

CURRICULUM VITAE

Petrus Albertus Botha

2021

BIOGRAPHICAL SKETCH

Surname: Botha

Date of Birth: 05/04/1961

Telephone Number (Home): +27 28- 3161762

E-mail address: petrus.botha@nwu.ac.za

Skype address: petrus.botha546

Christian Names: Petrus Albertus

Residential Address: 4 Chiton Place Vermont, South Africa, 7201

Cellular: +27 833268542

LinkedIn profile: PA Botha

Telephone Number (Work): +27 18 3892089

PERSONAL STATEMENT

I am a Professor of Organisational Behaviour and Human Resource Management at the Business School, Faculty of Economic and Management Sciences, North-West University, Mafikeng Campus in South Africa. I have extensive experience in teaching and learning, research and postgraduate supervision, community engagement and proposals for external funding. I also have experience in senior management and was the Executive Dean of the Faculty of Human and Social Sciences from 1 January 2010 until my contract expired on 31 December 2014. Also, I have attended numerous specialised courses in management and leadership. I exhibit particular proficiency in leadership, team development, cultural intelligence, knowledge management, strategic thinking and planning, ethical decision-making, and community development. I am loyal, dedicated, committed, engaged and have a passion for my work. I always strive to maintain a balance between my personal and work-life and maintain a healthy lifestyle.

KNOWLEDGE, SKILLS, ABILITIES & COMPETENCIES

- Academic programme quality assurance skills: I have extensive experience in the development and continuous evaluation and review of educational programmes
- Assertiveness: I have healthy self-esteem, self-control, self-discipline, and confidence in my ability as an academic leader and senior manager.
- Change management skills: I have acted as a change agent and initiated various changes in the Faculty, for example, the implementation of a research structure, system and establishing a research culture which has led to an increase in research outputs from a very low base. Also, I have developed and implemented a workload model to ensure a fair and equal workload allocation. The Faculty was restructured to attain the strategic goals. A financial viability and sustainability model was developed to assess all academic programmes
- Community engagement: Regarding community engagement and application of expertise, I have initiated community engagement projects and offered continuous educational programmes to industry practitioners as well as offering senior executive programmes to public managers.
- Computer literately: I am proficient in the following programmes - Microsoft Office, Word-Perfect 12, Statistical Package for the Social Sciences (version 25).
- Conflict resolution skills: My experiences in academic leadership and managerial positions have developed my proficiency in conflict resolutions skills.
- Consulting skills: I can liaise with industry and work with a variety of organisations in teaching, consulting, and research. I have a strong customer service orientation and stakeholder engagement skills. I have offered continuous professional learning and executive programmes to practitioners in industry and have facilitated numerous training programmes for local government councillors.
- Cultural intelligence: I have extensive experience and can effectively function in a multi-cultural environment and can teach and supervise students from a diverse range of backgrounds.
- Decision-making skills: I have extensive knowledge and practical experience in rational decision-making.
- Diplomacy: I have self-control and ability to maintain professional and collegial relationships.
- Emotional intelligence: I possess high levels of emotional intelligence.
- Financial management skills: I have extensive experience in financial management, especially the budget process and principles and practice of good corporate governance. I was responsible for managing and accountable for a faculty budget.
- Funding skills: I have experience in co-operating with the funding office and writing proposals to obtain external donor funding to fund and provide bursaries to some of our undergraduate and postgraduate programmes.

