of business and into myself and how and why I react the way I do, to improve my value to my current and future employers, and hopefully to improve my relationships with my partner, family, friends, colleagues and acquaintances.

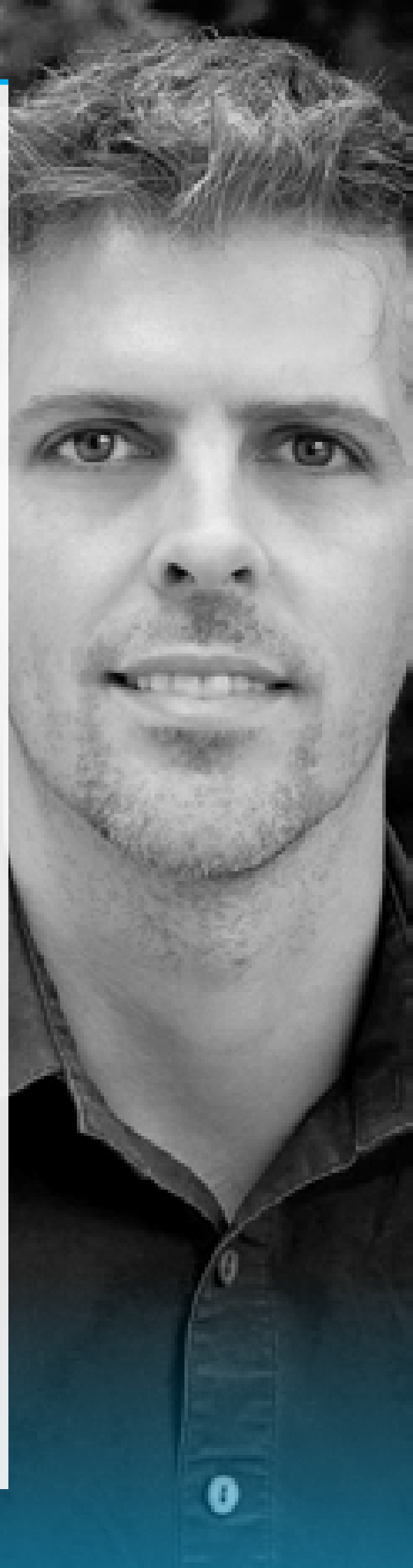
What is the number one challenge leaders face today and why?

It's managing different types of people from different generations (pre-PC, PC, social media), in a changing world where market value is linked to digital future offerings rather than tangible assets, in order to balance short-term returns with long-term viability and relevance.

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Mobile: 083 987 4979





Marc Smith

General Manager and Director: Implus Africa (Pty) Ltd

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Describe in 50 words your current responsibilities

I currently manage and oversee all of the sales, marketing, finance, logistics, culture and administration activity within the Implus Africa business. Defining and implementing the overall growth and business strategy for the region is my key focus area and ensuring that this is aligned with the Implus LLC global strategy. Financial success and contribution to the Implus global business is my primary objective.

What are your qualifications?

I hold a diploma in business management from Damelin College.

What brings you to the UCT GSB – what do you hope to gain from your experience?

I have been wanting to do my MBA for 20 years so there's no time like the present, and to have the privilege of doing so at Africa's leading business school was what drove my decision to apply. I am hoping to achieve significant personal growth in terms of learning and experience from both the faculty and fellow participants in the EMBA programme.

What is the number one challenge leaders face today and why?

I believe it's the ability to build effective and relevant teams in the face of the chaos we are faced with every day. We are inundated with information and have generational gaps in the workplace like never experienced before - leading and being a relevant leader in this environment is a significant challenge.

Contact details:

Email: marc@mcns.co.za

Nokwanda Minty Smouse

Nickname: Minty

Marketing Manager: SqwidNet

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Describe in 50 words your current responsibilities

I am responsible for providing input to the marketing strategy and executing it accordingly. My role involves ensuring that all marketing messaging is accurate, appropriate, and effective, media buying and placement is optimised to maximise impact and reach, and that marketing and media expenditure is optimised and remains within budget. I also ensure that all marketing collateral is up to date, and the company website is designed, developed, and maintained to a high standard. Additionally, I manage external agencies for creative development and media buying.

What are your qualifications?

I hold a Digital Marketing certificate.

What brings you to the UCT GSB – what do you hope to gain from your experience?

I hope to obtain a global view of business, strategic management skills and to become a results-driven leader. I also want to hone my people-development skills and improve my understanding of how modern-day leadership works.

