

# UNISA SBL ADVISORY BOARD



# MAPULE MZIMBA CHAIRPERSON

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A sense of higher purpose has always imbued the career of Mapule Mzimba, Chair of the Advisory Board of the SBL and Chief Operating Officer at Discovery Bank.

As a 15-year-old, her heart's desire was to find a cure for Aids, a dream that took her to the University of Cape Town to study a BSc degree in biochemistry and microbiology, followed by a BSc (Hons) in *cum Laude*.

While bursary contract commitments necessitated a change of direction after graduating, Mapule continued to strive for the greater good. Joining the Council for Scientific and Industrial Research (CSIR), she completed her MSc in *cum laude* and became part of a water resources management team that worked all over the world, developing water management plans with countries that shared water resources.

Highly adaptable and thirsty for new knowledge, she entered the world of management consulting at Accenture, where her achievements included instituting a Future Leaders programme, which is today at the heart of the firm's attraction and retention strategy. She was also selected from 48 countries to serve on the Accenture Global Executive Development of Women Leaders Faculty.

In 2009, Mapule received a Tutu Fellowship that took her to the Oxford University Said Business School for leadership training, where she explored the concept of servant leadership.

On her return, she ventured into banking, joining Absa as a General Manager where she was set the challenge of finding sustainable ways to reduce costs and improve customer experience. Mapule held various strategic roles at Absa, including Director in Corporate & Investment Banking for Transactional Products, a business serving Corporate and Business



Banking clients. She was a COO of Transactional Banking prior to running the business.

Next, Mapule became COO at Discovery Bank, one of the first digital banks in Africa and the first behavioural bank in the world.

In this role, she is bringing to bear all she has learnt about authentic servant leadership and the power of building teams whose potential can be unleashed to create a multiplier effect. "Through co-creation and collaboration, you can take people's strengths and create something much more powerful than you would on your own. What drives me today is the magic of working with teams to achieve important and audacious pursuits constructed to be a force for good in this world".

# CHAIRPERSON'S NOTE

There has seldom been a more exacting yet exhilarating era than now, the 2020s, to be a leader in business, government or civil society. The COVID-19 pandemic has offered a leadership learning experience that is both brutal and illuminating – brutal in exposing the deficiencies of leadership styles built on flimsy, ethically questionable and self-serving foundations; illuminating in shining a light on the leadership attributes that have enabled some organisations to thrive even when all around them count themselves lucky just to survive.

The leadership construct that has been emerging in recent years, and that has gained momentum during the current global health crisis, is conscious leadership. Conscious leadership is an evolved form of leadership in that it is built on a sense of higher purpose rather than on the pursuit of mundane goals such as profitability or constant improvement. Yes, those things are important because organisations cannot sustain themselves without them, but they cannot be ends in themselves. Conscious leaders know that.

Conscious leaders have a sense of purpose that revolves around changing the world for the better. They serve rather than expect to be served. They respond rather than react. They speak and act with integrity and honour, and hold themselves accountable, first and foremost, instead of demanding that others display accountability. They collaborate and cooperate, create interconnections and partnerships and unleash the potential of teams instead of focusing on their own self-excellence.

Above all, conscious leaders know themselves. They are aware not just of their strengths and weaknesses, but also of their patterns of thought and behaviour – and are willing and able to self-correct by changing those patterns that do not serve the purpose to which they and their teams aspire. As the world navigates through the socio-economic and moral challenges of humanity today, I believe the SBL is poised to take on the task of building conscious leaders who, sights set on a higher purpose, go above and beyond.

# MATIMBA MBUNGELA



Matimba Mbungela holds a B Admin (University of Venda), Post Graduate Diploma in HR (UCT), MBA (UKZN), and is also a graduate of the Vodafone Global HR Excellence Program.

Matimba is the Chief Human Resources Officer at Vodacom Group. Before this role, he was Managing Executive: HR for Vodacom South Africa until April 2014. Matimba has worked within the Vodacom/ Vodafone Group since 2003 during which he worked in various roles within HR. He subsequently spent 3 years on secondment to Vodafone as Regional Head of Organisational Effectiveness & Change, and Regional Head of Talent within Africa, Middle East & Asia Pacific "AMAP" region. Prior to his assignment to the Vodafone AMAP Region, Matimba was responsible for Talent Management at Vodacom for six years where he successfully delivered the integration of the organisation's talent strategy into the Vodafone global strategy. His previous experience includes key HR roles in blue-chip companies such as BMW South Africa and Unilever.