- Internal locus of control: I have high intrinsic motivation, drive, energy, enthusiasm, and task-orientation. I am an independent worker that takes the initiative and responsibility.
- Interpersonal and social skills: I have excellent interpersonal, social, partnership and networking skills.
- Leadership skills: I exercise collective leadership with a focus on mutual enquiry, learning, and the capacity to work and address complex challenges.
- Learning and personal development: I have engaged in life-long learning by attending numerous professional development courses.
- Management skills: I have sound administrative and management skills and mastered the skills of organising, planning, leading, and coordination in the execution of my academic and responsibilities as former dean. I am also performing additional administrative responsibilities, such as a member of various committees and the advisory board.
- Negotiation and persuasion skills: I have excellent negotiation and persuasion skills.
- Organisational citizenship skills: I am always willing to help others and go beyond the call of duty.
- Problem-solving skills: As a manager and academic, I was continuously challenged to solve complex problems.
- Professional ethics: I have sound ethical morals and values.
- Research skills: I have research and postgraduate supervision skills. Although I have spent most of my academic career in managerial roles, I have still published articles in accredited journals and successfully supervised master level students. Research is a collective effort, and I have experience in managing research projects and team-based research. I am an expert in quantitative research methodology.
- Stakeholder engagement: I have experience and the ability to liaise and form partnerships with industry and other stakeholders.
- Teaching and learning skills: I have excellent teaching experience and expertise as reflected by high student evaluation scores. I have taught both at undergraduate and postgraduate levels.
- Team Player/Team Work: I am a team player and have the ability to co-operate and work efficiently in a senior management team.
- Time management skills: I am a structured person that thoroughly plans my work and effectively manage my time. I can work under pressure and meeting deadlines.
- Verbal communication skills: I have excellent communication and presentation skills. I am a good listener who engages in dialogue and feedback. I function effectively within a team and collectively resolve problems and solve the conflict by communicating effectively with others. I am also a proficient lecturer as reflected by excellent student evaluations.
- Written communication skills: I have excellent academic writing and report-writing skills.

EDUCATION

Qualification	University and year obtained	Major modules
BA in Public Management	BA University of Stellenbosch 1992	• Development Management • Public Management Public Management • Political Science • Organisation Theory (distinction)
BA Honours in Public Management (Cum Laude)	University of Stellenbosch 1993	• Public Personnel Management • Development Management • Advanced Public Management • Financial Management • Local Government Administration
MA in Public Management	University of Stellenbosch 1995	The title of the dissertation: <i>"Competencies and skills for the representative role of local government councillors"</i>. • Research Methodology • International Management
PhD in Organisational Behaviour	University of Pretoria 2007	

- Overview of Organisational Behaviour
- The Individual in Organisational Behaviour
- Research Methods
- The Group and Organisation in Organisational Behaviour
- The Evolving Organisation in Organisational Behaviour
- Management in Organisational Behaviour

Completed a full research thesis with the title: *“Development of a holistic wellness model for managers in tertiary institutions”*.

EMPLOYMENT HISTORY

CURRENT

NAME OF ORGANISATION: North-West University, Mafikeng Campus

WORK PERIOD: 1 January 2015 – present

POSITION HOLD: Professor: Business School, Faculty of Economic, and Management Sciences

TASKS AND DUTIES:

TEACHING AND LEARNING

- Teaching Organisational Behaviour, Strategic Human Resource Management and Human Resource Management in the Post Graduate Diploma in Human Resource Management and MBA programme
- Quality module design and delivery of learning material
- Monitoring of class attendance
- Ensuring 84% throughput and pass rates
- Utilising web-based learning
- Compilation and assessment of exam papers, assignments, and group projects
- Capturing of marks
- Consultation with students
- Use supplementary instruction for at-risk modules
- Ensure student evaluation of modules
- Quality assurance and continuous evaluation and review of modules in partnership with industry
- Moderating exam scripts

RESEARCH AND POSTGRADUATE SUPERVISION

- Publish articles in accredited journals and conference proceedings
- Attending national and international conferences
- Supervise MBA mini-dissertations and PhD theses
- Obtain research grants and funds
- Complete quarterly progress reports of postgraduate students
- Mentor and coach emerging researchers
- Initiate and implement team-based research projects

COMMUNITY ENGAGEMENT AND SERVICES TO THE SCHOLARLY COMMUNITY

- Application of expertise to industry
- Provide consultancy services
- Develop and offer continuous professional learning and executive development programmes to practitioners from industry
- External moderator for the University of Stellenbosch
- Liaise and establish professional partnerships with industry