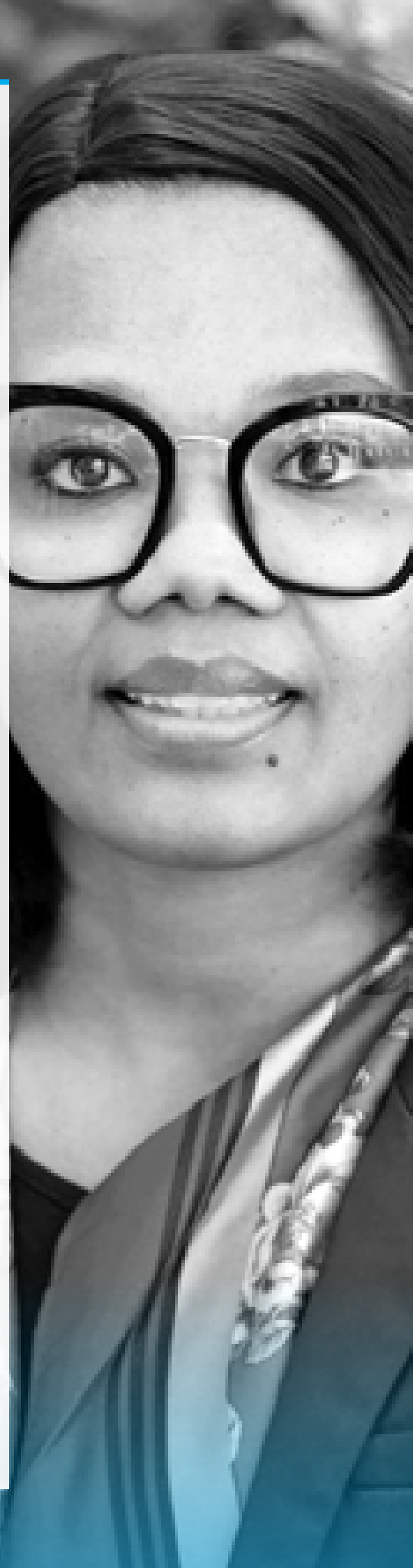
What is the number one challenge leaders face today and why?

In today's world where technology and innovation changes at the speed of light, leaders need to adapt and keep up with new business models and technology changes. Also, leading a diverse group of people in the workplace can be challenging due to employees' different backgrounds and cultural practices.

Contact details:

Email: minty@sqwidnet.com

Mobile: 082 555 2140





Janine Sweeney

Regional Sales Manager: Liberty Life

-

Describe in 50 words your current responsibilities

I am currently a Regional Sales Manager in the Emerging Consumer Markets Division of Liberty Life. I look after the coastal region from the Western Cape up to and including the Eastern Cape. My role is to develop and execute on the strategic objectives of the Region and Channel, Market Development, to hold an in-depth understanding of the market and competitive landscape to identify where opportunities and gaps exist. I ensure the achievement of sales targets in line with the objectives of the organisation whilst creating a culture of inclusion and high performance.

What are your qualifications?

I hold a PGDip in management practice from the UCT GSB as well as various other qualifications from the University of Stellenbosch Business School such as the Management Development Programme (MDP), Senior MDP and the NQF8 in Project Management.

What brings you to the UCT GSB – what do you hope to gain from your experience?

From the programme I am wanting to improve my leadership, further develop my critical thinking skills and learn from and share my knowledge with like-minded leaders from different cultures, economies and influences.

What is the number one challenge leaders face today and why?

The business landscape is constantly changing. This is one of the biggest challenges facing leaders today. Thus, as leaders we must learn the art of agility – to be agile in our thinking about problems, and to consistently challenge ourselves to identify new and unusual ways to solve them. To learn from our mistakes and constantly adjust our strategies to come up with new and better solutions will see our adaptability to a changing environment.

Carmelita **Sylvester**

Centre Manager: Centre for Infectious Diseases Epidemiology Research (CIDER), a World Health Organization Collaborating Centre for HIV Epidemiology and Research and based within UCT's School of Public Health and Family Medicine.

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Describe in 50 words your current responsibilities

I am responsible for the maintenance and development of effective systems and processes which includes oversight of all CIDER's operations, ensuring that the activities of the Centre comply with the legislation, regulations and policy of the University.