Matimba represents the Vodacom Employee Trust ('Siyanda') on the YeboYethu Board, he is also a Non-Executive Director for Vodacom Tanzania PLC, Vodacom Mozambique and Vodacom Lesotho. Matimba was appointed to the Unisa SBL Advisory Board on 1 June 2020.

## **Why SBL - what factors made you decide to become involved with the Unisa SBL through its Advisory Board?**

Why SBL... it is a privilege as well as an honour to be associated with one of the leading and oldest business schools in Africa, the new world of digital engagement positions the SBL with a unique value proposition to offer to their students. As an executive who is a firm believer in seizing the opportunities offered by this new world, it felt to be a natural choice for me.



# DR SAKHILE NGCOBO



Dr Sakhile Ngcobo is a seasoned executive with extensive experience in the Mining, Rail, Maritime and Agricultural sector. He worked for Anglo American for 18 years of which 12 of those years were spent in executive roles including Head of Corporate Affairs for De Beers and Executive Chairman of the Marine exploration business. He is the Executive Director and Founder of South African Seaways a Shipping, Logistics and Investment company. He is chairman of the Board of Moses Kotane Institute, a EDTEA State Owned Company (a member of EDTEA family of companies) focusing on promoting Mathematics, Engineering, Science and Technology to rural communities in South Africa; Chairman of the Board – Siyathembana Group – a professional consulting services group focusing on policy advocacy, mining, logistics and maritime investment advisory services, stakeholder management, enterprise development, reputation management and heritage management; and a Board Member of African Thunder Platinum – a mining and exploration company registered in Mauritius with private equity shareholders in Canada and Switzerland.

He holds a PhD from Wits Business School specializing in Reputation Management in the Mining Industry and a Master's degree in Rural Resource Development from the University of KwaZulu Natal. He is passionate about youth development, advocacy, stakeholder management, conflict management and fundraising programmes directed at supporting educational development programmes and enterprise development. Sakhile is a highly respected business leader across all sectors of the economy, especially by Transnet and PRASA.

## **Why the SBL? – what factors made you decide to become involved with the Unisa SBL through its Advisory Board?**

To bring different, 15 years executive experience obtained in forestry, mining and shipping to the board. I aim to merge my skills toward the mission and vision of the SBL. It will create a synergy that will make the whole board greater than the sum of each individual contribution. My priorities are to work with the board and management to drive Business Development, Brand Reputation, Fundraising and to participate in various teaching opportunities in strategy management and research. I am happy to assist wherever possible in line with my background and understanding of Mining, Logistics and Agriculture.

# MACHAEL HESTER

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Mr Hester is a seasoned, visionary leader and analytical business strategist with over 25 years of experience in managing large-scale programs for non-profits and educational institutions. In addition to having expertise in strategic change management and organisational processes, Mr Hester has demonstrated expertise in connecting minority institutions of higher education and small businesses to contracting opportunities in the federal marketplace.

In the early phase of his career, Mr Hester gained invaluable experience in all facets and levels of education administration ranging from K-12, community college, four-year institution and STEM educational policy at the federal level. In addition to holding a number of administrative positions in higher education in areas such as accreditation and outcomes assessment; program evaluation; institutional research and planning, he continues to teach as an adjunct professor in non-profit management, business administration and graduate-level statistics.

Mr Hester continued his work in minority education grants and contracts administration during his tenure with NASA Headquarters in Washington, DC. While there, he managed multiple projects valued at over \$12M for the NASA Minority University Research and Education Division and supervised a 40-member team of analysts.

Immediately prior to working with the MSI STEM Research & Development Consortium, Mr Hester served as Vice President & COO and later assumed the role of President & CEO of the UNCF Special Programs Corporation (UNCFSP). While there, Mr Hester managed a \$78M portfolio of federal and privately funded programs and applied his experience in education administration, business management, strategic planning and federal contracting to chart new enriching paths for minority-serving institutions in Global Competitiveness and Technology Initiatives and Commercialization.



