

Professor Kurt April
Allan Gray Endowed Chair & Director of the Allan Gray Centre

EDUCATION AND PROFESSIONAL DEVELOPMENT

Education

Feb 1998–Aug 2004: Doctor of Philosophy (PhD) in Business Administration, University of Cape Town, South Africa (part-time 2000-2004) & University of Oxford, United Kingdom (full-time 1998-1999).

Thesis: *“A resource-based view of the firm: Integrating the role of IT as a strategic resource – An empirical study of South African personal financial services (assurance firms) 1999-2003”*.

Mar 2001–Apr 2001: Certificate in Japanese Production, Association of Overseas Technical Cooperation and Sustainable Partnerships, Nagoya, Japan (full-time).

Jan 1997–Dec 1997 – Master of Business Administration (MBA), Graduate School of Business, University of Cape Town, South Africa (full-time).

Dissertation: *“An investigation into the applicability of new science, chaos theory and complexity theory to leadership, and development of guiding principles for the modern leader and organization”*.

Jan 1995–Jun 1996 – Master of Science in Electronic Engineering (MSc Eng), Faculty of Engineering, University of Cape Town, South Africa (part-time).

Dissertation: *“High resolution techniques for the measurement of component and device performance”*.

Jan 1990–Dec 1994 – Bachelor of Science in Electrical Engineering (BSc Eng), Faculty of Engineering, University of Cape Town, South Africa (full-time).

Dissertation: *“A study of the fundamental performance and limitations of analogue-to-digital converters”*.

Jan 1988–Dec 1988 – Higher Diploma in Education (HDE), School of Education, Faculty of Humanities, University of Cape Town, South Africa (full-time).

Jan 1983–Sept 1986: National Diploma in Logic Systems (NDip N6), Wingfield College, Goodwood, South Africa (part-time).

Jun 1986: National Trade Test (Electronic Mechanician), National Trade Test Centre, Olifantsfontein, Gauteng, South Africa (full-time).

Jan 1983–May 1986: National Diploma in Electronics (NDip N6), Wingfield College, Goodwood, South Africa (part-time).

1982: Matriculation Exemption, Heathfield Secondary School, Cape Town, South Africa.

HONOURS & AWARDS

- Mar 2022**, awarded the '*Excellence Award for Professors*' by the **University of Cape Town** (judged over a 5-year period, and only competitively awarded to Professors in the University).
- Feb 2018**, announced as the Winner of the **Black Management Forum's** '*Thought Leader of the Year 2017*' category, at the 2017-2018 Black Excellence Awards Gala Event (SA).
- Sep 2017**, appointed to an *Endowed Chair* of the **Allan Gray Centre for Values-Based Leadership** at the University of Cape Town (Cape Town, SA).
- Jun 2016**, appointed as an *Ambassador* of the global **Unashamedly Ethical Campaign** (Cape Town, SA).
- Feb 2013**, awarded with '*Top 1% most viewed LinkedIn profiles for 2012*' by **LinkedIn** (California, USA).
- Jan 2011**, formally inducted (*Lifelong Membership*) into the New York-based **Madison Who's Who** (USA).
- Oct 2009**, awarded the *Lifetime Achievement Award* by the **International Biographical Centre**, Cambridge (UK).
- Aug 2009**, awarded with *The International Plato Award for Educational Achievement* by the **International Biographical Centre**, Cambridge (UK).
- May 2009**, awarded the *Top 100 Educators of 2009* award, International Biographical Centre, Cambridge (UK)
- Dec 2009**, awarded the *Teacher of the Year Award* on the Associate in Management (AIM) Programme at the **Graduate School of Business** (University of Cape Town, South Africa).
- Jun 2009**, invited to be a *Fellow* of the **Royal Society of Arts, Manufactures & Commerce** (UK).
- Jan 2009**, listed in the 26th edition of the US-based **Marquis Global Who's Who in the World 2009** (USA).
- Oct 2008**, formally inducted (lifelong membership) into the New York-based **Continental Who's Who** (USA).
- Jan 2006**, appointed to a *full, tenured Professorship* at the **Graduate School of Business**, University of Cape Town (South Africa)
- Jan 2005**, promoted (ad hom) from *Senior Lecturer to Associate Professor* at the **Graduate School of Business**, University of Cape Town, in recognition of growing research interests and growing reputation in both local and international markets (South Africa)
- 2004**, given a '*Performance Beyond the Job Requirement*' Award from the **University of Cape Town** (UCT), as Senior Lecturer (South Africa)

- 1998**, awarded the prestigious **Sainsbury Fellowship** (a competitive, funded-Fellowship awarded on merit) – which provided three years of PhD funding for local and overseas study (which was used for starting a PhD at the University of Oxford, UK).
- 1997**, an academic article I published (‘Asymmetric Digital Subscriber Line (ADSL): A Technology Focus and Forecast’) won the SA Telecommunications Award for ‘*Best Research Article for 1997*’ in its category (**Elektron: Journal of the SA Institute of Electrical Engineers**), while busy with my full-time MBA studies.
- 1997**, won the *Allan Gray Strategy Award* – for best academic achievement on the strategy course – on the MBA programme at the **Graduate School of Business** (University of Cape Town).
- 1997**, won the *DDB Marketing Award* – for best academic achievement on the marketing course – on the MBA programme at the **Graduate School of Business** (University of Cape Town).
- 1995**, an academic article I published (‘A Cost-Effective, Accurate and Versatile PC-Interface Card’) won the ‘*Best Research Article for 1995 Award*’ (**Elektron: Journal of the SA Institute of Electrical Engineers**).
- 1990-1994**, received the competitive *Chairman’s Bursary* from **Caltex Oil Company (Chevron Texaco)** for completing my Electrical Engineering degree at the University of Cape Town.

WORK EXPERIENCE AND PRACTICE

Academic Experience

The following formal University positions are currently held:

Allan Gray Endowed Chair & Professor (fully tenured) in Leadership, Diversity & Inclusion:

Graduate School of Business, University of Cape Town (South Africa)

- Currently (Feb 1998-present), **Faculty Member** – from Junior Lecturer in 1998, Lecturer, Senior Lecturer, Associate Professor, to full Professor in 2006, all at the Graduate School of Business, University of Cape Town (South Africa).
- Currently (Sept 2017-present), the **Allan Gray Chair, an Endowed Professorship, and Director of the Allan Gray Centre** for Values-Based Leadership, University of Cape Town (South Africa).
- Previously also (Jan 2004-Aug 2011) **Board Member of iNCUDISA** (Centre for Intercultural & Diversity Studies of Southern Africa), Sociology Department, University of Cape Town (South Africa).
- Previously also (Jan 2002-Dec 2006) **Research Associate of the Agents Lab**, Department of Computer Science/Robotics & Agents Research Lab, Department of Mechanical Engineering, University of Cape Town (South Africa).
- Previously also (Sep 2001-Apr 2004) **Founding Academic Director of the Centre for Leadership & Public Values (CLPV)**, University of Cape Town (South Africa) & Duke University (USA).

Adjunct Faculty & Associate Fellow: Saïd Business School, University of Oxford (UK)

- Currently (Jan 2000-present) – Lecturing leadership, diversity, equity & inclusion on the EMBA and MBA programmes; lecturing on, and facilitating workshops in, Executive Education.

Am teaching, have taught, and researched at the following institutions:

1998-present, University of Cape Town (South Africa): Graduate School of Business

2000-present, University of Oxford (England, UK): Saïd Business School (and previously Templeton College) as an Associate Fellow (2000-2018) and Adjunct Faculty (2019-present)

2008-2022, Duke University (USA): Duke Corporate Education (Duke CE) – Global Faculty

2014-2017, London Metropolitan University (UK) – Visiting Professor

2004-2016, Ashridge Business School (UK) – Visiting Professor

2001-2013, Erasmus University (The Netherlands): Rotterdam School of Management – Visiting Professor

2008-2008, The Gordon Institute of Business Science (GIBS) (South Africa) – Visiting Lecturer

2004-2007, University of Amsterdam UvA (The Netherlands): Faculty of Economics & Econometrics – Visiting Researcher

2004-2007, De Baak Institute (The Netherlands): De Baak – Guest Lecturer

2005-2006, IMD (Switzerland): Partnership Programs with Rotterdam School of Management – Visiting Lecturer

2004-2006, University of Witwatersrand (South Africa): Witwatersrand Business School – Visiting Lecturer

2006-2006, Stellenbosch University (South Africa): Stellenbosch Business School – Visiting Lecturer

2005-2005, Maastricht University (The Netherlands): Universiteit Maastricht Business School – Guest Lecturer

Other teaching experience:

2025-present, FOM Hochschule/University of Applied Science (Germany) – Personal Transformation & Authentic Leadership – International Programme

2025 & 2019, University of Toronto (Canada) – Diversity & Inclusion – South African Tour

2024-present, ESMT Berlin (Germany) – Diversity, Equity & Inclusion in the SA Context – South African Tour

2024-present, Rotterdam School of Management, Erasmus University (The Netherlands) – Considerations for Context-Relevant Inclusive Leadership – Leading with Impact in Developing and Emerging Economies, GEMBA South African Module

2019-present, University of Cape Town (South Africa) – Leading in a Technical Environment – Engineers, Faculty of Engineering & the Built Environment, University of Cape Town

2018-present, Rhodes College, Memphis (USA) – Diversity & Inclusion: South African Practice – Psychology Majors, South African Tour

2017-present, Saïd Business School, University of Oxford (UK) – Values-Based Leadership – Inclusive Business in Africa, Executive MBA South African Module

2013-present, HEC Paris (France) – Creating Inclusive Work Environments – Reinventing Business in Emerging Markets, South African Module

