

**EMPLOYMENT HISTORY**

---

**Allan Gray Centre for Values-Based Leadership,  
Graduate School of Business, University of Cape Town** Senior Lecturer, Feb 2019 to date

- Became an Associate of the centre upon completion of Ph.D. and progressed to Senior Lecturer position from 1 February 2020. Researching leading through well-being and emotions in organizations. Since employee happiness at work subsequently translate into performance, the research uncovers a potentially robust competitive strategy for businesses.

**Dimexon Group, Dubai** Group C.F.O., Mar 2012-Mar 2018

- Commenced in the role of Finance Manager for the U.A.E office, and progressed to Group Finance Manager position, managing finance departments in: Japan, China, Hong Kong, India, U.A.E., Belgium and U.S.A. Thereafter, took on responsibility of Group C.F.O., managing all businesses of the Group in: manufacturing, wholesale, retail, and I.T sectors. Maintained various stakeholder relationships: shareholders, sponsor family, Board of Directors, Audit and Risk Committee members, and over a dozen banking partners. Lastly, progressed to establish and run the Family Office for the sponsor family of the group.

**FedEx G.S.P., Dubai** Group Finance Manager, Sep 2008-Mar 2012

- Managed a diverse finance team of 30: nine in Dubai, and three at each location. Ensured accurate and efficient reporting processes that adhered to IFRS and FedEx International regulations for consolidated reporting of the region. Directly managed relationships with company's bankers, International FedEx headquarters, local sponsors and operations managers for each division at each location. Presented the annual budget and financials to the Audit Committee.

**PAL Group, Nairobi** Entrepreneur, Jan 2005 - Jan 2007

- Introduced new accounting software for efficient and accurate preparation of financial statements, and for managing stock, imports and inter-company sales at all retail outlets. Reviewed and analysed financials for budget overrides, and performance appraisals of employees.

**KPMG, Port Louis** Senior Auditor, Mar 2004 - Jan 2005

- Led local audit and assurance team for Mauritius based clients. Seconded to the tax department to assist in submission of year-end tax returns. Obtained first-hand experience of off-shore set-up for group companies for tax benefit.

**Deloitte, London** Senior Associate, Sep 2001 - Feb 2004

- Preparation of deferred tax disclosures for clients. Ensured regular UK corporate tax compliance to finalise tax estimates for submission. Resolved queries raised by the Tax Inspectors, including negotiating deadlines for tax return submissions. Seconded to the audit, receivership, human resources, and corporate finance departments.

## EDUCATIONAL BACKGROUND

---

**Ph.D., Graduate School of Business, University of Cape Town** 2017 to 2019  
Dharani, B. (2019). *Business lifecycle and happiness at work: Investigating best-fit for employees based on their locus of control expectancy* (Doctoral Thesis, Graduate School of Business, University of Cape Town).

**M.B.A., Graduate School of Business, University of Cape Town** 2007 to 2008  
Dharani, B. (2008). *Individual resilience: The role of locus of control*. (MBA Dissertation, Graduate School of Business, University of Cape Town, South Africa).

**A.C.A., F.C.A., B.F.P. Institute of Chartered Accountants in England and Wales, Financial Training Company, London** 2001 to 2005, 2015, 2019

**B.A. (Hons) Accounting, 2:1, University of Liverpool** 1997 to 2001

**Advanced Level, London Board, Four A Grades, Nairobi Academy** 1995 to 1997

## PUBLISHING HISTORY

---

**Accepted/Published** 2011 to 2021

### Peer-reviewed Articles

- Dharani, B. Giannaros, M. & April, K. (2021). Alleviating state boredom through search for meaning and affirmation of workplace heroes. *Management Research Review*, <https://doi.org/10.1108/MRR-08-2020-0490>.
- Dharani, B., Vergo, O. and April, K (2021). An intersectional approach to hegemonic masculinities and internal hegemony: A thematic analysis in South African men. *Journal of Gender Studies*, 30(3) 329-343, DOI: <https://doi.org/10.1080/09589236.2020.1852918>
- Koshy, G., April, K., & Dharani, B. (2020). Intuition and decision-making: Business and sports leaders. *Effective Executive*, 23(2), 31-65.
- April, K., Dharani, B., & Peters, K. (2012). Impact of locus of control expectancy on level of well-being. *Review of European Studies*, 4(2), 124–137. <https://doi.org/10.5539/res.v4n2p124>
- April, K., Dharani, B., & Peters, K. (2011). Leader career success and locus of control expectancy. *Academy of Taiwan Business Management Review*, 7(3), 28–40.

### Books

- Dharani, B. (2018). *Individual resilience: The role of locus of control*. Beau Bassin: Lambert Academic Publishing.

### Book Chapters

- Dharani, B. & April, K. (2021). Locus of control and the happy entrepreneur. In K. April and B. Zolfaghari (Eds.), *Values-based entrepreneurship and societal impact: Setting the agenda for entrepreneurship across (Southern) Africa* (pp. 61–75). Randburg: KR Publishers.
- April, K. & Dharani, B. (2021). Diversity and entrepreneurship. In K. April and B. Zolfaghari (Eds.), *Values-based entrepreneurship and societal impact: Setting the agenda for entrepreneurship across (Southern) Africa* (pp. 199–206). Randburg: KR Publishers.
- Dharani, B. (2021). At the intersection of happiness and contentment at work. In J. Marques (Ed.), *The Routledge companion to happiness at work* (pp. 61–75). New York: Routledge.
- Dharani, B. & April, K. (2021). Understanding and reformulating mental models. In J. Marques (Ed.), *Innovative leadership for bound-less work environments* (pp. in press). New York: Springer.
- Dharani, B. & April, K. (2021). Inclusive leadership in a creatively compelling world. In J. Marques (Ed.), *Innovative leadership for bound-less work environments* (pp. in press). New York: Springer.