Since founding and leading the MSI STEM Research & Development Consortium in 2015, more than 45 minority-serving institutions of higher education have received in excess of \$32M in government research dollars to conduct innovative Research and Development projects of great value to the Nation. The Consortium has garnered the participation of 90+ minority-serving institution members, including their majority and private partner collaborators.

Mr Hester graduated from Duke University with a Bachelor of Arts in English and received the Master of Public Administration degree from North Carolina Central University. He has served as an adjunct faculty member at Southeastern University, Guilford Technical Community College, and Saint Augustine's College and is currently an adjunct assistant professor at the University of Maryland, Global Campus.

## **Why the SBL? – what factors made you decide to become involved with the Unisa SBL through its Advisory Board?**

I was quite pleased to receive the letter of invitation to serve on the Unisa Graduate School of Business Leadership. My last encounter with the school occurred several years ago in 2012 when I led a delegation of students, faculty and business leaders from the United States to discuss potential partnerships. In addition to the incredible hospitality afforded to us during our visit, we were quite impressed with the work of Unisa's SBL faculty and students as well as the ongoing collaborations between the School and the South Africa Department of Trade and Industry. I welcome the opportunity to remain connected in any way possible.



# DR SIMON SIGUÉ

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Dr Simon Sigué is the Associate Dean, Operations, Faculty of Graduate Studies and a Full Professor of marketing, Faculty of Business, at Athabasca University, Canada. He is the President of the Academy of African Business and Development (AABD) and a former Editor-in-Chief of Journal of African Business. His research covers such topics as franchising, marketing channel, customer relationship management, game theory, international marketing and trade, and corruption and is published in leading journals in marketing, management science, and economics. Dr Sigué has received several academic distinctions, including the Best PhD Thesis Award at HEC Montréal, Canada, the Best Conference Paper Award of the Academy of Marketing Science, the Journal of Service Research Best Article Award Finalist, and the Outstanding Service Award of the AABD.

## **Why the SBL? – what factors made you decide to become involved with the Unisa SBL through its Advisory Board?**

I felt very honored when I was invited to join UNISA SBL through the Advisory Board and it was with great pleasure and enthusiasm that I accepted this invitation for two major reasons.

The first reason was that as the Vice-President of the Academy of African Business of Development (AABD) in 2018, I worked with Professor Pantaleo D. Rwelamila and a team of dedicated and experienced colleagues from this great school to organise in Durban, one of our best annual conferences. I saw this invitation as an extension of this very successful first experience with this school. I am confident that the Advisory Board will find colleagues here ready to work to strengthen its leadership position in Africa.

The second reason is that I thought my experience as a person working at an online sister institution from the early days could be helpful. After launching the world's first executive MBA more than 25 years ago, Athabasca University has continued to reinvent its online programs to remain the leader in executive education in the Canadian market.

# DR TSHENGEDZENI (TSHENGE) DEMANA

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Dr Tshengedzeni (Tshenge) Demana is a Chief Director at the Department of Trade and Industry & Competition (**the dtic**) where he leads the policy and strategic positioning of the science-based standard-setting and quality organisations, namely, the South African Bureau of Standards (SABS), the South African National Accreditation System (SANAS) as well as the National Metrology Institute of South Africa (NMISA). Dr Demana is currently a co-administrator of the SABS. He is a member of the governance boards of NMISA and SANAS and he was previously a member of the board of the Chemical Industries Education and Training Authority.

Prior to joining **the dtic**, Dr Demana was a Senior Lecturer in Chemistry at the University of the Western Cape, following a research scientist stint at Aspen (known then as Lennon Ltd).

Dr Demana holds a PhD in Analytical Chemistry from the University of Michigan and a Bachelors' degree in Chemistry from Denison University. He began his academic career at the University of Limpopo before qualifying as a high-level chemistry research scientist in the United States of America. He grew up in Soweto and matriculated from Mbilwi High School in Limpopo.