2008-2014, University of North Carolina-Chapel Hill (USA) – Responsible Leadership – One MBA Tour, while visiting South Africa each year

2007-2013, Northwestern University, Kellogg Business School (USA) – Leading from One's Own Story – MBA GIM Tour, while visiting Southern Africa each year

2007-2007, Michigan State University (USA) – Leadership Issues in South Africa – Cape Town Entrepreneurship Tour

2006-2012, African Leadership Institute (ALI, South Africa) – Leadership; Diversity & Inclusion

2000-2003, Anglo Maccauvlei Learning Academy (South Africa) – Leadership; Knowledge Management

2000-2001, Kagiso Leadership School (South Africa) – Leadership

Non-Academic Experience (Experience in Industry and Business)

Jun 2019-present, Oxford Acuity (Singapore)

Managing Director: Leadership, Diversity & Inclusion Practice

Mar 2017-present, Achievement Awards Group (Westlake, South Africa)

Shareholder/Director (previously Non-Executive Director Dec 2007-2017)

Jul 2018-present, bountiXP (London, UK & Westlake, South Africa)

Director

Feb 2001-present, LICM Consulting (Constantia, South Africa)

Shareholder/Managing Partner

Apr 2006-Jul 2019, Novartis International AG (Basel, Switzerland)

International Diversity & Inclusion Advisory Council Member (Chairperson, as of 2010-2019)

Jan 2013-Jun 2019, International School of Cape Town (owned by Education Development Trust UK) (Wynberg, South Africa)

Non-Executive Director

Jan 2012-Jun 2018, Power Group – Construction & Property Development (Blackheath, South Africa)

Non-Executive Director

Feb 2010-Jul 2016, Helderview BMW (Somerset West, South Africa)

Shareholder/Director

Aug 2009-Jun 2013, World Economic Forum (WEF) (Geneva, Switzerland)

Global Agenda Council Member (Talent & Diversity)

Aug 2010-Jun 2011, Cornerstone Institute of Higher Education (Claremont, South Africa)

Non-Executive Director

Jan 2007-Dec 2009, National Health Service (NHS) (London, UK)

Head of the International Advisory Faculty, Pacesetters Programme (Diversity & Inclusion)

Oct 2006-Jan 2009, Performance Through Inclusion SA (Plumstead, South Africa)

Director

Mar 2003-Dec 2008, Axius Publishing (Journal for Convergence) (Parkwood Jhb, South Africa)
Chief Editor & Advisory Board Member

Dec 2003-Apr 2006, Complex Adaptive Systems (Observatory, South Africa)
Owner/Director

Feb 1996-Jan 1997, Institute for Maritime Technology (IMT) (Simonstown, South Africa)
Research & Design Engineering Manager (Naval Electronic Systems)

Oct 1995-Jan 1996, Eskom: Koeberg Nuclear Power Station (Duynefontein, South Africa)
Computing Engineer in Nuclear Engineering

Jan 1995-Sep 1995, Transnet: Spoornet & Metro Rail (Kimberley & Cape Town, South Africa)
Regional Engineering Manager

Jul 1989-Feb 1990 & Dec 1988-Mar 1989, Golden Spur & Cincinnati Spur (Newlands & Pinelands)
Restaurant Manager

Apr 1989-Jul 1989, Fairmount High School (Grassy Park, South Africa)
High School Teacher (Maths & Science)

Oct 1987-Dec 1987, Katz International Corporation (KIC) (Waterfront, South Africa)
Audio-Visual Technician

Oct 1986-Sep 1987, Radio Autosonic (Cape Town, South Africa)
Electronic Technician

Jan 1983-Aug 1986, SA Naval Dockyard (Simonstown, South Africa)
Electronic Mechanician Artisan & Apprentice

CONTRIBUTION, SERVICE & CONSULTING

Programmes and Initiatives with Institutions, Government and Civil Society

Dec 2024–present, Global Compassion Coalition, United States of America

Member: Global Compassion Coalition Community

Project: “Building a world where people and the planet are valued and cared for”.

Oct 2020–present, University of Cape Town, Cape Town, South Africa

Member: Inclusivity Strategy Advisory Group (ISAG)

Project: “Monitoring the University's response to issues, and implementation of appropriate interventions in relation to: Bullying, Emotional Wellbeing, Racial and other forms of Discrimination and Harassment, as well as Advancement and Leadership”.

Jun 2016–present, Unashamedly Ethical (South Africa)

Global Ambassador

Project: “To challenge our business-, government- and civil society leaders to stand up for ethics, values and clean living”.

Mar 2020–May 2020, South African Council of Churches

Project Co-Lead/Co-Author

Project: “Developing policy guidelines for South African churches and church leadership on post-Covid-19 behaviour”.

Jan 2008–Dec 2018, International School of Cape Town (ISCT) (South Africa)

Member of the Parent Liaison Committee (PLC)

Project: “Provide guidance (educational, budgetary, strategic) for the Principal and Senior Management of the School”.

Aug 2003–Apr 2013, African Leadership Institute (ALI)

Academic Lead & Faculty

Project: “Developing young African leaders (25-40 years of age), with future leadership potential, from across the continent”.

2002-2005, Council for Scientific and Industrial Research, CSIR Pretoria (South Africa)

Advisory Board Member to the national South African government body

Project: “Advise on global and local developments in material sciences, for beneficiation in South Africa”.

1999-2001, Cornerstone Faith Ministries (South Africa)

Council Member

Project: “Provide guidance (spiritual, budgetary, strategic) for the Pastors and Elders of the Church”.

Consulting Experience with Businesses and Governments (in 24 countries)

LOGISTICS: Maersk (Global)

SPORT: FIFPRO – Global football players union (Netherlands); SARU - South African Rugby Union (SA); South African Cricketers' Association (SA); SA MyPlayers Rugby Association (SA).

FMCG: SABMiller (Global); Edrington (UK); Kelloggs (UK); AVI (SA); Pioneer (SA); National Brands (SA).

MEDIA / TV: Multichoice (Global); MNET Supersport (SA); Independent Newspapers (SA).

TECHNOLOGY: Bosch (Germany); Schneider Electric (Africa); MTC (Namibia); Etisalat (UAE); Nokia (Finland); Oracle (UK); MTN (SA); Microsoft (SA); Ixchange (SA); Emerald Technology (SA).

TRANSPORT: Lufthansa (Germany); Dutch Railways (Netherlands); MAN / VW (Germany).

ENERGY: Petronas (Malaysia); Shell (Netherlands/UK); RWE (Germany); BP (SA); Innogy (UK).

HEALTHCARE: NHS (UK); Novo Nordisk (Denmark); J&J (Global); Sandoz (Switzerland); Bayer (Germany); Novartis (Switzerland); Scottish Health Exec (UK); Discovery / AIA (Global); Beiersdorf (SA).

RETAIL: Metro (Germany); Wooltru – Woolworths-Truworths (SA).

FMCG: SABMiller (Global); Edrington (UK); Kelloggs (UK); AVI (SA); Pioneer (SA); National Brands (SA).

MEDIA / TV: Multichoice (Global); MNET Supersport (SA); Independent Newspapers (SA).

FINANCIAL SERVICES: Allan Gray Contrarian Investing (Australia); ANZ Bank (Australia); Jo Hambro (UK); Zurich (UK); ABN AMRO (Netherlands); First Rand (SA); Absa (Africa); Standard Bank (Global); Standard Chartered Bank (Singapore / UK); Woolworths Financial Services (SA).

MINING: AngloGold Ashanti (Africa); NamDeb (Namibia); Debswana (Botswana); Impala Platinum (SA); De Beers (SA / Namibia).

HOSPITALITY: Marriott / Starwood Hotels (Global); Arabella-Sheraton Group (SA); Sun International (SA).

CONSTRUCTION / BUILDING: LafargeHolcim (Switzerland); Fletcher Insulation (Australia); Granbuild (SA); Power Group (SA); NMC (SA).

CONSULTING SERVICES: IBM (Global); Performance through Inclusion (UK); Neurozone (SA); Gaiasoft (UK); Aephoria (SA); ICap (SA); IQ Group (SA); IRG (SA).

EDUCATION: DukeCE (Global); University of Oxford (UK); University of Toronto (Canada); Cranfield University (UK); HEC Paris (France); Morehouse College (USA); Kellogg Business School (USA); GIBS (SA); University of Stellenbosch (SA); University of Witwatersrand (SA); IMD-RSM (Switzerland-Netherlands); Maastricht University (Netherlands); London Metropolitan University (UK); Hult-Ashridge Business School (UK); Rhodes College (USA); University of North Carolina-Chapel Hill (USA); Michigan State University (USA); De Baak (Netherlands).

PUBLIC SECTOR: Dutch Police Service (Netherlands); Dubai Government (UAE); Prime Minister's Office (Namibia); CSIR (SA); INSETA (SA).

