

CURRICULUM VITAE: DERICK DE JONGH

JULY 2017

Career highlights:

The following selected career highlights provide an overview of what I believe was my most significant achievements to date:

1. Career in the private sector (1989 – 2002)

At the age of 33 I was appointed as Saambou Bank General Manager, Human Resource Development. Two years later I became the CEO of an International Consulting Firm, Knowledge Brokers International (KBI) with Head Office in Guernsey. KBI was a full affiliate of Saambou Bank. In 1998 I was appointed as General Manager Strategic Marketing for the Saambou Group.

2. Career in academia (2002 – present)

- Founded the UNISA Centre for Corporate Citizenship (CCC) in 2003. The CCC (now the Institute of Corporate Citizenship) plays a significant role at UNISA in advancing corporate citizenship in under- and post-grad students, reaching more than 36000 over the past 5 years.
- Founded The Albert Luthuli Centre for Responsible Leadership (ALCRL) at the University of Pretoria in 2010.
- Founding member of the Globally Responsible Leadership Initiative (GRLI) in 2004.
- Member of the initial drafting team of the UN Principles for Responsible Management Education
- Member of the Global Reporting Initiative (GRI) / United Nations Environment Programme, Finance Initiative (UNEPFI) technical writing team on environmental indicators.
- Member of the King III Commission, Sub-committee on Sustainable Development.
- Member of the JSE SRI Advisory Committee for more than 10 years.
- Co-authored a book that was published in 2012 called: Courageous Conversations. In this book we interviewed a group of SA CEOs on responsible leadership.
- Published in peer-reviewed journals in the field of Corporate Citizenship / Corporate Social Responsibility / Sustainable Development.
- The ALCRL in partnership with Harvard Business School conducted a study in 2012 on the “Drivers and Consequences of Corporate Governance in SA: A 20 Year Study”. This study was funded by Ernst & Young.
- During my tenure at both UNISA and UP I established strong relationships with the private sector, including the media. This resulted in attracting funds on the one side but also ensuring that the work we did remained grounded in practice.
- I am a trustee of the Exxaro Resources Chairman’s Fund and Foundation as well as a member of the Social and Ethics Board Committee of Massmart Holdings.
- Under my leadership developed the first M Phil in Responsible Leadership.
- Under my leadership developed the first PhD in Leadership. This multi-disciplinary PhD is the first of its kind.
- Under my leadership developed the first ever Post Graduate Diploma in Integrated Reporting (PGDIR). The PGDIR is internationally recognised as the leading academic programme in Integrated Reporting.
- Under my leadership developed a new M Phil Degree in development Practice – in partnership with Columbia University (New York)
- Under my leadership established the Sustainable Development Goals Knowledge Hub hosted by the Albert Luthuli Centre for Responsible Leadership

- Under my leadership conducted a pilot study in Tanzania on leadership for transformation change in Africa. This multi-million research project also allowed us to train 10 researchers from 10 different Universities in Africa on the unique methodology that was followed.
- I succeeded in attracting funds during my tenure at UNISA and at UP in excess of R15 million.
- Under my leadership we hosted 4 International Conferences on Responsible Leadership in partnership with local and international universities. We succeeded to attract top academics and industry partners to the conferences. Two of the 4 conferences resulted in Special issues of top Academic Journals i.e. The Journal of Corporate Citizenship (2015) and the Journal of Business Ethics (2018).
- Established international partnerships with a number of universities such as Harvard Business School, Griffith University, Copenhagen Business School and Boston College (to name only a few).
- The Albert Luthuli Centre for Responsible Leadership will launch a programme to preserve and advance the leadership legacy of Chief Albert John Luthuli in 2017. This large project which will be funded by external donors, will aim to advance his legacy through research, teaching and learning and comprehensive societal engagement.
- In March 2016 I was nominated by the Faculty of Economic and Management Sciences at UP to be a member of the UP-Curriculum Transformation Work-stream. I eventually was a member of 5 who drafted the UP framework on curriculum transformation. This framework is now operationalised throughout UP.
- In June 2016 the Vice Chancellor and Principal of UP appointed me as the Chair of UP Institutional Transformation. I occupied this position (over and above my role as Director of the ALCRL) until 31 March 2017. A comprehensive roadmap and roll-out plan was presented to the UP Executive in April 2017.
- In January 2017 I established a Student Reference Group on institutional culture transformation at UP.
- I am a member of the Massmart Holdings Social and Ethics Board Committee.
- I am a Visiting Professor at Griffith University (Australia), Dalhousie University (Halifax, Canada) and Zeppelin University (Germany).
- I was nominated as a member of the Independent Monitoring Board of Student Representative Council Elections for 2018/2019.
- In 2018 founded the Former CEO Roundtable with the aim to develop the next generation university student leaders for SA.
- Under my leadership a collaborative research project between the University of Pretoria (ALCRL) and Zeppelin University (Germany) commenced in January 2019. This collaborative research project aims to investigate the best and most effective type of leadership in building partnerships for sustainable development. This project aims to be funded with German donor and private sector foundation money including the DFG, DAAD, VW and BMW Foundations.
- Member of UP team developing the Philanthropic Narrative for fund-raising
- Member of the UP Faculty of Economic and Management Sciences (FEMS) Diversity and Inclusion committee
- Member of the FEMS Ethics Committee
- Member of a steering committee at UP in creating a Multi-sector and Inter-Disciplinary School for Leadership
- Responsible for developing the Academic citizenship value proposition for the Department of Business Management at FEMS, UP
- Member of the SA SDG Hub Advisory and Management Committee