Outside of the office, I'm currently working my way through the Outlander book and TV series, play a regular game of squash to unclog the arteries and occasionally will watch a Big Bang Theory rerun for a good giggle. When I'm not doing any of the above, you will find me at the piano jamming with a small group of geeky musicians.

What are your qualifications?

Although my career at UCT began as an usher at the Baxter Theatre, I have worked in different university departments and have spent the last 18 years working in research management. I completed my undergraduate studies in Development Administration after completing the AIM programme at the UCT GSB. My area of research interest is in the organisational design and practices of formalised research groups.

What brings you to the UCT GSB – what do you hope to gain from your experience?

The notion of using practice-based learning in the workplace appealed to me far more than the other postgraduate programmes I researched, a good fit for the work I am interested in exploring.

What is the number one challenge leaders face today and why?

Guiding change. The challenge to manage, mobilise, lead and understand change, knowing how to overcome resistance to change.





Quinten S. Taljaard

Serial Entrepreneur and CEO: BROID International

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Describe in 50 words your current responsibilities

I am responsible for sourcing and developing new business streams and ventures. As CEO, I also formulate and execute the strategic vision of the organisation and oversee the executive management of subsidiaries in the group. This includes managing the financial health and risk profile of BROID International.

What are your qualifications?

I hold a BCom in Financial Management (CUM LAUDE) from UNISA and PGDip in Management Practice (CUM LAUDE) from the UCT GSB.

What brings you to the UCT GSB – what do you hope to gain from your experience?

I expect to interact and brainstorm with dynamic individuals on how to change the world. I also expect to be exposed to innovative leaders who will inspire and challenge me to push the limits of my potential. I believe that my EMBA experience will expand my professional network and give me updated insight into the fundamental workings of the ever-changing business world. I undertake this journey to achieve personal and professional growth.

What is the number one challenge leaders face today and why?

Leaders face the challenge of staying relevant in an environment of increasing change driven by technology. We keep pushing the envelope to improve the effectiveness and efficiency of our organisations and to address the pressing needs of the consumers, with these improvements ending up fuelling this increasing change. The risk of 'falling behind' arises, leading to a fear of misalignment with the market. This brings about uncertainty and requires a fluid management style that should evolve over time. With this uncertainty and the fast pace of change, ethical and family values, that should sustain us through challenging times, take a back seat to productivity and world dominance.

Contact details:

Email: info@BROIDInternational.com

Rick-Ashley Tjombe

Nickname: Ashley

Loan Administration Manager: Doorstep Loans

Describe in 50 words your current responsibilities

I mainly deal with the risk and compliance side of the business. I do credit checks on potential borrowers to calculate the risk before issuing them loans. I'm also tasked with managing all daily business operations and with making important business decisions that will enhance and sustain the business for years to come.

What are your qualifications?

I currently hold a PGDip in Management Practice from the UCT GSB and a national diploma in financial management from Boland College, Stellenbosch.

What brings you to the UCT GSB – what do you hope to gain from your experience?

As a returning student, I've been exposed to the high level of education the UCT GSB provides, and therefore it was easy for me to choose the UCT GSB again to further my education. I embarked on this EMBA experience with the UCT GSB hoping to enhance my ability to identify business problems, implement strategy to address everyday business related issues and hopefully gain the experience and knowledge needed to work myself into a leadership or executive position.

What is the number one challenge leaders face today and why?

The biggest challenge leaders face today is not being able to cope with the impact of constant change in macroeconomic factors. With so much political corruption in the government, there are a lot of seats taken up in parliament by individuals who are incompetent or lack the qualifications needed to implement new policies and laws in the country. For that reason leaders will always have to be wary of macroeconomic changes happening.

Contact details:

Email: tjombeashley@gmail.com





Onke Tshiki

Specialist Psychiatrist and CEO: Dr Onke Tshiki Incorporated
(Crescent Clinic)

-

Describe in 50 words your current responsibilities

My role as a specialist psychiatrist is heading the operations as the consulting psychiatrist at Akeso Stepping Stones Hospital and Crescent Clinic. As the Chief Executive Officer, I primarily oversee the overall running of the organisation and manage the creation, planning, integration and implementation of strategic decisions.

What are your qualifications?

I hold a MBChB (Natal), am a Fellow of the College of Psychiatrists (South Africa), and a MMED Research Fellow at UCT.

What brings you to the UCT GSB – what do you hope to gain from your experience?

I want to upgrade my managerial and leadership skills by improving my communication skills, analytic thinking capabilities, problem solving skills and personal confidence.