Involvement in Academic Networks

2021-present – African Leadership Network – Sponsored by the Allan Gray Centre

Senior Researcher contributing to the network, researching leadership issues on the African continent (South Africa-Ghana-Morocco-Namibia-Malawi-Rwanda-Zimbabwe)

2017-present – Allan Gray Associates – Sponsored by the Allan Gray Centre

Research Collaborator, in developing research for academic publication and digital/video outputs in relation to JEDI – justice, equity, diversity & inclusion, with the Associates network (South Africa-Canada-UK-Germany-Poland-Greece-Turkey-Namibia-Netherlands-Switzerland-USA)

2013-present – Equality, Diversity & Inclusion (EDI) Network – Sponsored by Brunel University (UK)

Research Collaborator with a number of academics in Universities across the globe (South Africa-Pakistan-France-Turkey-USA-Greece-Canada-Norway-UAE-UK-Australia)

2010-2021 – Intercultural and Diversity Studies Network – Sponsored by Wits Centre for Diversity Studies, University of Witwatersrand & previously, iNCUDISA, University of Cape Town (South Africa)

Research Collaborator with a number of academics from Antioch University (USA), University of Amsterdam (Netherlands), University of South Africa, Stellenbosch University, and the University of the Witwatersrand

2004-2007 – Prima Vera Research: Information Systems & Knowledge Management Network – Sponsored by University of Amsterdam UvA (Netherlands)

Research Collaborator with a number of academics in the Econometrics Department of UvA

Advisory Boards / Committees

Jan 2015-Dec 2023, *Global Diversity and Inclusion Benchmarks: Standards for Organizations Around the World* (GDIB, USA), sponsored by the non-profit The Diversity Collegium (USA)
Expert Panelist

Oct 2020-Dec 2022, *Chief Learning Officer (CLO)* (USA)
Business Intelligence Board Member

May 2020-2022, *Knowledge Resources (KR)* (South Africa)
Advisory Board Member

2010-2019, *Academy of Taiwan Business Management Review* (China)
Advisory Board Member

Aug 2015-Dec 2019, *Unit for Diversity, Inclusion & Community Engagement (DICE)* at the University of Leicester (UK)
Advisory Board Member

Mar 2006-Dec 2016, *Knowledge Management Professional Society* (New York, USA)
Advisory Board Member

Feb 2015-Mar 2015, *Human Resource Division of the Academy of Management* (USA)
Committee Member of international judges in determining the 2015 International Human Resource Management Scholarly Research Award

May 2014-2017, *Neurozone Brain Science & Performance* (South Africa)
Expert Advisor

EDITORIAL & JOURNAL WORK

Involvement with Publishers and Journals

Apr 2025-present, *Gender, Work and Organization* (John Wiley & Sons, UK) (impact factor: 5.2)
Associate Editor

Nov 2023-present, *Equality, Diversity and Inclusion – An International Journal* (Emerald Publishing, UK) (impact factor: 3.0)
Associate Editor

Aug 2020-present, *Design Science* (Cambridge University Press, UK) (impact factor: 3.27)
Associate Editor

Oct 2022-present, *Journal of Tropical Futures: Sustainable Business, Governance & Development* (SAGE & James Cook University, Singapore)
Editorial Board Member

May 2022-present, specifically for books on ‘Equity, Diversity, Inclusion and Indigenization in Business’ (Palgrave Macmillan-Springer Nature, USA)
Series Editorial Board Member

Jul 2018-present, *European Management Review* (UK) (impact factor: 2.8)
Editorial Board Member

2015-present, *Good Governance, Ethics & Leadership* (UK)
Editorial Board Member

2014-present, *Africa Journal of Management* (USA) (impact factor: 2.1)
Founding Editorial Review Board Member

2014-2018, *European Management Review* (UK) (impact factor: 5.25)
Associate Editor

2008-2019, *Annual Review of High-Performance Coaching & Consulting* (UK)
Editorial Board Member

2011-2014, *British Journal of Management* (UK) (impact factor: 7.02)
Editorial Board Member

2007-2013, *Journal of Management Education* (USA) (impact factor: 2.89)
Editorial Board Member

2009-2011, *Equal Opportunities International* (UK), currently published as *Equality, Diversity and Inclusion – An International Journal* (impact factor: 2.69)
Editorial Board Member

2009-2013, *International Journal of Information Systems & Social Change* (USA)
Editorial Board Member

2008-2012, *South African Journal of Business Management* (South Africa) (impact factor: 1.05)
Editorial Board Member

2003-2008, *Journal for Convergence* (South Africa)
Chief Editor

2023-present, *Management Research Review* (UK) (impact factor: 4.69)
Reviewer

2022-present, *International Journal of Management Reviews* (UK) (impact factor: 12.3)
Reviewer

2022-present, *The Journal of Black Psychology* (USA) (impact factor: 2.66)
Reviewer

2022-present, *Social Identities: Journal for the Study of Race, Nation and Culture* (UK) (impact factor: 1.13)
Reviewer

2020-present, *Frontiers in Psychology (Organizational Psychology)* (Switzerland) (impact factor: 2.89)
Reviewer

2020-present, *Emerald Emerging Markets Case Studies* (UK) (impact factor: 0.12)
Reviewer

2016-present, *Equality, Diversity and Inclusion – An International Journal* (UK) (impact factor: 2.69)
Reviewer

2015-present, *South African Journal of Business Management* (South Africa) (impact factor: 1.05)
Reviewer

2014-present, *Journal of Managerial Psychology* (UK) (impact factor: 3.70)
Reviewer

2004-present, *Academy of Management Journal* (USA) (impact factor: 10.01)
Reviewer

2024-present, *De Gruyter Brill* (Germany)
Book Reviewer

2022-present, *Palgrave Macmillan* (USA)
Book Reviewer

Previously, *Emerald* (UK)
Book Reviewer

PROFESSIONAL ASSOCIATIONS

Professional Memberships

2009-present, RSA – Royal Society of Arts, Manufactures & Commerce (UK)
Fellow

1998-present, Academy of Management (USA)
Member

2025-present & 2005-2016, British Academy of Management (UK)
Member

2014-present, Africa Academy of Management (AFAM) (USA)
Member

2003-present, Community of Science (USA)
Senior Member

2019-present, International Leadership Association (USA)
Member

2023-present, SHRM Network (USA)
Member

2023-present, American Psychological Association (USA)
Member

2023-present, d&i Leaders (UK)
Member

2023-present, DEI Club (Denmark)
Member

2002-2018, Black Management Forum (BMF) of South Africa (South Africa)
Member

2009-2013, Special Agenda Council on Talent & Diversity of the World Economic Forum (Switzerland)
Member

2008-2013, International Positive Psychology Association (USA)
Member

1995-2011, IEEE: Institute of Electrical and Electronic Engineers (USA)
Member

1997-2008, Midwestern Organizational Learning Network (USA)
Member

1998-2000, *United Oxford and Cambridge University Club* (UK)

Member

1995-2000, *SAIEE: South African Institute of Electrical Engineers* (South Africa)

Member

PUBLICATIONS

Summary (257 total publications)

- **BOOKS: 12**
- **BOOK CHAPTERS (Peer-Reviewed): 37**
- **ARTICLES/PAPERS (Peer-Reviewed): 99**
- **CONFERENCE PAPERS (Peer-Reviewed): 26**
- **CASE STUDIES (Peer-Reviewed): 6**
- **REPORTS / BOOKS (Non-Peer-Reviewed): 3**
- **OP-EDS/CONTEMPORARY MEDIA (Non-Peer-Reviewed): 70**
- **THESES / DISSERTATIONS (Peer-Reviewed): 4**

BOOKS: 12

12. **April, K.**, Dharani, B., & April, A. (2023). *Lived experiences of exclusion in the workplace: The psychological & behavioural effects*. Bingley, UK: Emerald Publishing.
11. Dharani, B., **April, K.**, & Harvey, K. (2021). *The poetic journey of self-leadership: Leadership development along stages of psychological growth*. Randburg, SA: KR Publishing.
10. **April, K.**, & Zolfaghari, B. (Eds.) (2021). *Values-driven entrepreneurship and societal impact: Setting the agenda for entrepreneuring across (Southern) Africa*. Randburg, SA: KR Publishing.
9. Daya, P., & **April, K.** (Eds.) (2021). *12 Lenses into diversity in South Africa*. Randburg, SA: KR Publishing.
8. **April, K.**, Kukard, J., & Peters, B. K. G. (2013). *Steward leadership: A maturational perspective*. Claremont, Cape Town, SA: UCT Press (Juta and Company Ltd).
7. **April, K.**, & Shockley, M. (Eds.) (2007). *Diversity: New realities in a changing world*. Basingstoke, Hampshire, UK: Palgrave Macmillan.
6. **April, K.**, & Shockley, M. (Eds.) (2007). *Diversity in Africa: The coming of age of a continent*. Basingstoke, Hampshire, UK: Palgrave Macmillan.
5. Gorelick, C., Milton, N., & **April, K.** (2004). *Performance through learning: Knowledge management in practice*. Burlington, MA, USA: Elsevier Butterworth-Heinemann.
4. **April, K.**, & Ahmadi-Izadi, F. (2004). *Knowledge management praxis*. Kenwyn, Cape Town, SA: Juta Academic.
3. **April, K.**, Macdonald, R., & Vriesendorp, S. (2000). *Rethinking leadership*. Kenwyn, Cape Town, SA: Juta Academic (University of Cape Town Press).
2. **April, K.**, & Cradock, J. (2000). *E or b e@ten: E-business redefining the corporate landscape in South Africa*. Durban, SA: Butterworths Publishers (Pty) Ltd.
1. **April, K.** (2000). *Knowledge Management Handbook*. Johannesburg, SA: Kagiso

BOOK CHAPTERS (PEER-REVIEWED): 37

37. **April, K.** (2025). The seven pillars of the African Inclusive Leadership Model: Decolonial and Majority World perspectives. In J. Bourke, & M. F. Özbilgin (Eds.), *Handbook on inclusive leadership*. Berlin, Germany: De Gruyter Brill.
36. **April, K.** (2025). A three-pillar model for spiritually-informed organizational leadership. In J. Marques, S. Nandram, & R. Rocha (Eds.), *Research handbook on leadership and spirituality*. London, UK: Edward Elgar.