1. GENERAL INFORMATION

Surname	De Jongh	First Names	Derick		
Citizenship	South African	ID Number	650114 5081 08 0		
Title	Professor	Gender:	Female	<input type="checkbox"/>	Male <input checked="" type="checkbox"/>
Department	Business Management	Position	Director: The Albert Luthuli Centre for Responsible Leadership (ALCRL) University of Pretoria		
Direct Telephone	012 420 3386	Direct Telefax	0865469362		
E-mail	derick.dejongh@up.ac.za				

2. ACADEMIC QUALIFICATIONS OBTAINED

Degree/Diploma	Field of study	Higher education institution	Year	Distinctions
BCom	Personnel Management	University of Pretoria	1985	Cum Laude
BCom (Hons)	Personnel Management	University of Pretoria	1986	Cum Laude
M Com	Personnel Management	University of Pretoria	1989	Cum Laude
D Com Title: Indicators of Corporate Social Performance in South Africa	Communication Management	University of Pretoria	2003	

3. WORK EXPERIENCE TO DATE

Name of employer	Capacity and/or type of work	Period
University of Pretoria	Founding Director: The Albert Luthuli Centre for Responsible Leadership (Level: Head of Department) Associate Professor in the Department of Business Management	01 Feb 2009 to present
University of South Africa (UNISA)	Founding Director and Head of Department: UNISA Centre for Corporate Citizenship (CCC) Associate Professor in the Department of Business Management	Jan 2002 to 2009
Saambou Bank	General Manager: Group Strategic Marketing	2000 - 2002
Knowledge Brokers International (KBI)	Chief Executive Officer	1998 - 2000
Saambou Bank	General Manager: Human Resource Development	1994 - 1998
Saambou Bank	Manager: Human Resources	1990 - 1994
Sep Serfontein and Associates	Organisational Development Consultant	1989 - 1990
Military Psychological Institute	Military Psychologist (Captain)	1987- 1989

4. TEACHING ACTIVITIES

Course Presented		
Course	Level	Level of personal involvement in developing the following teaching material
Business Management (OBS 781)	Honours	Under my leadership at the ALCRL, the curriculum was developed with minor reference to an existing module in the Department.
MPHIL in Business Management Option: Responsible Leadership	Masters	With the exception of one existing module in the Department, this new M Degree was developed under my leadership in totality.
GIBS: Macro Environment of Business	MBA (Core Module)	Developed full module from scratch.

Course Presented		
Course	Level	Level of personal involvement in developing the following teaching material
GIBS: Leadership & Ethics	MBA (Elective)	Developed full module from scratch.
Responsible Leadership Module	LLM (1 week module in Human Rights & Democracy)	Developed full module from scratch.
Responsible Leadership: Carnegie Library Leadership Programme	Post graduate (morning module)	Developed full module from scratch.
Responsible Leadership Module	B Engineering 2 nd Year One week Module	Developed full module from scratch.
Post Graduate Diploma in Integrated Reporting	Post Graduate	Developed full module from scratch.
MPhil in Development Practice	Masters Degree	Developed full module from scratch. Inter-disciplinary programme with modules from across 3 Faculties at UP
PhD in Leadership	PhD	First PhD in Leadership offered by UP and hosted by the ALCRL

Other education and pedagogic courses presented		
Course	Year	Institution
Responsible Leadership in the SAICA Thuthuka Programme – presented to all SAICA Thuthuka students across Universities in SA	2011	ALCRL in partnership with SAICA
Responsible Leadership Master Class (Post-Graduate Level)	2012	ALCRL in partnership with Microsoft SA
Responsible Leadership Module in the Young African Leadership Initiative (YALI), a USAID	2015	ALCRL in partnership with UP School of Public Management and Administration, UNISA and USAID
Responsible Leadership and the National Development Plan: A five module Executive Education Course	2015	Developed by the ALCRL and presented to the City of Tshwane's, Tshwane Leadership and Management Academy. This course will be offered to other Metro's as well.