ADMINISTRATION AND MANAGEMENT

- Member of faculty and university committees
- Attending school meetings
- Recruit students and market programmes
- Compliance with university policies

NAME OF ORGANISATION: North-West University, Mafikeng Campus

WORK PERIOD: 1 January 2010 – 31 December 2014

POSITION HOLD: Executive Dean of the Faculty of Human & Social Sciences (HSS)

TASKS AND DUTIES

MANAGEMENT

- Administrative and financial management of the Faculty
- Exercise academic leadership
- Responsible for human resource management such as recruitment, appointment, staff development and performance management of human resources
- Developing and implementing a strategic plan for the Faculty of HSS in line with the NWU's Institutional plan and Mafikeng Campus plan
- Compiling and efficiently managing business plans and related budgets to support the strategic plan of the Faculty of HSS
- Ensuring the efficient and disciplined spending of allocated financial resources
- Responsible for managing the University's core business, namely teaching-learning, research and implementation of expertise.
- Ensuring that the well-being of students and other student matters receive due attention by establishing the necessary structures and support.
- Ensuring that quality assurance in all activities is a continuous process, in line with the Quality Plan of the NWU
- Ensuring compliance with and promotion of synergy with institutional strategies, policies and systems
- Enrollment planning and achievement of targets
- Development and implementation of a workload model
- Responsible for physical resource management
- Attainment of Employment Equity targets
- Continuously monitor key performance indicators to evaluate the Faculty's performance
- Encourage the implementation of the 40:40:20 ratios for teaching and learning, research and community service
- Implementation of and compliance with University policies and decisions
- Marketing of academic programmes and recruitment of students

TEACHING AND LEARNING

- Managing the development of academic and practical, and industry-relevant programmes in line with the NWU's Programme Qualification Mix (PQM)
- Implementing new education and learning models
- Alignment of programmes with the HEQF process
- Ensure study guides are available for all programme modules
- Financial viability and sustainability analysis of programmes
- Monitoring reports of success rates, graduation, completion, and dropout rates and compare against targets and benchmarks
- Identified at-risk modules and implementation of supplemental instruction
- Ensure the student evaluation of lecturers
- Monitor and analyse staff/student ratio
- Promote the utilisation of web-based learning (E-Fundi)
- Providing quality management of academic programmes
- Stakeholder engagement and recognition of professional bodies

RESEARCH

- Implementation of a research strategy to improve research productivity and to increase research articles and postgraduate qualifications
- Achieve targets for research output per academic staff member
- Increase NRF rated researchers
- Improve staff qualifications
- Develop research capacity of staff
- Increase appointment of post-doctoral fellows
- Set and meet the goals for annual Masters and PhD degrees conferred
- Develop and implement new research niche areas

IMPLEMENTATION OF EXPERTISE

- Ensure the implementation of community engagement projects
- Implementation of third-stream income-generating projects

REASONS FOR RESIGNING: The contract term expired

NAME OF ORGANISATION: Tshwane University of Technology, Polokwane Campus

WORK PERIOD: 1 January 1996 until 31 December 2009

POSITION HELD: Academic Manager of the Humanities Faculty (Departments of Public Management, Safety and Security, Law and Applied Languages) as well as Senior Lecturer in Public Management at the Polokwane Campus

TASKS AND DUTIES AS ACADEMIC MANAGER

- Responsible for the strategic management of the Humanities Faculty as a business unit, in agreement with the corporate strategic master plan and related goals of the Polokwane Campus
- Management of human resources that include management of staff, performance management, staff development, motivation and conflict management
- Asset and technology control by focusing on the coordination and management of physical resources, planning the optimal use of the available resources, and ensuring the optimal use of the resources
- Management of financial resources that include compiling a budget, controlling the budget, identifying business opportunities and generating third stream income
- Transfer and teaching of technology by ensuring that academic programmes are market-related, planning and scheduling of academic activities, ensure that academic standards are maintained, implementing strategy and apply the teaching programmes of the department, initiate and stimulate research projects, teaching obligations and total quality assurance
- Responsible for noncurricular activities such as short learning programmes, centres of excellence as well as community engagement projects
- Provide a client service to students and industry
- Marketing and liaison that includes the recruitment of quality students, establishing advisory committees and contact with industry and national/international role players and obtaining funds
- Acted from time to time as Campus-Director
- A member of the Executive Committee of the Campus
- A member of the Occupational Health and Safety Committee
- A member of the Academic Committee
- Chairperson of the Campus Finance Committee