What is the number one challenge leaders face today and why?

The number one challenge leaders face today is the ability to adapt and still find innovative ways of not only surviving but succeeding in a volatile world that is dynamic and forever changing, largely due to digital disruption and the fourth industrial revolution.

Contact details:

Email: khostokhosto@yahoo.co.uk

Deseree Van Den Berg

Executive Head Human Capital: Risk Benefit Solutions

Describe in 50 words your current responsibilities

I am responsible for compiling and executing the People Strategy for the group across all functions of the HR value chain such as, Organisational Design, Recruitment and Selection, Performance Management, Remuneration and Reward, Transformation, Learning and Development and Company Culture.

What are your qualifications?

I hold a B Compt and a BCom in Industrial and Organisational Psychology

What brings you to the UCT GSB – what do you hope to gain from your experience?

I want to enhance and develop my practical management skills and broaden my thinking across all areas of business. The unique offering of the EMBA further allows for practical application while learning from other professionals across industries.

What is the number one challenge leaders face today and why?

Ethical leadership not only in South Africa but the world. High levels of corruption in the public sector and private sector leads to constrained development of economies. Unethical behaviour further threatens the environment and a value towards possession of goods clouds judgement and decision-making of leaders.

Contact details:

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Mobile: 083 278 7066





Megan Van Vlaanderen

Chief Financial Officer: GreenCape

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Describe in 50 words your current responsibilities

My portfolio within the company is focussed on the company's financial management and reporting as well as governance and compliance for our broad range of local and international funders. I am also an advisory committee member for the recently launched Green Outcomes Fund.

What are your qualifications?

Chartered Accountant

What brings you to the UCT GSB – what do you hope to gain from your experience?

I believe the course will strengthen my ability to think strategically across a broad range of industries and provide influential leadership within an organisation.

What is the number one challenge leaders face today and why?

The ability to attract and retain top talent. This is not a new challenge, but it remains difficult to keep staff motivated, to keep upward mobility for individual career paths with an increased focus on the social purpose of organisations.

Contact details:

Email: meganvanv@gmail.com

Mauritz Venter

Co-founder and CEO: Azargen Biotechnologies (pty) Ltd

Describe in 50 words your current responsibilities

My role involves business development, and project and financial management, with a special emphasis on attracting investment, and expanding strategic, technical and business collaborations. I am also responsible for company marketing/awareness campaigns.

What are your qualifications?

I hold a BSc (Hons) in Genetics and a PhD in Biotechnology.

What brings you to the UCT GSB – what do you hope to gain from your experience?

I completed a project management course in 2009 at the UCT GSB. The overall 'international feel' and my previous experience at the UCT GSB led me to do the follow-up financial course in 2012. My research, interaction with fellow MBA alumni from the UCT GSB as well as the UCT GSB's international ranking, have solidified my decision to return. As I understand - from research, discussions with UCT GSB personnel and the EMBA information session - this EMBA programme will suit me as an entrepreneur through the opportunity to implement the coursework in real-world scenarios. I hope to gain new insights, learn and implement the tools and enjoy the course. I am convinced that the structure of the UCT GSB EMBA would be ideally suited for me because the practical implementation of the tools would equip me with significant insight to achieve a level of elevated thinking, not just to survive, but to thrive in this complex world.

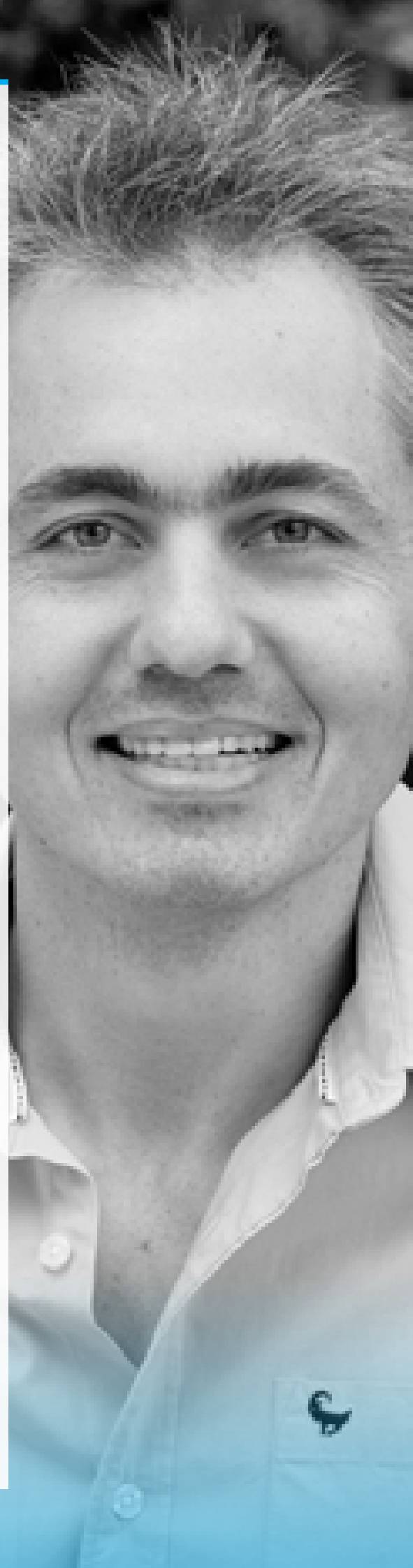
What is the number one challenge leaders face today and why?