Throughput of Students		
Degree	Intake Year	Number of Students
MPhil in Responsible Leadership	2011	15 students registered
	2012	9 students registered
	2013	No intake
	2014	14 students registered
	2015	9 students registered
	2016	10 students registered 10 Students graduated in 2016
Postgraduate Diploma in Integrated Reporting	2013	25 students registered & 18 graduated
	2014	24 students registered & 15 graduated
	2015	21 students registered & 13 graduated
	2016	18 students registered & 13 graduated
	2017	20 students registered
M Com (Full Research)	2018	Phumzile Langeni Ronel Fourie
PhD in Leadership	2019	2 PhD students will graduate in September 2019

Successful PhD supervision: 2

External Examiner Duties: 5 Students in total			
Institution	Degree	Student Name	Title of Thesis
University of Stellenbosch	PhD	Ms S. Pahwa-Gaijar	Building Corporate Resilience: based on a case study of Spier Holding's search for a sustainable lower carbon future

External Examiner Duties: 5 Students in total			
Institution	Degree	Student Name	Title of Thesis
University of Johannesburg	PhD	Ms A.M. Makka	The Effect of the South African Corporate Social Responsibility Environment on inward Foreign Direct Investment
University of South Africa	PhD	Mr B. Ackers	An Assurance Framework for Corporate Social Responsibility Reporting
University of Stellenbosch	PhD	Mr J.W. Volschenk	An investigation into the environmental competition in the South African wine industry
University of Stellenbosch	PhD	Mr C.P.A. McCreanor	A curriculum framework for the professional development of corporate social responsibility practitioners in South Africa

5. OTHER TEACHING CONTRIBUTIONS

<ul style="list-style-type: none"> • Adjunct Professor at the Asia Pacific Institute for Sustainable Enterprises, Griffith University Business School, Australia • Visiting Professor at Queens University Business School (Kingston, Ontario, Canada): Teaching Marketing and Branding for the 4th year B Com students • University of Johannesburg: Organisational Behaviour for M Com students – 1998-2000 • UNISA SBL: Final year MBL lecturing in Corporate Citizenship • University of Colorado, Colorado Springs Campus: The Sustainability Council lectures in Corporate Citizenship in the SA context • Boston College Centre for Corporate Citizenship: Guest Lectures to Post Grad students in Corporate Citizenship • London Business School: Guest Lecture in Corporate Citizenship in SA context • INSEAD: Guest Lecture in Corporate Citizenship in SA context • University of Stellenbosch, Business School: Guest Lecture in Responsible Leadership • Visiting Professor at the Rowe School of Business, Dalhousie University, Canada • Responsible Leadership Lecture in the Harvard / University of Pretoria Community Health Leadership Programme • Responsible Leadership Lecture in the Bosch Foundation / UP Africa Science in Leadership Initiative

6. RESEARCH ACTIVITIES

Former Supervision Completed:				
Name of student	Degree / Title of dissertation and date	Supervisor	Co-supervisor(s)	Duration of studies (yrs)
Venantio Mtindso	GIBS, MBA Mini Dissertation Climate change corporate governance within South Africa's mining sector 2010	Derick de Jongh	None	1 year (degree obtained in 2010)
Tammy Ohlson de Fine	GIBS, MBA Mini Dissertation Private Sector Communication of non-financial information: Critical insight into investor expectations. 2011	Derick de Jongh	None	1 year (degree obtained in 2011)
Dhirendra Ghoorah	GIBS, MBA Mini Dissertation Factors limiting financial investments in renewable energy based technologies 2010	Derick de Jongh	None	1 year (degree obtained in 2011)
Leandri Streeter	GIBS, MBA Mini Dissertation The Socio-Economic Impact of Clean Energy Interventions on Urban, Low-Income Communities in South Africa 2011	Derick de Jongh	None	1 year (degree obtained in 2012)

Former Supervision Completed:				
Name of student	Degree / Title of dissertation and date	Supervisor	Co-supervisor(s)	Duration of studies (yrs)
Carmen Armstrong	MCom Business Management Market barriers for voluntary climate change mitigation mechanisms in the South African private sector 2012	Derick de Jongh	None	2 years (degree obtained 2013)

Current Supervision:		
Name of student	Degree / Title of dissertation and date	Supervisor
Teboho Nkahle	PhD Social License to Operate in the SA Mining Sector	Derick de Jongh
Clare Lalor	PhD Responsible Leadership character from a virtue ethics perspective	Derick de Jongh
Rene Swart	PhD Integrated Reporting as a leadership phenomenon and Investment Decision Making in South Africa	Derick de Jongh
Elme Viviers	PhD Responsible Leadership and Citizen Engagement in Service delivery in SA: City of Cape Town	Derick de Jongh
Kiruben Naicker	PhD Leadership in Natural Capital Accounting in South Africa	Derick de Jongh
Tumeka Matsoba	PhD Leaderless Followership during radical political transition in local government: The City of Tshwane	Derick de Jongh
Pieter Conradie	Assurance of integrated reports: Foucauldian analysis	Derick de Jongh
Ben van der Merwe	PhD Critical discourse analysis of Responsible Leadership	Derick de Jongh
Daryl Govendor	Normative analysis of stakeholder engagement: Single case study	Derick de Jongh

