

LERATO PINKY NICOLE SONO

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EDUCATION:

Doctor of Philosophy (DPhil) | University of the Witwatersrand | 2021- current

Thesis topic: A leadership framework for fostering public sector innovation in public institutions experiencing tensions at the politics-administration interface

Master of Administration: Public Management (cum-laude) | University of Pretoria | 2017-2018

Dissertation topic: An analysis of the role of the Centre for Public Service Innovation in the promotion of intrapreneurship within the South African Public Service.

Activities/Honors/Awards: Master's degree completed cum-laude/with distinction; Deans list award recipient; Student Representative Council Academic excellence award recipient; McKinsey & Company Next Generation Women Leader top 5 finalist (South Africa).

Bachelor of Administration (Honours): Public management | University of Pretoria | 2014

Major subjects: Personnel administration, Administrative theory, Research methodology, Public Policy analysis, Public management and Public financial management.

Honors/awards: School of Public Management and Administration award for the Best Overall Achievement in the Honours Degree 2014; National Research Foundation Honours freestanding grant recipient.

Bachelor of Administration (cum-laude): Public management | University of Pretoria | 2011-2013

Major subjects: Public Administration and Management, Industrial and organisational psychology and Business Studies.

Honors/awards: Degree completed cum-laude/with distinction; School of Public Management and Administration award for the best overall undergraduate BAdmin student (2011-2013); Pearson Achievement Award for the best achievement in Public Administration at 3rd year level; Founding Chairperson of BAdmin@Tuks student society; Executive committee member of the Economic and Management Sciences Faculty Student Council; Allan Gray Orbis Foundation Fellowship award recipient; Allan Gray Orbis Foundation Unit Trust investment

award recipient for the best participation in the Cognician programme; Voted the most “cool, calm and collected” Chairperson at the annual Student Council awards.

Matric (Grade 12) | Loreto Convent School| 2010

Major subjects: English, Afrikaans, Maths, History, Business Studies, Geography, Life Orientation.

Honors/awards: Grade 12 completed with 6 distinctions; Knights of Da Gama Public Speaking Diploma and winner of trophy for best public speaker; Invited to the Department of International Relations and Cooperation to give a presentation to diplomats in training on public speaking skills, Prefect (student leadership body).

CAREER SUMMARY

PUBLIC ADMINISTRATION LECTURER| UNIVERSITY OF PRETORIA | JANUARY 2023- PRESENT

Summary of duties:

- Teaching: To undertake face to face lecturing duties and the associated functions of preparation, assessment and curriculum development.
- Research: Publication of research and presentation of conference papers.
- Supervision: Supervision of postgraduate students.
- Academic scholarship: Involvement in professional associations, moderation, SPMA events and community engagement projects.

PUBLIC ADMINISTRATION LECTURER | NORTH WEST UNIVERSITY | JANUARY 2020- DECEMBER 2022

Summary of duties:

- Face to face and hybrid undergraduate and postgraduate teaching: Introduction to Public Administration and Management (1st year), Public Financial Management (2nd year), Municipal Transformation & Innovation (2nd year) Organisational Studies (3rd year), Public Human Resource Management (Honours)
- Study material development, development and assessment of formative and summative assessments, internal moderation, student consultation, module and marks administration, etc.
- Research: Publication of research and presentation of conference papers.

- Supervision of postgraduate students (currently supervising 1x Honours and co-supervising 2x Masters).
- Community Engagement: Involvement in professional associations and community engagement projects.
- Leadership and administration: Faculty administration/advice to undergraduate students; completing Exam Commission statements; involvement in School/NWU activities and committees.