## **Why the SBL? – what factors made you decide to become involved with the Unisa SBL through its Advisory Board?**

I am an academic at heart and I think keeping up with developments in the management field will enhance my career role and citizenship. The SBL and UNISA in particular have a long history of being our own homegrown open distance learning institution. Distance learning is now more relevant than ever before with the emergence of online learning platforms. As a result, the University has and is the fountain of learning for a significant number of eminent people in our society. It is, therefore, a privilege to work with the Board and productive staff of SBL.



# PROF JAMES COCHRAN

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Prof Cochran earned a BS in Economics, an MS in Economics, and an MBA from Wright State University in 1982, 1984, and 1986, respectively. He earned a PhD in Statistics from the University of Cincinnati in 1997, and he has been a Visiting Scholar with Stanford University, the University of South Africa, the Universidad de Talca, Pôle Universitaire Léonard de Vinci, the University of Limpopo, and the University of Namibia. He holds honorary faculty appointments with the University of KwaZulu Natal and the University of Limpopo.

Dr Cochran's research focuses on problems at the interface of statistics and operations research, and he has taught a wide variety of statistics and operations courses from the introductory undergraduate level through PhD seminars. He established an international teaching effectiveness colloquium series and has organised these events in Uruguay, South Africa, Colombia, India, Tanzania, Argentina, Kenya, Nepal, Cameroon, Australia, Croatia, Cuba (twice), Estonia, Fiji, Mongolia, Moldova, and Bulgaria. Dr Cochran is the founding Editor-in-Chief of the Wiley Encyclopedia of Operations Research and the Management Sciences, the Wiley Series in Operations Research and Management Science, and INFORMS Analytics Body of Knowledge.

He has published fourteen (14) book chapters and over forty (40) research articles, and he is co-author of seven textbooks in statistics, operations research, and analytics. He has served as a consultant to a wide variety of corporations, government agencies, and not-for-profit organisations around the world. He was a founding co-chair of Statistics without Borders and a member of the founding committee for INFORMS Pro Bono Analytics initiative. He has also delivered keynote addresses to conferences in twenty-five (25) nations.



In 2008 Dr. Cochran received the INFORMS Prize for the Teaching of OR/MS Practice, in 2010 he received the Mu Sigma Rho Statistical Education Award, and in 2011 he was named a Fellow of the American Statistical Association. In 2014 he received the American Statistical Association's Founders Award, in 2015 he received the Karl E. Peace Award for outstanding statistical contributions for the betterment of society, and in 2017 he received the American Statistical Association's Waller Distinguished Teaching Career Award and was named a Fellow of INFORMS. In 2018 he received the INFORMS President's Award, and in 2019 he received the Distinguished Alumni Award from the University of Cincinnati.

## **Why the SBL? – what factors made you decide to become involved with the Unisa SBL through its Advisory Board?**

I visited UNISA several years ago and was impressed with the breadth and depth of education the institution provides. I was also impressed with the institution's commitment to diversity and enhancing the quality of life for all people in the region.

# MR ANTON HEYNEKE



Mr Anton Heyneke holds a degree in Business Economics as well as a Master's degree in Business Administration from the University of Pretoria. Anton's proficiency to operate, influence and communicate at Executive and Board level is well established.

He is well known in the projects and organisations he worked in for his outstanding people leadership, general management, negotiation, and facilitation skills. Anton is recognised for interpersonal relationships, and his ability to influence and act as a leader of large change management and transformational interventions and in so doing achieve more efficient and effective solutions through continuous improvement efforts in environments that are complex with multiple stakeholders and functionality.

Anton spent 32 years in the Oil and Gas industry where he served on various Executive Committees and subsidiary Boards before he retired in 2019. After his retirement, Anton has been devoting himself towards further studies in the areas of investment and financial planning and has since become a licensed financial planner.

## **Why the SBL? – what factors made you decide to become involved with the Unisa SBL through the Advisory Board?**

The invitation to join the advisory board of the SBL comes to me at a time where I had a real desire to impart knowledge to those that will not only lead the future of the country's Corporate environment, Government institutions and entrepreneurs but also to make sure that the institutions, such as the SBL, that carries the responsibility to develop leaders are managed well and that they benefit from the knowledge and experience the advisory board members bring to the SBL, individually and collectively.