7. RESEARCH FUNDING OBTAINED

Origin of research funds	Title of research project or programme	Duration
The Uongozi Institute (Funded by the Finish Government)	Leadership for Africa (LFA)	18 months
PwC	Integrated Reporting	3 years
Microsoft	Responsible Leadership Master Class	2 years
Ernst & Young	The Harvard Business School, ALCRL Study in the Drivers and Consequences of Corporate Governance in SA: A 20 Year Study	12 months
Exxaro	Business and Biodiversity Leadership Programme	3 years
The German Development Agency (GIZ)	Various projects including: <ul style="list-style-type: none"> Globally Responsible Leadership Initiative 10 PhD and Master Scholarships Development of new curriculum in Responsible Leadership Hosting the first International Conference in Responsible leadership 	2 years
Toyota SA	Sponsorship of a Toyota Prius for official use by the ALCRL	2 years
British High Commission	Developing a Centre of Excellence in Integrated Reporting	1 year
The Danish Ministry of Cooperation	Partnership with the Copenhagen Business School	1 year

8. RESEARCH OUTPUTS

8.1 Publications in peer-reviewed or refereed journals

ISI Journals:

8.1 Publications in peer-reviewed or refereed journals

- Prinsloo, P. & Beukes, C. & De Jongh, D. 2006. "Corporate citizenship education for responsible business leaders." *Development Southern Africa* Volume 23(2), p. 197-211.
- De Jongh, D, Goorah, D & Makina A. 2014. South African Renewable energy investment barriers: An investor perspective. *Journal of Energy in Southern Africa*. Volume 25. Number 2. May 2014
- De Jongh, D and Mollman C. 2014. Market barriers for voluntary climate change mitigation mechanisms in the South African Private Sector. *The South African Journal of Economic and Management Sciences*. Publication forthcoming. 2014
- Van der Merwe, A, De Jongh, D, Niewoudt, M & Schulschenk J. 2014. An analysis of the prominence of corporate governance in the South African print media for the period 1990-2012. *The Journal of Corporate Citizenship*. Publication forthcoming. 2014
- Chikozho C, & de Jongh D. 2014. Restoring degraded landscapes: Assessing the Utility of Biodiversity offsets for the business sector in Africa. *The International Journal of African Renaissance Studies*. Volume 9 (2). University of South Africa

DOHE Journals:

- De Jongh, D. & Rensburg, R & De Wet, J.M. 2005. "Stakeholders engagement in the creation and maintenance of corporate citizenship." *Communitas: Journal for Community, Communication and Information Impact* Volume 10, p. 109-126.
- Viviers, S, Eccles, N.S, De Jongh, D, Bosch, J.K, v.d.M Smit, E & Buijs, A. 2008. "Responsible investing in South Africa – drivers, barriers and enablers." *South African Journal of Business Management* Volume 39(4), p.15-28.

IBSS Journals:

- De Jongh, D. & Prinsloo, P. 2005. "Why teach corporate citizenship differently?" *Journal of Corporate Citizenship* Volume 18, p. 113-122.
- De Jongh, D. 2009. A stakeholder perspective on managing social risk in South Africa: responsibility or accountability? *The Journal of Corporate Citizenship*. Autumn, (15)
- Mzenda, V. & De Jongh, D. 2011. "Climate change governance in the South African mining sector." *Journal of Corporate Citizenship* Volume 44, p. 45-67.
- De Jongh, D. 2015. Guest Editorial. Special issue on the 3rd International Conference on Responsible Leadership. *The Journal of Corporate Citizenship*. Issue 60. December 2015.

Other:

- Tustin, D.H. & De Jongh, D. 2008. "Ethical consumerism as a key consideration for future brand strategy development in South Africa." *Southern African Business Review*. Volume 12(3), p. 24-49.
- Eccles, N.S. & Pillay, V. & De Jongh, D. 2009. "Correlates of corporate accountability amongst South Africa's largest listed companies." *Southern African Business Review*. Volume 13(1), p.21-38.
- De Jongh, D. & Streeter, L. 2011. "Factors influencing the implementation of clean energy interventions in low-income urban communities in South Africa". *Journal of Global Responsibility*, Issue 4.1.
- Conradie, P.G.D. & de Jongh, D. "Realising the vision of Integrated Reporting: A critical viewpoint". *Journal of Economic and Financial Sciences*. Issue 2. July 2016.