35. **April, K., & Özbilgin, M. F. (2025).** Decolonizing spiritual inclusion: A four-lever DEI framework for Global South workplaces. In J. Marques (Ed.), *Encyclopedia of diversity, equity, inclusion and spirituality*. Cham, Switzerland: Springer Nature. https://doi.org/10.1007/978-3-031-32257-0_261-1
34. **April, K., & Pearce, U. (2025).** Remote work: Advantageous or detrimental behavioural dynamics. In J. Marques (Ed.), *The Palgrave handbook of change and resilience at work* (pp. 143-165). Cham, Switzerland: Palgrave Macmillan. https://doi.org/10.1007/978-3-031-91493-5_7
33. Sihela, J., & **April, K. (2025).** Decolonising DEI knowledge and practices in Africa: Embracing the Bantu-Kongo concept of Mbongi. In C. Erbil, & M. F. Özbilgin (Eds.), *Handbook of research on global diversity management* (pp. 249-277). London, UK: Edward Elgar. <https://doi.org/10.4337/9781035311170.00026>
32. **April, K. & Daya, P. (2025).** The use of AI in HRM and management processes: The promise of diversity, equity & inclusion. In J. Vassilopoulou, & O. Kyriakidou (Eds.), *AI and diversity in a datafied world of work: Will the future of work be inclusive?* (pp. 97-123), Bingley, UK: Emerald Publishing. <https://doi.org/10.1108/S2051-233320250000012012>
31. **April, K. (2025).** Self-care and compassion enablers and stumbling blocks: The personal costs within the context of capitalism. In C. Yalkin, & M. F. Özbilgin (Eds.), *Care and compassion in capitalism* (pp. 125-162). Bingley, UK: Emerald Publishing. <https://doi.org/10.1108/S2051-233320240000010008>
30. **April, K., & Forster, D. (2024).** Spirituality, religion, diversity, equity & inclusion. In M. H. Carrim, & L. Moolman (Eds.), *Managing diversity in the South African workplace* (2nd edition, pp. 113-140). Pretoria, SA: Van Schaik Publishers.
29. **April, K. (2024).** Precarious work in the gig economy: Diversity, race & indigeneity lenses. In E. Meliou, J. Vassilopoulou, & M. F. Özbilgin (Eds.), *Diversity and precarious work during socio-economic upheaval: Exploring the missing link* (pp. 137-162), London, UK: Cambridge University Press. <https://doi.org/10.1017/9781108933070.008>
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THESES & DISSERTATIONS SUPERVISION

DOCTORAL SUPERVISION:

Doctoral theses successfully COMPLETED under my supervision (18)

18. **PhD Sep 2025** (initiated in 2022), Rashid Toefy from South Africa. “*Context-relevant strategic decision-making by leaders under crises conditions*” (GSB, University of Cape Town, South Africa).
17. **PhD Apr 2025** (initiated in 2019), Bronwyn Keene-Young from South Africa. “*The influence of normative whiteness in the South African private sector*” (GSB, University of Cape Town, South Africa).
16. **PhD Apr 2025** (initiated in 2019), Sipiwe Mbatha from South Africa. “*Intersectionality in Corporate South Africa: The experiences of African black female leaders*” (GSB, University of Cape Town, South Africa).
15. **PhD Mar 2023** (initiated in 2018), Candice Watson from South Africa. “*Understanding the under-representation of women in senior management in Africa: Perpetual practices of exclusion in the management ranks*” (GSB, University of Cape Town, South Africa).
14. **PhD Dec 2022** (initiated in 2018), Jacobs Sihela from Namibia. “*The lived experiences of black managers in the Namibian private corporate sector: Career progression and workplace access*” (GSB, University of Cape Town, South Africa).
13. **PhD Dec 2022** (initiated in 2016), Fr. Sheejan Kallarakkal from India. “*Role modelling for organizational citizenship behaviours in not-for-profit organizations: A phenomenological investigation in Tanzania*” (GSB, University of Cape Town, South Africa).
12. **PhD Dec 2021** (initiated in 2018), Angel Myeza from South Africa. “*A conceptualisation of the self-perceptions of black African professionals in relation to business leadership in South Africa*” (GSB, University of Cape Town, South Africa).
11. **PhD Dec 2020** (initiated in 2017), Ying Zhou from China. “*A tale of two countries: Adapting Chinese leadership styles to a South African context*” (GSB, University of Cape Town, SA).
10. **PhD Jul 2019** (initiated in 2016), Babar Dharani from Kenya. “*Organizational lifecycle and happiness at work: Investigating best-fit for employees based on their locus of control expectancy*” (GSB, University of Cape Town, SA).
9. **PhD Dec 2016** (initiated in 2013), Christina Swart-Opperman from Namibia. “*Innovation team members: Emotive outlook and profiles comparison*” (GSB, University of Cape Town, South Africa).
8. **PhD Jun 2016** (initiated in 2007), Njeri Mwagiru from Kenya. “*Women’s knowledge systems and their potential contribution to leadership and socio-political contribution*” (GSB, University of Cape Town, South Africa).
7. **PhD Jun 2016** (initiated in 2007), Nyambura Mwagiru from Kenya. “*An inquiry into the nature of effective dialogue and discourse for peace-building through leadership*” (GSB, University of Cape Town, South Africa).
6. **PhD Dec 2015** (initiated in 2012), Katherine Train from South Africa. “*Compassion in organisations: Sense-making and embodied experience in emergent relational capability*” (GSB, University of Cape Town, South Africa).
5. **PhD Jun 2012** (initiated in 2007), Victor Katoma from Zambia. “*A discretionary effort extension based on performance expectancies*” (GSB, University of Cape Town, South Africa).
4. **PhD Dec 2011** (initiated in 2007), Maurice Mutowo from Zimbabwe. “*A resourced-based view of the firm: A path dependency investigation into the sources of sustainable competitive advantage – An*

empirical study of the University of Rhodesia, 1945-1980” (GSB, University of Cape Town, South Africa).

3. **PhD Dec 2010** (initiated in 2006), Preeya Daya from South Africa. “*An investigation into the relationship between diversity, inclusion & performance: An empirical study in a corporate South African organisation*” (GSB, University of Cape Town, South Africa).
2. **PhD Jun 2010** (initiated in 2007), Camaren Peter from South Africa. “*Bayesian participatory-based decision-analysis: An evolutionary adaptive formalism for modelling and decision support in social-ecological systems sustainability*” (GSB, University of Cape Town, South Africa).
1. **PhD Dec 2009** (initiated in 2005), Archbishop Thabo Makgoba from South Africa. “*African workplace spirituality in South African mines*” (GSB, University of Cape Town, South Africa).

Doctoral theses CURRENTLY REGISTERED under my supervision (5)

5. **PhD** (initiated in 2022; submitted for examination), Ndidi Nwuneli from Nigeria. “*Intuitive judgement: Nigerian small business owners & executives*” (GSB, University of Cape Town, South Africa).
4. **PhD** (initiated in 2021), Prabashnee Naidoo from the United Arab Emirates. “*Courageous leadership in times of crises: A United Arab Emirates perspective*” (GSB, University of Cape Town, South Africa).
3. **PhD** (initiated in 2023), Kholofelo Mothopeng from South Africa. “*‘Passing’ to get ahead: The assimilation of whiteness by black senior executives as a means to advance and maintain successful careers*” (GSB, University of Cape Town, South Africa).
2. **PhD** (initiated in 2024), Kopi Sekoaila from South Africa. “*Organisational culture and diversity, equity and inclusion transformation at the South African Medical research Council*” (GSB, University of Cape Town, South Africa).
1. **PhD** (initiated in 2025), Terousha Naicker from South Africa. “*Sustainable leadership: A study of individual and organisational factors*” (GSB, University of Cape Town, South Africa).

MASTERS SUPERVISION:

Masters dissertations (MPhil, MSc, MCom, MHR, EMBA, MBA) successfully COMPLETED under my supervision (157)

157. **MPhil Apr 2025** (initiated in 2022), S. Mthembu from South Africa. “*Relatability: The hidden force behind black African youth employment disadvantage*” (GSB, University of Cape Town, South Africa).
156. **EMBA Mar 2025** (initiated in 2024), N. Mtanda from South Africa. “*Aligning supply chain management capabilities with public sector organisational strategy in South Africa*” (GSB, University of Cape Town, South Africa).
155. **EMBA Mar 2024** (initiated in 2023), U. Pearce from Ireland. “*Emergent intra-organizational dynamics in a post-pandemic era*” (GSB, University of Cape Town, South Africa).
154. **EMBA Mar 2024** (initiated in 2022), K. Moodley from South Africa. “*The lived experiences of minority South African Indian women (SAIW) leaders in the workplace: An intersectional understanding*” (GSB, University of Cape Town, South Africa).
153. **EMBA Mar 2023** (initiated in 2022), G. Hickley from South Africa. “*Understanding the utilisation of self-talk in overcoming barriers to manifesting leadership*” (GSB, University of Cape Town, South Africa).
152. **MBA Mar 2023** (initiated in 2022), S. Laalje from South Africa. “*The role of adaptive leadership in employee engagement during crises*” (GSB, University of Cape Town, South Africa).