TASKS AND DUTIES AS SENIOR LECTURER IN PUBLIC MANAGEMENT

- Supervisor and mentorship of under-and postgraduate students
- Teaching on diploma level and continuous professional learning programmes
- Creating and updating lecturing material and study guides
- Setting assignment, tests and examination papers and memoranda
- Assessment of students including marking of assignments, tests, and exam papers as well as completing mark sheets
- Site visits and evaluation of work-integrated learning of students
- Preparation and maintenance of web-based learning material
- Marketing the department's programmes by participating in exhibitions and open days
- Involved in the research through publications in accredited journals and attendance at national and international conferences
- Engage in continuous self-improvement by attending courses, seminars, workshops and by reading the subject related material
- General administrative duties

REASONS FOR RESIGNING: Accepted the position of Executive Dean of the Faculty of Human and Social Sciences at North-West University, Mafikeng Campus

PERSONAL DEVELOPMENT

- Management Assessment –Tshwane University of Technology
- Innovative Teaching Methods - Tshwane University of Technology
- Core competencies of the modern academic in Higher Education - Tshwane University of Technology
- Informal Discipline - Tshwane University of Technology
- Emotional Intelligence - Tshwane University of Technology
- Recognition of Prior Learning - Tshwane University of Technology

- An orientation programme for new lecturers - Tshwane University of Technology
- Assessor training (NQF level 6) - Tshwane University of Technology
- An outcome-based education programme - Tshwane University of Technology
- Generic research training: how to publish research results - Tshwane University of Technology
- A policy awareness programme - Tshwane University of Technology
- Financial management for non-financial managers (NQF level 6) – University of Stellenbosch Business School
- An interactive course in writing for publication in accredited journals – Professor Chris Kapp, University of Stellenbosch
- Strategic thinking and planning in the Public Sector (NQF level 7) – the University of Stellenbosch, School of Public Management and Planning
- Knowledge Management (NQF level 5) – University of Stellenbosch Business School
- Leadership Academy - North-West University
- Leading: A Programme for Senior Managers – Thinking Fusion

COMMUNITY SERVICES AND APPLICATION OF EXPERTISE

- Facilitator for Research Methodology, Strategic Human Resource Management, Strategic Planning and Management, and Leading Change for Senior Public Managers on the Executive Development Programme
- Guest lecturer on the B-Tech Human Resource Management Programme
- Facilitator for Leading Change for Senior Public Managers of the North-West Provincial Department of Health
- Training of Local Government Councillors and Officials
- Training of members of the Limpopo Provincial Legislature
- Training of the Limpopo Provincial Government Officials
- Teaching Organizational Theory and Strategic Management on the Public Administration Masters Programme (MPA) at the University of Limpopo, Turfloop Graduate School of Leadership
- Teaching Contact Centre Management on second and the third-year level in the National Diploma: Contact Centre Management for ESKOM employees
- Facilitator for Strategic Human Resource Management for Senior Public Managers of the Department of Mineral Resources – 25 May -27 May 2015
- Facilitator for Leading Change for Senior Public Managers of the National Department of Trade and Industry (DTI) – 30 September to 1 October 2016
- Facilitator for Strategic Human Resource Management for Senior Public Managers of the Department of Water and Sanitation – 1 to 3 March 2017
- Facilitator for Strategic Human Resource Management for Senior Public Managers of COGTA – 22 to 24 March 2017, East London
- Facilitator for Strategic Human Resource Management for Senior Public Managers (mixed group) – 17 to 19 May 2017
- Facilitator for Strategic Human Resource Management (SREC05 SHRM) - 18- 20 October 2017, Protea Hotel Capital, Pretoria
- Facilitator for Strategic Human Resource Management for Senior Public Managers - 22 – 24 November 2017
- 17, Roodevallei Country Club Hotel, Pretoria
- Facilitator for Strategic Human Resource Management for Senior Public Managers (Civilian Secretariat for Police Service, MISA, Department of Water, NSG and Sanitation and Cooperative Governance - 13 -15 March 2019, Protea Hotel Centurion