8.2 Books and/or Chapters in Books

- Eccles, N S, Hamann R and de Jongh, D. 2008. Chapter 6. *Corporate Accountability in South Africa: An evaluation of sectoral differences.* In: *Taming Corporate Capitalism: New Perspectives on Business Regulation for Sustainable Development*. Oxford University Press. India.
- Eccles, N S, Nicholls, S and de Jongh D. 2008. Chapter 13. *Corporate Citizenship*. In: *Business Management: a Contemporary approach*. Juta.
- King M.E., De Jongh.D, & Carapinha, R. 2010. In W Visser and N Tohurst (eds). *The World Guide to CSR: A country-by-country analysis of corporate sustainability and responsibility*. Sheffield: Greenleaf.
- Rossouw, D, van Vuuren L and de Jongh D. 2010. Chapter 21. *Ethical Leadership in organisational culture*. In: *Business Ethics*. 4th Edition. Oxford University Press.
- Gleason, D, Nkomo, S and de Jongh D. 2011. *Courageous Conversations: A collection of interviews and reflections on responsible leadership by South African captains of industry*. Van Schaik.
- The South African Institute of Chartered Accountants. 2012. Part 1, Chapter 4. *Green II: Why corporate leaders need to embrace sustainability to ensure future profitability*. 2nd Edition. Juta.
- Eccles, N S, Nicholls, S and de Jongh D. 2017. Chapter 5. *Corporate Citizenship*. In: *Business Management: a Contemporary approach*. New Edition. Juta.

8.3 Published full-length conference papers/keynote addresses

- De Jongh, D & Stoffberg, H. 2008. "Climate Change Code". Fourth International Society for Business Economics and Ethics. Cape Town.

- De Jongh, D. 2005. “*Corporate Citizenship Challenges in South Africa*”. International CSR Conference. University of Nijmegen (Holland)
- De Jongh, D, Waddock, S, King, M et al. 2015. “*Opening Planetary Governance: From Corporate to National to Global (Earth Systems) Governance.*” 75 Academy of Management, Showcase Symposium

8.4 Non-refereed Publications / Reports

- Mervis, P., van Velsor E., Quine, L. and de Jongh, D. 2010. “*Responsible Leadership Emerging: Individual, Organisational, and Collective Frontiers*”. Position paper launched at the 1st International Conference in Responsible Leadership. Pretoria, South Africa.
- GRLI, WBSCSB, UN PRME. 2012. “*The 50+20 Agenda: Management Education for the World*”. Rio+20 Summit. Rio de Janeiro.
- Fourie. W, Van der Merwe. S, & De Jongh. D. 2013. Enablers and Disablers of Leadership for Transformational Change in Africa. *The Albert Luthuli Centre for Responsible Leadership*. University of Pretoria
- Chikozho, C., Makina, A. & de Jongh, D. *Position Paper by The Albert Luthuli Centre for Responsible Leadership*. Business responsibility and stewardship for biodiversity conservation in SA: Emerging priorities.

9. OTHER SCHOLARLY RESEARCH-BASED CONTRIBUTIONS

9.1 Integrated Reporting (Postgraduate Programme)

- **Overview:**
The Integrated Reporting program consists of three main components, namely Teaching, Research / Advocacy and Professionalisation. The Post Graduate Diploma in Integrated Reporting (PGDIR) has been the main vehicle through which the teaching takes place. The main purpose of research was to gain legitimacy within the Integrated Reporting domain, and to also develop the body of knowledge (at the time very limited internationally) that fed into the teaching programmes. The Professionalisation practice aim is to establish a professional body to regulate Integrated Reporting practice.
- **Key outcomes:**
Four intakes of students completing the one-year programme. A research project funded by the British High Commission enabled us to establish the ALCRL as a Centre of Excellence in Integrated Reporting.

9.2 Corporate Governance Research Programme

- **Overview:**
The Corporate Governance Research Programme of the Albert Luthuli Centre for Responsible Leadership was conducted in partnership with Professors Bob Eccles and George Serafeim of Harvard Business School (HBS) and was made possible through funding support from Ernst & Young. The research programme investigated the drivers and consequences of corporate governance in South Africa over the past twenty years through a series of interviews, surveys, literature analysis and empirical analysis.
- **Key outcomes:**
A series of baseline research databases and reference documents on corporate governance in South Africa has been completed and includes a reference database, summary of all studies to date, series of resource packs for the Harvard research team and a macro-economic trend analysis report. In partnership with GIBS, a series of high profile interviews were undertaken with 16 thought leaders on corporate governance in South Africa. These video interviews were translated into a series of stand-alone interviews and a short educational documentary based on a compilation of the interview recordings. A report was compiled on these findings as well. Through the ongoing collaboration with Profs Eccles and Serafeim of HBS, a number of further initiatives emerged. This includes a visit from the HBS Professors to South Africa in September 2012 during which time they presented lectures at the University of Pretoria, present at a GIBS Forum with Prof Mervyn King, at the 20th Anniversary of the King Committee with the IOD and hosted a series of workshops on Integrated Reporting in partnership with Ernst and Young, SAICA and the IoD.