SUBJECT CHAIR: PUBLIC ADMINISTRATION SUBJECT GROUP| SCHOOL OF GOVERNMENT STUDIES, NORTH WEST UNIVERSITY | JULY 2021 – DECEMBER 2022

Summary of duties:

- Coordinating work responsibilities and teaching load in the Public Administration Subject Group.
- Overseeing staff within the Subject Group, managing escalations when necessary and referring escalations to the School Director when necessary.
- Providing advice on development of staff as well as staff requests pertaining to attendance of courses influencing the day-to-day presentation/delivery of the subject modules.
- Supporting the marketing of the Subject Group's Programmes.
- Addressing student complaints lodged via class representatives and referring any relevant matters to the School Director.
- Making recommendations about student applications where applicable (e.g., Honours applications, RPL applications).
- Representing the Subject Group on the School's Management Committee.

TEMP LECTURER AND RESEARCH ASSISTANT | UNIVERSITY OF PRETORIA|MAY 2017- DECEMBER 2019

Summary of duties:

- Undergraduate teaching: Public Sector Ethics (3rd year) and Public Policy studies (1st year)
- Assisting academics in the School of Public Management and Administration (SPMA) with their research publications.
- Attending as well as presenting papers at conferences and seminars
- Assisting the SPMA with marketing events.

**RECRUITMENT COORDINATOR | NORTON ROSE FULBRIGHT | MAY 2016-
SEPTEMBER 2016**

Key role and responsibilities:

- Co-ordinating all activities relating to the firm's professional and graduate recruitment programmes both locally and internationally.
- Co-ordinating and managing the Candidate Attorney (CA) programme (e.g., drawing up contracts, setting up local and international CA rotation schedules, monitoring the performance of CA's etc.)
- Managing relationships as well as coordinating activities with the firms local and international stakeholders.
- Coordinating marketing events for the recruitment office.
- Managing the budget for the recruitment office.
- Assisting with all the logistics for internal events (workshops, presentations, etc.)
- Managing the budget for the recruitment office.

**CORPORATE GOVERNANCE AND COMPLIANCE INTERN | AVENG MANUFACTURING
| MARCH 2015- FEBRUARY 2016**

Key role and responsibilities:

- Performing administrative tasks for the Corporate Governance and Compliance unit.
- Drafting and preparing company resolutions for company directors to sign.
- Regularly communicating the organisation's compliance policies to all the employees in the operating group through presentations and pamphlets.
- Ensuring that company details on the Blue-Print One World system and the CIPC website are updated regularly.
- Arranging Compliance training for the relevant employees.
- Providing assistance in the preparation of tender documents.
- Presentations to new staff members on the function of the Compliance and Company Secretary's office.
- Working with the Managing Director's office in co-ordinating the Operating Group's community development projects and events.
- Records management.

RESEARCH OUTPUT

Research areas of interest:

- Public sector innovation
- Behavioural public administration
- Organisational studies

Papers Published

- Rust, F.C., Sono, P.L.N., Van Dijk, G. Fourie, H.S and Smit, M.A. 2021. Conceptualising a Benefit Assessment Framework for the South African National Roads Agency Ltd SOC Research and Development Programme. *Administratio Publica*, 29(3): 19-43.
- Sono, L.P. and Malan, L.P., 2021. Fostering Innovation Through Intrapreneurship in the South African Public Service. *Journal of Public Administration*, 56(4.1), pp.936-957.

Papers presented at conferences:

- Sono, P.L.N. The role of the Centre for Public Service Innovation in promoting entrepreneurship in the South African Public Service. Presented at the 11th International SPMA conference, Pretoria, South Africa, 25 – 26 October 2018.
- Sono, P.L.N. Fostering intrapreneurship in the South African Public Service: lessons from international best practice. Presented at the International Conference of the Association of Schools and Departments of Public Administration and Management (ASSADPAM), Centurion, South Africa, 25 September - 27 September 2019.

MEMBERSHIPS AND ASSOCIATIONS

- Association of Allan Gray Fellows
- Golden Key International Honour Society
- Association of Southern African Schools and Departments of Public Administration and Management South African Association of Public Administration and Management
- The African Association for Public Administration and Management

References available upon request