151. **MBA Mar 2023** (initiated in 2022), A. Rapiya from South Africa. *“Identity challenges related to African spirituality in the South African workplace”* (GSB, University of Cape Town, South Africa).
150. **MPhil Dec 2022** (initiated in 2020), M. Ogutu from Kenya. *“The impact of social background and social identity in developing social change leaders”* (co-supervision with Dr. Babar Dharani) (GSB, University of Cape Town, South Africa).
149. **EMBA Dec 2022** (initiated in 2021), J. Sweeney from South Africa. *“A critical evaluation of the attrition rates of black and Camissa financial advisors/brokers in the financial services industry in South Africa”* (GSB, University of Cape Town, South Africa).
148. **MBA Dec 2022** (initiated in 2021), D. Reimers from South Africa. *“An intersectional approach to the glass ceiling: Under-representation of women in senior architectural management positions”* (GSB, University of Cape Town, South Africa).
147. **MBA Dec 2022** (initiated in 2021), G. Worship from South Africa. *“Affirming or alienating: How affirmative action affects Coloured/Camissa women in senior roles”* (GSB, University of Cape Town, South Africa).
146. **MBA Dec 2022** (initiated in 2021), T. du Plessis from South Africa. *“A phenomenological study of the external factors affecting the performance of employees within a large municipal organisation (the City of Cape Town)”* (GSB, University of Cape Town, South Africa).
145. **MBA Dec 2022** (initiated in 2021), T. Gono from Zimbabwe. *“Adaptive leadership in Southern Africa during the Covid-19 pandemic”* (GSB, University of Cape Town, South Africa).
144. **EMBA Jul 2021** (initiated in 2020), L. Davids from South Africa. *“Leading change: In and through a crises”* (GSB, University of Cape Town, South Africa).
143. **MBA Jul 2021** (initiated in 2020), N. Miyen from South Africa. *“Understanding the lived experiences of women in management in the mining industry in South Africa”* (GSB, University of Cape Town, South Africa).
142. **MBA Jul 2021** (initiated in 2020), J. Downes from South Africa. *“A phenomenological understanding of the enablers and stumbling blocks of emotional maturity”* (GSB, University of Cape Town, South Africa).
141. **MBA Jul 2021** (initiated in 2020), K. Lamba from Malawi. *“Congruence of values: A case of Malawian leadership”* (GSB, University of Cape Town, South Africa).
140. **MBA Dec 2020** (initiated in 2019), S. Kotze from Namibia. *“Female leaders and gender role stereotypes as perceived by women through an intersectional lens”* (GSB, University of Cape Town, South Africa).
139. **MBA Dec 2020** (initiated in 2019), R. Gunda from South Africa. *“The psychological effects on people as a result of them feeling excluded”* (GSB, University of Cape Town, South Africa).
138. **MBA Jul 2020** (initiated in 2019), E. Witbooi from South Africa. *“The influence of self-talk valence on successful entrepreneurship”* (co-supervised with Dr. Babar Dharani) (GSB, University of Cape Town, South Africa).
137. **EMBA Jul 2020** (initiated in 2019), D. Zietsman from South Africa. *“Experiences that cause millennial women to leave organisations”* (GSB, University of Cape Town, South Africa).
136. **MBA Jul 2019** (initiated in 2018), G. Chimanya from Zimbabwe. *“Leading in a VUCA world: A sense-making perspective”* (GSB, University of Cape Town, South Africa).
135. **MBA Jul 2019** (initiated in 2018), M. Mpherwane from South Africa. *“Powerless but accountable: A teaching case study of former SABC Group CEO, Lulama Mokhobo”* (GSB, University of Cape Town, South Africa).
134. **MBA Jul 2019** (initiated in 2018), P. Cassuto from South Africa-France. *“After the rainbow: South African youth identities and relevance to aspirations of non-racialism”* (GSB, University of Cape Town, South Africa).
133. **MBA Jul 2019** (initiated in 2018), A. Dalwai from South Africa. *“The impacts of digital markets on the leadership styles at SA financial services companies”* (GSB, University of Cape Town, South Africa).

132. **MBA Jul 2019** (initiated in 2018), N. Sikatali, N. from Zambia. “*Young female leaders in technical roles*” (GSB, University of Cape Town, South Africa).
131. **MBA Jul 2019** (initiated in 2018), M. Giannaros from South Africa-Greece. “*Experiencing boredom at the WEF: An exploratory study*” (co-supervised with Dr. Babar Dharani) (GSB, University of Cape Town, South Africa).
130. **EMBA Jul 2019** (initiated in 2018), K. De Klerk from South Africa. “*Impact of reintroducing Coloured retirees in the Western Cape to the workforce: Fostering financial independence to restore dignity*” (GSB, University of Cape Town, South Africa).
129. **EMBA Jul 2019** (initiated in 2018), N. Madonko from South Africa. “*Engaging hearts and minds: A study of effectiveness of leaders communicating organisational values*” (GSB, University of Cape Town, South Africa).
128. **EMBA Jul 2019** (initiated in 2018), C. Thaivilain from France. “*A space for conversations on organisational changes toward sustainability*” (GSB, University of Cape Town, South Africa).
127. **MBA Jun 2018** (initiated in 2017), T. Gunzburg from Belgium. “*Rainbow accents: Exploring the lived experiences of non-standard English accented speakers in Western Cape workplaces*” (GSB, University of Cape Town, South Africa).
126. **MBA Jun 2018** (initiated in 2017), O. Vergo from England. “*An investigation into the relationship between masculinity, culture and self-leadership in South African men*” (GSB, University of Cape Town, South Africa).
125. **MBA Jun 2018** (initiated in 2017), G. Pillay from South Africa. “*SMME owners self-care: Business success and stress*” (GSB, University of Cape Town, South Africa).
124. **MBA Jun 2018** (initiated in 2017), V. Kimoro from Kenya. “*A study on the inclusive leadership of millennials in the workplace*” (GSB, University of Cape Town, South Africa).
123. **MBA Jun 2017** (initiated in 2016), H. Janse van Rensburg from South Africa. “*How the ‘Sorbet Way’ of servant leadership is scooping up success*” (GSB, University of Cape Town, South Africa).
122. **MBA Jun 2017** (initiated in 2016), J. Cooper from South Africa. “*Emotional intelligence and CDMSE in GSB MBA students: Gender & age differences*” (GSB, University of Cape Town, South Africa).
121. **MBA Jun 2017** (initiated in 2016), S. Guntern from Switzerland. “*Assessment of the effectiveness of reducing the sources of burnout in Switzerland*” (GSB, University of Cape Town, South Africa).
120. **MBA Jun 2017** (initiated in 2016), J. Earle from England. “*Organizational restructuring and the employee’s psychological contract*” (GSB, University of Cape Town, South Africa).
119. **MBA Jun 2017** (initiated in 2016), L. Wyndham-Quin from South Africa. “*Resources for resilience: A study of non-profit volunteers in Africa*” (GSB, University of Cape Town, South Africa).
118. **MBA Jun 2017** (initiated in 2016), C. Mackenzie from South Africa. “*Multichannel marketing effects on the purchase decisions of oncology physicians in South Africa*” (GSB, University of Cape Town, South Africa).
117. **MBA Jun 2016** (initiated in 2015), A. Josias from South Africa. “*Diasporic double consciousness, créolité and Coloured identity: Perceptions and beliefs of Coloured professionals in South Africa*” (GSB, University of Cape Town, South Africa).
116. **MBA Jun 2016** (initiated in 2015), A. Tape from South Africa. “*Strategies for mitigation of product patent expiry and potential product cannibalisation*” (GSB, University of Cape Town, South Africa).
115. **MBA Jun 2016** (initiated in 2015), T. Makwanda from South Africa. “*University strategies for developing online education*” (GSB, University of Cape Town, South Africa).
114. **MBA Jun 2016** (initiated in 2015), D. Toich from South Africa. “*Resilience characteristics of women in workplace settings*” (GSB, University of Cape Town, South Africa).
113. **MBA Jun 2016** (initiated in 2015), C. Sully-Daniels from Canada. “*Entrepreneurial orientation of emerging Business leaders and managers*” (GSB, University of Cape Town, South Africa).

112. **MBA Jun 2016** (initiated in 2015), M. Motlanthe from South Africa. “*The extent to which individual experience of theorised cultural orientations pose challenges to effectiveness in the workplace*” (GSB, University of Cape Town, South Africa).
111. **MBA Jun 2016** (initiated in 2015), S. Watrous from the United States of America. “*Information overload and multi-tasking: Impact of workplace decisions and stress*” (GSB, University of Cape Town, South Africa).
110. **MBA Jun 2016** (initiated in 2015), B. Wickham from South Africa. “*Leadership and conflict: Organisational culture and performance*” (GSB, University of Cape Town, South Africa).
109. **MBA Jun 2016** (initiated in 2015), N. Johnson from Botswana. “*Self-deception and its implications on leadership*” (Graduate School of Business, University of Cape Town, South Africa).
108. **MBA Jun 2015** (initiated in 2014), B. Isdale from England. “*Leaders’ power orientation and followership in financial services*” (GSB, University of Cape Town, South Africa).
107. **MBA Jun 2015** (initiated in 2014), J. Pillay from South Africa. “*Developing leadership maturity: Ego development and personality coaching*” (GSB, University of Cape Town, South Africa).
106. **MBA Jun 2015** (initiated in 2014), M. Lekganyane from South Africa. “*Personal leadership and self-care: Practice and impact*” (GSB, University of Cape Town, South Africa).
105. **MBA Jun 2015** (initiated in 2014), P. Avenant from South Africa. “*Power relations: Organisational development from a complexity perspective*” (GSB, University of Cape Town, South Africa).
104. **MBA Jun 2014** (initiated in 2013), B. Singh-Gill from Botswana. “*Leader physical ability: Resultant work-life balance*” (GSB, University of Cape Town, South Africa).
103. **MBA Jun 2014** (initiated in 2013), Z. Soomar from South Africa. “*Female breadwinners: Resultant guilt and shame*” (GSB, University of Cape Town, South Africa).
102. **MBA Jun 2013** (initiated in 2012), K. Singh from South Africa. “*Women in senior management positions: Empowered powerlessness within a production environment*” (GSB, University of Cape Town, South Africa).
101. **MBA Jun 2013** (initiated in 2012), S. Phiri from Zambia. “*Values: self-reports of lived congruency*” (GSB, University of Cape Town, South Africa).
100. **MBA Jun 2013** (initiated in 2012), J. Njagi from Kenya. “*Personal meaning orientations and psycho-social adaptation in South African older adults*” (GSB, University of Cape Town, South Africa).
99. **MBA Jun 2013** (initiated in 2012), N. Maharaj from South Africa. “*The power of self-love in the evolution of leadership*” (GSB, University of Cape Town, South Africa).
98. **MBA Jun 2013** (initiated in 2012), K. Mabotja from South Africa. “*Bicultural identities: The lived experience of black female professionals in South Africa*” (GSB, University of Cape Town, South Africa).
97. **MBA Jun 2013** (initiated in 2012), C. Schörger from South Africa. “*Authentic leadership: Personal values congruency*” (GSB, University of Cape Town, South Africa).
96. **MBA Jun 2012** (initiated in 2011), E. Wasserman from South Africa. “*The causes of vertical growth in ego maturity development*” (GSB, University of Cape Town, South Africa).
95. **MBA Jun 2012** (initiated in 2011), K. West from South Africa. “*Women juggling management studies and life: Where does guilt and shame fit in?*” (GSB, University of Cape Town, South Africa).
94. **MBA Jun 2012** (initiated in 2011), N. Mniki-Mangoliso from South Africa. “*Empowered powerlessness: How emerging top executives are grappling with disempowerment while in positions of power and responsibility*” (GSB, University of Cape Town, South Africa).
93. **MBA Jun 2012** (initiated in 2011), R. Govender from South Africa. “*Discretionary effort in virtual work teams*” (GSB, University of Cape Town, South Africa).
92. **MBA Jun 2012** (initiated in 2011), B. Ndlangamandla from South Africa. “*Spirited leadership: Leading from a place of meaning and purpose*” (GSB, University of Cape Town, South Africa).