9.3 Leadership for Africa

- **Overview:**
The Leadership for Africa research project (LfA) endeavoured to identify the key enablers and disablers of leadership for sustainability across Africa. The research project was piloted in partnership with the Uongozi Institute in Tanzania and funded by the Finish Government. As part of the project outcome, between 50 and 60 researchers in more than 10 African countries were trained to develop case studies of leadership that brought about societal change in 10 additional African countries
- **Key outcomes:**
The research project was piloted in Tanzania and intention to be rolled out across Africa (10 countries) – lack of further funding however led to early termination of the broader research project.

9.4 The Exxaro – UP (ALCRL) Programme in Business & Biodiversity Leadership

- **Overview:**

The programme aimed to facilitate and enhance thought-leadership on challenges evident in the nexus between business and biodiversity. Through research, advocacy and education, the programme examined and profiled the contribution that the private sector and other key actors in the field can make to sustainable biodiversity use.

- **Key outcomes:**

Detailed program implementations were developed; relevant partners and stakeholders were identified and on-going discussions initiated to identify and concretize areas of collaboration; an advisory panel was constituted and a research report was published on business and biodiversity in SA. A position paper was submitted to Exxaro Resources and 1 PhD and 1 M Com student working on Business and Biodiversity was employed.

9.5 International Conferences on Responsible Leadership

The ALCRL hosted 4 international Academic Conferences. All 4 conferences followed a peer-review process with high emphasis on quality academic papers including a practice track.

- **First International Conference on Responsible Leadership – in partnership with the Globally Responsible Leadership Initiative (GRLI) (2010)**
 - Presented in partnership and funded by with the GIZ.
 - Theme: Developing the next generation responsible leaders
- **Second International Conference on Responsible Leadership - in partnership with the Globally Responsible Leadership Initiative (GRLI) (2012)**
 - Presented in partnership with University of Stellenbosch Business School
 - Theme: Leadership for Africa and the World
- **Third International Conference on Responsible Leadership - in partnership with the Globally Responsible Leadership Initiative (GRLI) (2014)**
 - Presented in partnership with Griffith Business School and Business School Lauzanne
 - Theme: Bridging Science, Business, and Politics: The Role of Responsible Leadership in Creating the Necessary Transition to a Sustainable Global Economy
 - Special Issue of The Journal of Corporate Citizenship covering best papers during this conference.
- **Fourth International Conference on Responsible Leadership (2017)**
 - Presented in partnership with the Copenhagen Business School and the Gordon Institute of Business Science (GIBS)
 - Theme: Leadership challenges that matter
 - The Journal of Business Ethics approved a “Thematic Symposium” to be included in a 2018 Issue of the JoBE, covering best papers of the 4th International Conference.

9.6 Microsoft Responsible Leadership Programme (2012)

- **Overview:**

The Responsible Leadership Programme (in association with Microsoft SA) created an opportunity for the next generation of leaders to critically reflect on the role of institutions and leadership in society, and to challenge those assumptions underlying our actions as leaders. Participants are high-potential individuals (typically c-suite) working in private, public and civil society organisations and are typically earmarked for senior leadership roles in future.

- **Key outcomes:**

This programme was development but never actually took off. Interest was average but in hindsight realised that it was probably “ahead of its time” in the market. The content was developed and never presented.

9.7 50 + 20: Management Education for the World

- **Overview:**

50+20 is a collaborative and global initiative that envisions how management education can contribute to a world worth living in. ALCRL played a leading role in 50+20 with John North and I both serving on the steering committee

- **Key outcomes:**

The 50+20 Agenda was launched during the 3rd Global Forum of the Principles of Responsible Management Education which took place as part of the RIO+20 United Nations Conference on Sustainable Development in June 2012. The 50+20 Agenda summarized the first draft of the 50+20 book that was published in 2013.

9.8 The South African Sustainable Development Knowledge Hub (SASDKH)

The SASDKH was developed in 2016/2017 by Prof Willem Fourie and housed at the ALCL. Prof Willem Fourie is a Research Associate at the ALCRL. The South African Sustainable Development Knowledge Hub is an online African initiative that focuses on collecting and disseminating relevant research on the implementation of Agenda 2063 and the SDGs in South Africa. It is aimed at South African policy-makers and development partners looking for accessible South African research to inform their implementation of the SDGs and the African Union’s Agenda 2063. It is the only Hub of its kind in Africa and provides access to the most recent relevant South African

research. The beta version of the Hub contains full texts of 621 research articles, tagged in terms of SDG and Agenda 2063 Aspiration. The Hub is available at www.sdgknowledgehub.org.

9.9 Collaboration with the Copenhagen Business School

The ALCRL entered into a partnership in 2016 to advance responsible leadership in emerging economies. The 4th International Conference on Responsible Leadership was the first formal outcome of this partnership. This partnership is funded by the Danish Ministry of Cooperation.

9.10 The Global Consortium of Leadership Centres

In 2015, the ALCRL became a member of the GCLC. The mandate of the GCLC is to advance leadership scholarship by centres of leadership across the globe.