How to be at peace with oneself and to fully understand (and apply) one's emotional capacity and wisdom to navigate the integrated complexity between his/her professional and personal life, in the modern world. Leaders might have the intellectual capacity, drive and energy, but equal attention has not been given to the ongoing transformation and development of emotional intelligence, aligned with different life/age stages.

Contact details:

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Mobile: 083 589 5707





Barry Williams

Business Development Lead: Pay At Services (PTY) Ltd

-

Describe in 50 words your current responsibilities

My role involves creating long-term value for Pay@ and our retail partners through building, managing and leveraging relationships that are based on trust, respect, and a mutual appreciation of each other's value. I also manage the human resources / leadership aspect of the sales and marketing team to support Pay@'s economic objectives.

What are your qualifications?

In 1998 I received a diploma in Information Technology. In 2009 I entered the Financial Services Industry which evolved over the last 11 years and required me to write both Financial Services Board (now known as the Financial Services Conduct Authority) Regulatory Examinations.

What brings you to the UCT GSB – what do you hope to gain from your experience?

I am at a point in my career where I have grown and developed as much as I can on my own. I believe that the structured application of education coupled with a good work ethic will provide me with the right level of challenge and discomfort that I need to stretch even further. Completing the EMBA programme is the one outstanding need on my vision board and I believe it will provide me with the tools to be a better leader and professional in this fast-changing world.

What is the number one challenge leaders face today and why?

Today technology serves as the enabler for many new entries into an industry or market thus creating more or stronger competitors. Therefore, I believe that the number one challenge leaders face today is to stay relevant and competitive in a market that allows competitors to compete at every level.

Contact details:

Email: Barry@payat.co.za

Gordon Wilson

Account Director: Achievement Awards Group

Describe in 50 words your current responsibilities

I push the boundaries of human performance through engagement; positively changing human behaviour to enrich individuals, communities and organisations. I head up the team responsible for the design, implementation and ongoing administration of a sales channel incentive programme for a Global Consumer Electronics company.

What are your qualifications?

I am a Certified Professional of Incentive Management (CPIM), have a BTech: Management and have completed numerous other qualifications including an NQF6 in Small Scale Wine Making, just for fun.

What brings you to the UCT GSB – what do you hope to gain from your experience?

The UCT GSB is a market-leader and catalyst for change for greater societal impact. I am here for personal and professional growth on the journey to fulfilling my purpose and doing the work I was meant to do. My objective is to develop my strategic leadership capabilities and enhance my soft-skills, a key focus of the transformative leadership aspect of the EMBA. I'm looking forward to networking and engaging with peers who are curious and agile as we collectively reframe complex business and social challenges in search of creative solutions that drive sustainable and inclusive growth.

What is the number one challenge leaders face today and why?

The number one challenge leader's face today is rallying people behind an organisation's purpose. Leaders need to inspire their people to embrace a cause greater than themselves. They need to keep their people motivated and engaged by coaxing them out of their comfort zones to achieve greater heights. If people are at the centre of everything you do, you will face rapid change and uncertainty head-on and find opportunities where others only see barriers.

Contact details:

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Mobile: 082 493 5742



“The essence of practice in management, of really coming to grips with the lived experience of ambiguity, tension and complexity, is a crucial skill for leaders in disruptive and uncertain times.”

- Kosheek Sewchurran, EMBA programme director.

**All best wishes to
the Class of 2020
on your EMBA journey!**



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