91. **MBA Jun 2012** (initiated in 2011), S. Malie from Lesotho. “*Challenges faced by executive women in financial services and their coping mechanisms*” (GSB, University of Cape Town, South Africa).
90. **MBA Jun 2011** (initiated in 2010), J. Economou from South Africa. “*Individual resilience: A study of building individual resilience across the ten Warner-April resilience constructs*” (GSB, University of Cape Town, South Africa).
89. **MBA Jun 2011** (initiated in 2010), A. Stanbury from South Africa. “*Management in South Africa: The potentially associated constructs of shame and guilt*” (GSB, University of Cape Town, South Africa).
88. **MBA Jun 2011** (initiated in 2010), S. Adams from South Africa. “*Judgement and discernment in managers: Drawing on the constructs of character*” (GSB, University of Cape Town, South Africa).
87. **MBA Jun 2011** (initiated in 2010), S. Gauen from Canada. “*Exploring the relationship between individual values and the effectiveness of diversity training*” (GSB, University of Cape Town, South Africa).
86. **MBA Jun 2011** (initiated in 2010), C. Beall from England. “*An investigation into the applicability of theatrical improvisation techniques to leadership development*” (GSB, University of Cape Town, South Africa).
85. **MBA Jun 2011** (initiated in 2010), G. Koshy from Germany. “*Intuition and decision-making: An empirical study*” (GSB, University of Cape Town, South Africa).
84. **MBA Jun 2010** (initiated in 2009), M. Wessels from South Africa. “*Character Strengths: The Development of a Theory*” (GSB, University of Cape Town, South Africa).
83. **MBA Jun 2010** (initiated in 2009), D. Lifson from South Africa. “*Emotional intelligence measurement: Comparing sports coaching leaders and business executives*” (GSB, University of Cape Town, South Africa).
82. **MBA Jun 2010** (initiated in 2009), A. Stocks from South Africa. “*Locus of control and well-being: A cross-cultural study between South Africa and China*” (GSB, University of Cape Town, South Africa).
81. **MBA Jun 2010** (initiated in 2009), B. Mooketsi from South Africa. “*The guilt and shame of success: South African executive women*” (GSB, University of Cape Town, South Africa).
80. **MBA Jun 2010** (initiated in 2009), L. Lombard from South Africa. “*Analysis of the stumbling blocks and enablers towards achieving authenticity*” (GSB, University of Cape Town, South Africa).
79. **MBA Jun 2010** (initiated in 2009), K. Riabtsev from Russia. “*Assessment and selection of leaders: Game theoretic model of the April2 framework using Bayesian networks*” (GSB, University of Cape Town, South Africa).
78. **MBA Jun 2009** (initiated in 2008), C. Mlambo, C. from Zimbabwe. “*Self-leadership: Identifying enablers & stumbling blocks to personal leadership development*” (GSB, University of Cape Town, South Africa).
77. **MBA Jun 2009** (initiated in 2008), E. Louw from South Africa. “*An investigation into the personal enablers and stumbling blocks for MBA students to achieve work-life balance*” (GSB, University of Cape Town, South Africa).
76. **MBA Jun 2009** (initiated in 2008), M. Moodley, M. from South Africa. “*When diversity was not valued: Content analysis of identity-shaping personal stories*” (GSB, University of Cape Town, South Africa).
75. **MBA Jun 2009** (initiated in 2008), J. Roberts from South Africa. “*Being different: Personal effectiveness in diverse environments*” (GSB, University of Cape Town, South Africa).
74. **MBA Jun 2009** (initiated in 2008), S. Giwu from South Africa. “*Development of a stewardship framework: Dynamic structural equation modelling*” (GSB, University of Cape Town, South Africa).
73. **MBA Jun 2009** (initiated in 2008), J. Loubser from South Africa. “*Ethnic social comfort and the measurement of social distance*” (GSB, University of Cape Town, South Africa).

72. **MBA Jun 2009** (initiated in 2008), T. Goldberg from South Africa. “*Factors that influence the choices that business leaders make*” (GSB, University of Cape Town, South Africa).
71. **MBA Jun 2009** (initiated in 2008), K. Locke from South Africa. “*Leadership enhancement: Recommendations for moving forward*” (GSB, University of Cape Town, South Africa).
70. **MSc Dec 2008** (initiated in 2007), H. Jacobson from South Africa. “*Engineering emergence in virtual enterprises using RFID tags to evolve emergent value networks*” (co-supervised with Dr. Anet Potgieter) (Department of Computer Science, University of Cape Town, South Africa).
69. **MBA Jun 2008** (initiated in 2007), S. Richard from South Africa. “*A qualitative & quantitative analysis of leadership style: A gender breakdown*” (GSB, University of Cape Town, South Africa).
68. **MBA Jun 2008** (initiated in 2007), A. Wewege from South Africa. “*Shifting from values to character: Enablers & stumbling blocks*” (GSB, University of Cape Town, South Africa).
67. **MBA Jun 2008** (initiated in 2007), E. Gimani from South Africa. “*The competitive advantage of women: The measurement thereof*” (GSB, University of Cape Town, South Africa).
66. **MBA Jun 2008** (initiated in 2007), W. Ortmann from Germany. “*Personal leadership: The dimensions of choice*” (GSB, University of Cape Town, South Africa).
65. **MBA Jun 2008** (initiated in 2007), B. Dharani from Kenya. “*Locus of control & happiness*” (GSB, University of Cape Town, South Africa).
64. **MBA Jun 2008** (initiated in 2007), S. Ntutela from South Africa. “*The currency of black consciousness within South African corporates*” (GSB, University of Cape Town, South Africa).
63. **MSc Dec 2007** (initiated in 2006), J. Jedeikin from South Africa. “*Complex adaptive enterprises: Adapting value chains*” (co-supervised with Dr. Anet Potgieter) (Department of Computer Science, University of Cape Town, South Africa).
62. **MBA Dec 2007** (initiated in 2006), P. Abrahams from South Africa. “*Diversity practice within corporates: A European-South African comparison*” (GSB, University of Cape Town, South Africa).
61. **MBA Jun 2007** (initiated in 2006), M. Alexander from South Africa. “*Values differences of middle managers in corporates: A cross-cultural study*” (GSB, University of Cape Town, South Africa).
60. **MBA Jun 2007** (initiated in 2006), C. Allison from Liberia. “*An empirical investigation into the dimensions of stewardship*” (GSB, University of Cape Town, South Africa).
59. **MBA Jun 2007** (initiated in 2006), S. Dreyer from South Africa. “*The failure of legislation: Career progression of South African executive women*” (GSB, University of Cape Town, South Africa).
58. **MBA Jun 2007** (initiated in 2006), K. Goebel from Germany. “*Quantum leadership judgement: Action-learning through collaborative synthetic persistent-world environments*” (GSB, University of Cape Town, South Africa).
57. **MBA Jun 2007** (initiated in 2006), M. Govender from South Africa. “*A mathematical enquiry into discretionary effort in virtual teams: Quantitative validation*” (GSB, University of Cape Town, South Africa).
56. **MBA Jun 2007** (initiated in 2006), V. Naidoo from South Africa. “*The influence of black consciousness literature on South African leaders’ decision-making*” (GSB, University of Cape Town, South Africa).
55. **MBA Jun 2007** (initiated in 2006), C. Chipidza from Zimbabwe. “*A life cycle analysis of entrepreneurial leadership: Organisational mitigative criteria*” (GSB, University of Cape Town, South Africa).
54. **MSc Dec 2006** (initiated in 2005), R. Cooke from South Africa. “*Link prediction and link detection in sequences of large social networks using temporal and local metrics*” (co-supervised with Dr. Anet Potgieter) (Department of Computer Science, University of Cape Town, South Africa).
53. **MHR Feb 2006** (initiated in 2004), M. Los from the Netherlands. “*Leadership framework within a professional services firm: KPMG*” (Rotterdam School of Management, Erasmus University, Netherlands).