9.11 The International Leadership Association

The ILA will in partnership with the ALCRL host its first ever leadership conference in SA in March 2018.

10. MANAGEMENT AND ADMINISTRATIVE DUTIES

As the Director of the ALCRL, I have all the normal management and administrative duties required similar to that of a HOD. It includes:

- Financial Management including fund-raising
- Human Resource Management
- Marketing and communications
- Internal Governance (including Chairing the Management Committee of the ALCRL and managing the Advisory Committee Functions of the Centre)
- Accountable for all project outcomes including funds received

I was asked by the UP Executive Management to assist in the following areas:

- Member of the UP 2025 strategic Planning Committee
- Advise the Principal and Vice Chancellor on Values and embedding that into the UP way of thinking
- Member of the Institutional Culture Survey Committee
- Advise the Dean of Students on Student Leadership Development

An Institutional Citizenship Committee (of which I am a member) was established at UP on my advice. Extensive assessment of UP Citizenship related policies and practices was done in 2010 and 2011. This was done under my supervision. A Citizenship Policy was developed and presented to the Executive for approval. I am currently also advising UP on the Integrated Reporting strategy process going forward.

Recent strategic involvement at UP:

- In 2016 I was nominated by the Faculty of Economic and Management Sciences (FEMS) to be the official representative of the FEMS on the Curriculum Transformation Work-stream of UP. During my term on this committee, I became one of three members of UP who drafted the Curriculum Transformation Framework which is now being implemented across the whole University. Together with my 2 fellow academic colleagues, I also presented the framework to all Deans and HODs of the 9 faculties at UP.
- I am a member of the FEMS Transformation Committee.
- In June 2016, the Vice Chancellor and Principal, Prof Cheryl de la Rey asked me to Chair the Institutional Culture Transformation of UP. I acted in this role until 31 March 2017. During my chairing this portfolio, I developed a comprehensive road-map for UP on institutional culture and submitted a final report with 16 recommendations to the Executive in May 2017. These recommendations provides key activities, deliverables including a monitoring and evaluation plan for institutional culture transformation of UP. I also chaired the "Guiding Coalition", a team of UP academics who participated in the drafting of a road-map for UP. My role as Chair of this process came to an end due to the establishment of the UP Institutional Forum.
- I established a Student Reference Group on Institutional Culture transformation.

11. COMMUNITY SERVICE

11.1 Memberships

Below is a list of memberships – some of which has expired in recent years:

- Founding member of the 50+20 “Management Education for the World” initiative and member of the World Business School Council for Sustainable Business – a UN PRME, GRI initiative
- Deputy Chair of the Board of Heartbeat , a section 21 Company dealing with the impact of HIV/AIDS on orphan and vulnerable children in SA (2002 – 2009)
- Member of the Board of Trustees of the Exxaro Chairman’s Fund and Foundation
- Member of the JSE SRI Index Advisory Council
- Member of the Advisory Council of Accountability (UK)
- Member of the initial drafting team of the UN Principles of Management Education (UN PRIME)
- Member of Council of the Vega School of Brand Communications
- Member of the KING III Commission – Integrated Sustainability Reporting sub committee
- Member of the Judging Panel of the Marketing Excellence Awards of SA
- Member of the Advisory Board of the African Institute of Corporate Citizenship (AICC)
- Member of the Brand EXPO 2009 Advisory Board
- Member of the Advisory Board of 3Laws Capital – a Socially Responsible Investment Asset Management Firm
- Member of the Global Reporting Initiative (GRI), Finance Sector, Environment Technical Protocol Committee
- Member of a National Business / Government task team of the Minister of Social Development, Dr Zola Skweyiya
- Founding member of the United Nations Global Compact / European Foundation for Management Development Globally Responsible Leadership Initiative
- Founding member of the Global Network on Corporate Citizenship
- Member of the Editorial Board of the International Journal of Corporate Citizenship
- Member of the Editorial Board of the International Journal of Innovation and Sustainable Development (Greenleaf Publication)
- Member of the Editorial Board of the Journal of Globally Responsible Leadership (Greenleaf Publications)
- Member of the Advisory Board of the National Business Initiative (NBI) Sustainable Futures Unit
- Founder of the Young Community Leadership Initiative
- Member of UNISA Ethics Committee
- Member of UNISA United Nations Global Compact Steering Committee – Regional Office
- Chairperson of the “Greening Economic and Management Sciences” at the University of Pretoria
- Member of the University of Pretoria Strategic Planning Committee – UP 2025
- Founder of the UP Visiting Executives Initiatives
- Member of the Massmart Holdings Social and Ethics Board Committee
- Member of the Institute of Directors, Sustainable Development Forum
- Member of the Integrated Reporting Committee, Working Group of SA

11.2 Involvement with other universities/scientific institutions

External Examiner to:

- University of Johannesburg
- University of Cape Town, Graduate School of Business
- University of the North-West
- University of Stellenbosch

Evaluation Committee at the University of Johannesburg:

- I was a member of an independent panel evaluation the M Phil degree in Leadership in the Department of Industrial Psychology in 2015.