PAPERS PRESENTED AND PUBLISHED

- Paper presented at ASSAPAM Conference in Pretoria – 14 May 2004: “An organisational behaviour approach to 21st- century management”.
- Paper presented at the Global Business and Technology Association Conference, Lisbon, Portugal – 4 July 2005: “A preliminary holistic wellness model for managers in South African tertiary institutions”.
- Paper presented at the Global Business and Technology Association Conference, Moscow, Russia – 31 June 2006: “Emotional wellness behaviour risks associated with stress, burnout, anxiety, and depression
- Paper presented at the Global Business and Technology Association Conference, Taipei, Peoples Republic of China (Taiwan) – 6 July 2007: “Development of a holistic wellness model for managers in tertiary institutions”.
- Paper presented at the Wellness in the Workplace Conference hosted by the University of the Free State in Bloemfontein – 18 April 2007: “Development of a holistic wellness model for managers in tertiary institutions”.

- Act as a Chairperson at the Winelands International Conference on Public and Development Management hosted by the University of Stellenbosch, 16th - 18th April 2008
- Paper Presented at 11th International Conference on Experiential Learning Sydney, Australia – 8 to 12 December 2008: “Student Experiences with Experiential Learning in Public Management.”
- Paper presented at the Global Business and Technology Association Conference, Helsinki, Finland – 2 to 6 July 2013: “Allocation of Academic Workloads in the Faculty of Human and Social Sciences at a South African University”.
- Paper Presented at the World Business, Finance and Management Conference, Auckland, New Zealand – 8 to 9 December 2014. “Job Satisfaction Levels of Teachers at two High Schools in Botswana” (received the best paper award). Also, act as chairperson.
- Botha, P.A. & Brand, H. 2009. Development of a holistic wellness model for managers in higher education institutions - South African Journal of Human Resource Management, 7(1)
- Botha, P.A. 2013. Intellectual wellness behaviour levels of managers at two South African higher education institutions - South African Journal of Higher Education, 27(1)
- Swanepoel, S., Botha, P. A. & Mangonyane, N. B. 2014. Politicisation of performance appraisals. SA Journal of Human Resource Management, 2(1), 9-pages.
- Botha, P.A., Swanepoel, S. & Rose-Innes, R. 2015. Organisational Behaviour: Exploring the Relationship between Ethical Climate, Self-Efficacy and Hope – Journal of Applied Business Research, 31(4)
- Botha, P.A. & Swanepoel, S. 2015. Allocation of Academic Workloads in the Faculty of Human and Social Sciences at a South African University – African Education Review, 3 (12)
- Makhubela, M.C., Botha, P.A. & Swanepoel, S. 2016. Employee perceptions of the effectiveness of the performance management system and the performance appraisal fairness in a South African public sector institution – SA Journal of Human Resource Management; Vol 14, No 1 (2016), 11 pages. doi: 10.4102/sajhrm.v14i1.728
- Molamu, L & Botha, P.A. 2019. Public sector managers’ perceived attitudes towards people with disabilities. IBC Conference
- Modipane, P.I., Botha, P.A. & Blom, T. 2019. Employees’ perceived effectiveness of the performance management and development system at a North-West provincial government department. SA Journal of Human Resource Management. ISSN: 1683-7584, E-ISSN: 2071-078X
- Van Der Merwe, Y & Botha, P.A. 2019. Impact of employees’ perceived fairness of performance assessments on public service motivation – Journal of Contemporary Management. Journal of Contemporary Management, Volume 16 Issue 2 DOI nr: <https://doi.org/10.35683/jcm18074.41>
- Molamu, L & Botha, P.A. 2020. Public sector managers’ perceived attitudes towards people with disabilities. SA Journal of Human Resource Management, Volume 18, DOI: <https://doi.org/10.4102/sajhrm.v18i0.1421>. ISSN: (Online) 2071-078X, (Print) 1683-7584
- Botha, P.A. & Botha, A. 2021. Self-Perceived acquired competencies of Humanities graduates at a South African University. African Education Review. In Press
- Le Roux D.J & Botha P.A. 2021. Investigating the impact of technostress on productivity and overall life satisfaction. SA Journal of Human Resource Management, In review