52. **MHR Feb 2006** (initiated in 2004), M. de Koning from the Netherlands. “*Leadership development in Mail Netherlands production*” (Rotterdam School of Management, Erasmus University, Netherlands).
51. **MHR Feb 2006** (initiated in 2004), E. Tan from Singapore. “*Corporatisation of the Singaporean public sector: Changing mindsets and organisational destiny*” (Rotterdam School of Management, Erasmus University, Netherlands).
50. **MHR Feb 2006** (initiated in 2004), K. Waite from England. “*Key account management in TNT Logistics*” (Rotterdam School of Management, Erasmus University, Netherlands).
49. **MHR Feb 2006** (initiated in 2004), W. Kronemijer from the Netherlands. “*Alignment of HR with the business of Shell Exploration & Production Technology*” (Rotterdam School of Management, Erasmus University, Netherlands).
48. **MHR Feb 2006** (initiated in 2004), R. Kraan from the Netherlands. “*Customer intimacy implementation strategy: Scenarios for the service line of ATOS Origin Business Application Solutions*” (Rotterdam School of Management, Erasmus University, Netherlands).
47. **MHR Feb 2006** (initiated in 2004), E. Berendsen from the Netherlands. “*HR information and measurement: Aligning ING’s business lines and European countries*” (Rotterdam School of Management, Erasmus University, Netherlands).
46. **MBA Jun 2006** (initiated in 2005), A. Hargarter from Germany. “*Case study on inspirational leadership in the financial services sector*” (GSB, University of Cape Town, South Africa).
45. **MBA Jun 2006** (initiated in 2005), M. Mthembu from South Africa. “*Social network analysis: An imperative for HSE excellence at Shell SA*” (GSB, University of Cape Town, South Africa).
44. **MBA Jun 2006** (initiated in 2005), N. Ephraim from South Africa. “*Diversity: An analysis of applications and personal experiences*” (GSB, University of Cape Town, South Africa).
43. **MBA Jun 2006** (initiated in 2005), B. Motheogane from South Africa. “*The development of an African coaching framework*” (GSB, University of Cape Town, South Africa).
42. **MBA Jun 2006** (initiated in 2005), S. Thomas from South Africa. “*Diversity management through an African lens*” (GSB, University of Cape Town, South Africa).
41. **MBA Jun 2006** (initiated in 2005), G. Horsfield from South Africa. “*Investigating key areas of strategic thrust for penetrating the bottom of the pyramid*” (GSB, University of Cape Town, South Africa).
40. **EMBA Feb 2006** (initiated in 2004), B. de Monnick from the Netherlands. “*Developing shaping moves for Shell EP Europe in the European basins – Accelerating EPE’s value creation*” (Rotterdam School of Management, Erasmus University, Netherlands).
39. **EMBA Feb 2006** (initiated in 2004), E. Bruinsma from the Netherlands. “*Engaging EMEA associates for Future State 2007: The sustainability of Gartner Consulting*” (Rotterdam School of Management, Erasmus University, Netherlands).
38. **EMBA Feb 2006** (initiated in 2004), F. Van Looij from the Netherlands. “*Assessing whether size matters for Shell Chemicals: Using qualitative and quantitative approaches*” (Rotterdam School of Management, Erasmus University, Netherlands).
37. **EMBA Feb 2006** (initiated in 2004), G. Hagenaars, G. from the Netherlands. “*Make or buy health care in Greece, Slovakia & Romania: Sustainable competitive advantage for Eureko Achmea*” (Rotterdam School of Management, Erasmus University, Netherlands).
36. **EMBA Feb 2006** (initiated in 2004), HP. Calis from the Netherlands. “*Should Shell move into the business of synthetic biofuels?*” (Rotterdam School of Management, Erasmus University, Netherlands).
35. **EMBA Feb 2006** (initiated in 2004), M. Kjell from the Netherlands. “*Applied capital budgeting and strategic investment decisions using real options*” (Rotterdam School of Management, Erasmus University, Netherlands).
34. **EMBA Feb 2006** (initiated in 2004), J.M. Pelayo from Spain. “*Aglukon: A resource-based view*” (Rotterdam School of Management, Erasmus University, Netherlands).

33. **MSc Dec 2005** (initiated in 2004), R. Gooszen from the Netherlands. “*Developing a responsible information architecture for the Dutch Navy*” (Faculty of Economics & Econometrics, University of Amsterdam UvA, Netherlands).
32. **MSc Dec 2005** (initiated in 2004), S. Bruinsma from the Netherlands. “*Involved information management – Framework for success*” (Faculty of Economics & Econometrics, University of Amsterdam UvA, Netherlands).
31. **EMBA Feb 2005** (initiated in 2003), T. Christensen from the Netherlands. “*A strategy for Air Products European Future Energy Solutions Department for Germany and The Netherlands*” (Rotterdam School of Management, Erasmus University, Netherlands).
30. **EMBA Feb 2005** (initiated in 2003), S. Van Rossem from the Netherlands. “*Customer loyalty: Determining the value and key drivers of customer loyalty in the imaging supply business*” (Rotterdam School of Management, Erasmus University, Netherlands).
29. **EMBA Feb 2005** (initiated in 2003), S. Van Santbrink from the Netherlands. “*An investigation into the implementation of Shell Exploration Production’s new business model*” (Rotterdam School of Management, Erasmus University, Netherlands).
28. **EMBA Feb 2005** (initiated in 2003), P. Steverink from the Netherlands. “*Transformational leadership and its association with organizational effectiveness in an ambiguous and unpredictable environment*” (Rotterdam School of Management, Erasmus University, Netherlands).
27. **MCom Dec 2004** (initiated in 2002), L. Matemba from Malawi. “*Poverty alleviation programme evaluation*” (GSB, University of Cape Town, South Africa).
26. **MBA Jun 2004** (initiated in 2003), J. Ball & P. Paasila from South Africa & Finland. “*Stakeholder variance analysis of South Africa’s bid for the 2010 FIFA World Cup*” (GSB, University of Cape Town, South Africa).
25. **MBA Jun 2004** (initiated in 2003), W. Dlamini & A. Smith from South Africa & South Africa. “*Achieving and maintaining competitive advantage through aligning a company’s IT and business strategy: A resource-based framework*” (GSB, University of Cape Town, South Africa).
24. **MBA Jun 2003** (initiated in 2002), A. Malan & C. Fisher from Canada & South Africa. “*Are the International Coaching Federation standards appropriate for South Africa?*” (GSB, University of Cape Town, South Africa).
23. **MBA Jun 2003** (initiated in 2002), B. Bonyongo & N. Sancho from Botswana & South Africa. “*An investigation into Debswana’s readiness to successfully implement a knowledge management strategy*” (GSB, University of Cape Town, South Africa).
22. **MBA Jun 2003** (initiated in 2002), G. Sweto from Zimbabwe. “*An investigation into the importance of grid-computing initiatives in e-commerce*” (GSB, University of Cape Town, South Africa).
21. **MBA Jun 2003** (initiated in 2002), M. Loghdey & K. Derman from South Africa & South Africa. “*Emotional intelligence: A case study*” (GSB, University of Cape Town, South Africa).
20. **MBA Jun 2003** (initiated in 2002), R. Patchen & R. Earle from South Africa & South Africa. “*Developing an executive coaching framework appropriate for the South African environment*” (GSB, University of Cape Town, South Africa).
19. **MCom Dec 2002** (initiated in 2001), G. Kruger from South Africa. “*An investigation into an appropriate communication framework for spiritual and servant leadership and its applicability in influencing and transforming organizational culture within a modern organisation*” (GSB, University of Cape Town, South Africa).
18. **MCom Dec 2002** (initiated in 2001), R. Bijura from Tanzania. “*Knowledge management and adding value through leadership development: Comparing Tanzania & South Africa*” (GSB, University of Cape Town, South Africa).
17. **MBA Jun 2002** (initiated in 2001), A. Smith & K. Prince from South Africa & South Africa. “*Distance as a factor in the success of ICT development in the Western Cape*” (GSB, University of Cape Town, South Africa).