12. PERSONAL ASSESSMENT

12.1 Teaching and Research Outputs

I see my contribution to the academic world and more specifically to the University of Pretoria over the last 3 years mostly in the following areas. These areas do not cover all activities of the ALCRL but gives an overview of the most important achievements.

- Founded the first Centre for Responsible Leadership hosted by the Department of Business Management in SA and on the African continent
- Negotiated with the Albert Luthuli Family, Foundation and Museum Council obtaining the naming rights of Chief Albert Luthuli and in so establishing the Albert Luthuli Centre for Responsible Leadership
- Hosted the first International Conference in Responsible Leadership in SA, Africa and the world. Subsequently, a further 3 international conferences were presented by the ALCRL.
- Established the Advisory Committee of the ALCRL. Members include CEOs of large Multi-National Companies and NGOs.

- Developed undergrad and post-grad curriculum in the field of Responsible Leadership – the first of its kind in Africa
- Developed an M Phil in Business Management: Option Responsible Leadership
- Developed the PhD in Leadership offered by UP – attracting students from a variety of disciplinary backgrounds.
- Developed the first ever Post Graduate Diploma in Integrated Reporting in the world.
- Developed 5 research themes underpinning the broad field of Responsible Leadership i.e. Responsible Leadership for a sustainable African continent, Corporate Governance, Integrated Reporting, Business and Biodiversity, Responsible Management Education.
- Established various funding streams to support the diversity of ALCRL activities
- Attracted post-graduate students to pursue M and PhD studies in the broader field of Responsible Leadership
- Developed inter-disciplinary research areas across faculty borders including Faculty of Theology, Faculty of Law, Faculty of Natural and Environmental Sciences, Faculty of Humanities and Faculty of Health.
- The UP Centre for Business and Professional Ethics was integrated into the ALCRL early in 2012.
- Involved in various International Research projects across disciplines including the 50+20: Management Education for the World – findings presented at the Rio+20 World Summit, The Harvard Business School Corporate Governance Research, the PWC research in Integrated Reporting and Africa Leads, an initiative to advance Leadership for a sustainable Africa – a partnership between the ALCRL, The GRLI, the WBCSCB and the UN Principles for Responsible Management Education
- Hosted 4 International Academic Conferences on Responsible Leadership
- One Special Issue on best papers (3rd International Conference) in The Journal of Corporate Citizenship and a Thematic Symposium in The Journal of Business Ethics – 2018.
- Conducting the first ever African-wide research project on investigating the enablers and disablers of Responsible Leadership for a sustainable Africa. This multi-million Rand Research project was done in partnership with the Uongozi Institute in Tanzania and funded by the Finish Government.

12.2 Selection of Teaching Portfolios

- Can be provided on request

12.3 International Peers

- Prof Brad Googins, Boston College, USA
- Prof Sandra Waddock, Carrol School of Management, Boston College
- Prof Phil Mervis, Boston College
- Dr Katrin Muff, Dean, Business School Luasanne
- Prof Paul Shevastrava, Concordia University, Canada
- Prof Pierre Tapi, Former Dean, Essec, France
- Dr Simon Zadek, Former CEO of Accountability UK
- Prof Eric Guthey, Copenhagen Business School
- Prof Mary Uhl-Bien, Texas Christian University
- Prof Jeremy Williams, Griffith University
- Prof Thomas Maak, Australia National University
- Prof Jim Walsch, Michigan University

12.4 Local Peers

- Prof Deon Rossouw, The Ethics Institute
- Prof Arnold Smit, USB
- Prof Piet Naude, USB
- Prof Neil Eccles, UNISA Institute of Corporate Citizenship
- Prof Theo Veldsman, UJ
- Prof Ralph Hamann, UCT GSB
- Dr Maria Motebang, Executive Director of the Tshwane Leadership and Management Academy, City of Tshwane

12.5 Referees

- Prof Neil Eccles, The Institute of Corporate Citizenship, UNISA (eccleens@unisa.ac.za)
- Mr Mpho Makwana. Chairman of Arcelor Mittal, (mpho.makwana@arcelormittal.com)
- Judge Mervyn King (mervyn@mervynking.co.za)
- Mr Brian Leroni, Group Executive, Massmart Holdings (bleroni@massmart.co.za)
- Ms Phumzile Langeni, Presidential Advisor on FDI and Director of Companies, (phumzile@afropulse.co.za)

- Prof Jim Walsh, Michigan University (jpwalsh@umich.edu)
- Prof Sandra Waddock, Boston College (sandra.waddock@bc.edu)
- Mr John North, General Manager, The Globally Responsible Leadership Initiative (john.north@gri.org)
- Dr Jabulani Mzaliya, Special Advisor to the Minister in the Presidency (jmzaliya@gmail.com)