POSTGRADUATE STUDENTS SUPERVISED

Student name	Institution	Title	Completed
R.M. Badubi	M-Admin in HRM, Faculty of Commerce and Administration, North-West University	Job satisfaction levels and reasons for absenteeism amongst teachers at two High Schools in the Secondary South Region, Kanye – Botswana	Completed
M. Makubela	M-Admin in HRM, Faculty of Commerce and Administration, North-West University	Employee perception of the effectiveness of the performance management and performance appraisal system fairness at the National Security Agency, Department of Training	Completed
P. I. Modipane	MBA mini-dissertation School of Business and	Employees’ perceived effectiveness of the performance management and development system in the	Completed

Student name	Institution	Title	Completed
	Governance, North-West University	Department of Rural Development and Land Reform, North-West Province	
P. Bodutu	MBA mini-dissertation School of Business and Governance, North-West University	Employees' perceptions of managers' performance management behaviour at the North-West Parks and Tourism Board, North West Province	Completed
G. Moletsane	MBA mini-dissertation School of Business and Governance, North-West University	The Work-Related Quality of Life of Junior Secondary School Teachers in Lobatse, Botswana	Completed
G.E. Poen	MBA mini-dissertation Business School–North-West University	Employees' perceived fairness of performance appraisals in the Department of Public Works and Roads, Ngaka Modiri Molema District, North-West Province	Completed
Y.J. van der Merwe	MBA mini-dissertation Business School–North-West University	Relationship between employees' perceived performance appraisal fairness and public service motivation within the South African Army in the North-West Province	Completed
R. B. Mkansi	MBA mini-dissertation Business School–North-West University	Assessment of employees' knowledge, attitude, awareness and satisfaction regarding the health and wellness programme in the National Department of Labour Head Office	Completed
M. Segomotsi	MBA mini-dissertation Business School–North-West University	Impact of primary employment relations satisfaction on work engagement and turnover intention	Completed
L.M.L. Molamu	MBA mini-dissertation Business School–North-West University	Public sector managers' perceived attitudes towards people with disabilities	Completed
DJ Le Roux	MBA mini-dissertation Business School–North-West University	Impact of technostress on productivity and overall life satisfaction of managers working at a ferrochrome smelting company	Completed
NL Laubscher	MBA mini-dissertation Business School–North-West University	Assessing the relationship between mindfulness and authentic leadership among MBA students at a selected higher education institution	Completed
SS Phage	MBA mini-dissertation Business School–North-West University	Exploring the influence of employees' perceived emotions, behaviour, satisfaction and management behaviour on organisational culture after a merger	Completed
RM Sharp	MBA mini-dissertation Business School–North-West University	Exploring the relationship between performance management behaviour of managers, organisational commitment, work	Completed

Student name	Institution	Title	Completed
CF Tiro	MBA mini-dissertation Business School– North-West University	engagement and counterproductive work behaviour The relationship between transformational leadership style, public leadership roles and employees' job satisfaction and turnover intention	Completed

EXTERNAL MODERATOR AND EXAMINER

Moderator:

Act as a moderator for the School of Public Management and Planning, the University of Stellenbosch in the following modules:

- Public & Development Management 348
- Local Governance 761
- Project Management & Organisation Design 777
- Sustainable Development 778
- Trends in Public Policy Management and Analysis 779
- Integrated Public Management and Analysis 876

Act as a moderator for the University of Stellenbosch's' Business School in the following modules:

- Organisational Behaviour MBA Full time
- Organisational Behaviour MBA Blended
- Organisational Behaviour MBA Modular 1
- Organisational Behaviour MBA Modular 2
- Organisational Behaviour PGD BMA Modular
- Organisational Behaviour PGD BMA Blended

Act as a moderator for the University of Pretoria, Faculty Economic and Management Sciences, Department: Auditing in the IOK817 (Organisational Behaviour) module.

Examiner of postgraduate students:

- Harald Rønn (Norwegian) – MPA degree from the University of Stellenbosch: An investigation into the worldview of a selected group of Norwegian army cadets from a complexity and leadership perspective
- Johan Minnie – Doctor of Philosophy degree in Public Management and Development Planning at Stellenbosch University: Critical Success Factors for Public-Private Partnerships in South Africa
- Anton Olivier – Doctor of Philosophy at Stellenbosch University: Closing the Strategy Gap in the Public Sector – A Conceptual Model
- A.A. Oosthuizen – Masters in Human Resource Management, University of Johannesburg: Criteria for expatriate leadership success
- W. Beukes – MBA mini-dissertation at North-West University, School of Business, and Governance. Analysing the impact of employees' perceived customer value on employee engagement
- S.P. Wyngaard - MBA mini-dissertation at Rhodes University, Business School: The impact of organisational leadership on job satisfaction at a specific bank in the Eastern Cape.
- S.D. Mqomboti - MBA mini-dissertation at Rhodes University, Business School: The influence of leadership styles on employee commitment in the retail industry.
- Messele Gebregziabher Kidanemariam - Doctor of Business Leadership, Graduate School of Business Leadership, UNISA: The Role of Leadership towards Institutionalising a Results-Based Performance Measurement and Management Culture in the Meret Programme in the SNNP Region in Ethiopia
- N du Plessis - MBA mini-dissertation at North-West University, Business School. The effect a quality culture has on product quality in a production environment
- KM Van Rooyen - MBA mini-dissertation at North-West University, Business School. The influence of emotional intelligence and locus of control on resistance to change within the essential services provision industry
- TM Mathole - MBA mini-dissertation at North-West University, Business School. Investigating leadership behaviours adopted on conflict resolutions: a case of gold mining production teams in Carletonville
- W Roestenburg - MBA mini-dissertation at North-West University, Business School. Analysing technology acceptance by social workers in South Africa

INTERESTS

I am a keen road and mountain bike cyclist.

REFEREES

- Professor Sonia Swanepoel, Executive Dean, Faculty of Economic and Management Sciences, North-West University, Mafikeng Campus, Private Bag X2046, Mmabatho South Africa, 2735, work telephone number +27 18 3892066, E-mail – sonia.swanepoel@nwu.ac.za or 22738894@nwu.ac.za
- Doctor Ilze Swarts, Senior Lecturer & Academic Manager, Tshwane University of Technology, Polokwane Campus, Private Bag X9496, Polokwane, 0700, work telephone number +27 15 2870740, E-mail – swartsl@tut.ac.za
- Professor Erwin Schwella, Professor of Public Leadership, School of Public Leadership, University of Stellenbosch Business School, Bellville, 7535, work telephone number +27 21 9184211, E-mail - Erwin.Schwella@spl.sun.ac.za
- Professor Jan Meyer, Deputy Director, School of Business, Faculty of Economic and Management Sciences, North-West University, Mafikeng Campus, Private Bag X2046, Mmabatho South Africa, 2735, work telephone number +27 18 389 2614, E-mail – Jan.Meyer@nwu.ac.za