16. **MBA Jun 2002** (initiated in 2001), D. Eksteen & L. Simmons from South Africa & South Africa. “*An investigation into self-management practices of successful South African leaders, with a purpose of building a leadership development model applicable to the diverse complexity of the modern South African society*” (GSB, University of Cape Town, South Africa).
15. **MBA Jun 2002** (initiated in 2001), M. Mputamputa & C. Howse from South Africa and South Africa. “*Learning organisation capabilities and implementation guidelines*” (GSB, University of Cape Town, South Africa).
14. **MBA Jun 2002** (initiated in 2001), J. Gant & K. Kalyegira from South Africa & Uganda. “*Solar power and renewables – Lessons for rural development in South Africa*” (GSB, University of Cape Town, South Africa).
13. **MBA Jun 2002** (initiated in 2001), J. Linde & K. Schneider from South Africa & Germany. “*Complexity and organisational dynamics*” (GSB, University of Cape Town, South Africa).
12. **MBA Jun 2002** (initiated in 2001), P. Ciapparelli & E. Hartmann from Italy & South Africa. “*A knowledge management implementation framework*” (GSB, University of Cape Town, South Africa).
11. **MBA Jun 2002** (initiated in 2001), F. Toerien & J. Williams from South Africa & South Africa. “*Business-to-business exchanges and net commerce*” (GSB, University of Cape Town, South Africa).
10. **MBA Jun 2002** (initiated in 2001), P. Bosma & D. Deglon from South Africa & South Africa. “*Valuation metrics of intellectual capital for corporate South Africa*” (GSB, University of Cape Town, South Africa).
9. **MBA Jun 2002** (initiated in 2001), S. Haricharan & R. Moolan from South Africa & South Africa. “*KM in the public sector: The restructuring and transformation of local government*” (GSB, University of Cape Town, South Africa).
8. **MBA Jun 2001** (initiated in 2000), W. Mulder & R. Simpson from South Africa & South Africa. “*DoCoMo’s i-mode: Strategies for success*” (GSB, University of Cape Town, South Africa).
7. **MBA Jun 2001** (initiated in 2000), S. Mazhande from Zimbabwe. “*Deregulation of the Kenyan and South African oil industries*” (GSB, University of Cape Town, South Africa).
6. **MBA Jun 2001** (initiated in 2000), B. Geffen from South Africa. “*Transformational leadership in the changing South African landscape*” (GSB, University of Cape Town, South Africa).
5. **MBA Jun 2001** (initiated in 2000), A. Barends & D. Gordon from South Africa & South Africa. “*Capabilities for sustainability in the South African telecomms industry: A resource-based perspective*” (GSB, University of Cape Town, South Africa).
4. **MBA Jun 2001** (initiated in 2000), J. Kukard & C. Pinkham from South Africa & South Africa. “*Knowledge management practices in SA knowledge-intensive firms*” (GSB, University of Cape Town, South Africa).
3. **MBA Jun 2001** (initiated in 2000), G. Illgner from South Africa. “*An investigation into whether South Africa possesses sustainable competitive advantage within the global automotive engineering industry*” (GSB, University of Cape Town, South Africa).
2. **MBA Jun 2000** (initiated in 1999), J. Stephens from South Africa. “*E-business: Trends, transitions and implications for South African retail banks*” (GSB, University of Cape Town, South Africa).
1. **MBA Jun 2000** (initiated in 1999), A. Spangler from the United States of America. “*Knowledge management: A survey of success factors for multinational corporations in South Africa*” (GSB, University of Cape Town, South Africa).

Masters dissertations (MPhil, EMBA, MBA) CURRENTLY REGISTERED under my supervision (6)

1. **EMBA** (initiated in 2024), Bernice Leilah Potter from South Africa. “*Navigating the impact of workplace culture, employee burnout, and organisational dynamics*” (GSB, University of Cape Town, South Africa).
2. **EMBA** (initiated in 2024), Quinton Douman from South Africa. “*Designing a playbook for newly appointed and promoted first-time managers*” (GSB, University of Cape Town, South Africa).
3. **EMBA** (initiated in 2025), Brandy Sanders from the United States of America. “*Adaptation by executives to cultural dissonance during international relocations*” (GSB, University of Cape Town, South Africa).
4. **EMBA** (initiated in 2025), Sindiswa Mondli from South Africa. “*The power of second chances: Exploring the experiences of students who overcame adversity in higher education*” (GSB, University of Cape Town, South Africa).
5. **MPhil** (initiated in 2025), Khanyisa Oyowe from South Africa. “*Employees as individual and relational agents of innovation: A case of the City of Cape Town*” (GSB, University of Cape Town, South Africa).
6. **MPhil** (initiated in 2025), Evelyn Richards from South Africa. “*Neurodivergent experiences within the learning environments of Western Cape University Business Schools*” (GSB, University of Cape Town, South Africa).

BACHELOR OF SCIENCE (HONOURS) SUPERVISION:

BSc (Hons) dissertations successfully COMPLETED under my supervision (3)

3. **BSc (Hons) Dec 2003** (initiated in 2002), H. Brown from South Africa. “*Intelligent knowledge system project: Bayesian database development*” (co-supervised with Dr. Anet Potgieter) (Department of Computer Science, University of Cape Town, South Africa).
2. **BSc (Hons) Dec 2003** (initiated in 2002), C. Rouse from South Africa. “*Intelligent knowledge system project: Information visualization*” (co-supervised with Dr. Anet Potgieter) (Department of Computer Science, University of Cape Town, South Africa).
1. **BSc (Hons) Dec 2003** (initiated in 2002), P. Kunene from South Africa. “*Intelligent knowledge system project: Knowledge Engineering*” (co-supervised with Dr. Anet Potgieter) (Department of Computer Science, University of Cape Town, South Africa).

EXAMINER (POST-GRADUATE)

Examiner (Post-Graduate Theses & Dissertations) – Other Universities & Internally:

37. **2025 PhD - Doctoral thesis** – Delpha Matete Lerutla - External Examiner (Graduate School of Business Leadership, University of South Africa (UNISA), South Africa, Supervisor: Prof. Renier Steyn): *Towards the conceptualisation of African business leadership and its effectiveness.*
36. **2023 PhD - Doctoral thesis** – Anita Maharaj - External Examiner (School of Business and Management, Queen Mary University of London, England, Supervisor: Prof. Ahu Tatli): *Enablement and constraint in leadership achievement and practice: The case of South African Black (African Black, Indian, and Colored - AIC) men and women.*
35. **2022 MBA dissertation** – Eckleen Muller - Internal Examiner (University of Cape Town, South Africa, Supervisor: Dr. Babar Dharani): *Locus of control of individual employees and their perceived ability to accept change within an organization.*
34. **2022 MBA dissertation** – Lulu Gumedza - Internal Examiner (University of Cape Town, South Africa, Supervisor: Dr. Babar Dharani): *Theorizing employee reactions to automation: A study of the finance industry.*
33. **2022 MBA dissertation** – Moira Bladegroen - Internal Examiner (University of Cape Town, South Africa, Supervisor: Assoc. Prof. Camaren Peter): *Exploring the relationship between leadership vision, faculty culture and academic staff in an education faculty.*
32. **2021 PhD - Doctoral thesis** – Richard Chazusa - External Examiner (University of Witwatersrand, South Africa, Supervisor: Dr. Christoph Maier): *The adaptation of mumvuri (the shadow on the corpse belief system) for change management in corporate organisations.*
31. **2021 PhD - Doctoral thesis** – Daryl Govender - External Examiner (University of Pretoria, South Africa, Supervisor: Prof. Derick de Jongh): *The normative basis of responsible leadership as applied to stakeholder relationships in a complex organisation.*
30. **2021 PhD - Doctoral thesis** – Mariam Mohsin - External Examiner (Suleman Dawood School of Business, Lahore University of Management Sciences, Pakistan, Supervisor: Prof. Jawad Syed): *Opting in and out: A relational and structural theory of action perspective on women's employment and careers in Pakistan.*
29. **2021 Masters dissertation** – (student name not revealed as yet) - External Examiner (University of Kwazulu-Natal, South Africa, Supervisor: Prof. Ana Martins): *Impact of spirituality on transformational leadership in an insurance organisation undergoing change.*
28. **2020 MBA dissertation** - William Simpson Internal Examiner (University of Cape Town, South Africa, Supervisor: Dr. Christina Swart-Opperman): *Succession planning dynamics in family-owned businesses in the Western Cape.*
27. **2020 MBA dissertation** - Rudi van Wyk - Internal Examiner (University of Cape Town, South Africa, Supervisor: Dr. Christina Swart-Opperman): *Leading teams in times of predictability: A comparative study of business and sport leaders.*
26. **2020 MBA dissertation** - Nurbalqis Mohammed Noh - Internal Examiner (University of Cape Town, South Africa, Supervisor: Dr. Christina Swart-Opperman): *The influence of effective leaders on employees' motivation and productivity in oil and gas organizations.*
25. **2020 MBA dissertation** - Lamuel Mudzamiri - Internal Examiner (University of Cape Town, South Africa, Supervisor: Dr. Christina Swart-Opperman): *The influence of management styles on employee commitment: An exploratory study of successful and effective managers.*
24. **2020 MBA dissertation** - Steven van Rheede - Internal Examiner (University of Cape Town, South Africa, Supervisor: Assoc. Prof. Camaren Peter): *The influence of transformational leadership on workforce agility.*

23. **2019 DBA – Doctoral thesis** – Erasmus Kofi Appiah - External Examiner (College of Law and Management Studies, University of Kwazulu-Natal, South Africa: *Exploring the challenges encountered in managing diversity and inclusion in the telecommunications industry by selected multinationals in Ghana*).
22. **2019 MBA dissertation** - Abraham Avenant - Internal Examiner (University of Cape Town, South Africa, Supervisor: Dr. Christina Swart-Opperman): *Barriers construction managers experience when coaching young professionals: An exploratory case study*.
21. **2019 MBA dissertation** – Karl van Zyl - Internal Examiner (University of Cape Town, South Africa, Supervisor: Dr. Christina Swart-Opperman): The role of emotional intelligence in sales performance in the SA construction industry.
20. **2019 MBA dissertation** – Razelle Naidoo - Internal Examiner (University of Cape Town, South Africa, Supervisor: Dr. Christina Swart-Opperman): *The relationship between job satisfaction and absenteeism amongst financial advisors at a financial institution in the Cape Peninsula*.
19. **2018 MBA dissertation** – Daniel Da Silva - Internal Examiner (University of Cape Town, South Africa, Supervisor: Dr. Christina Swart-Opperman): Factors affecting the effectiveness of business intelligence: A case study on a professional services organisation.
18. **2018 MBA dissertation** – Chipso Diassakoula - Internal Examiner (University of Cape Town, Namibia, Supervisor: Dr. Christina Swart-Opperman): Employee perceptions about a wellness programme at Navachab mine, Namibia.
17. **2018 MBA dissertation** – Rezah Reid - Internal Examiner (University of Cape Town, South Africa, Supervisor: Dr. Christina Swart-Opperman): *Cognitive computing: Adoption and implications in technology start-ups within the Western Cape*.
16. **2017 PhD - Doctoral thesis** – Ajay Manhur Jivan - External Examiner (Faculty of Commerce, Law & Management, University of Witwatersrand, South Africa: *Towards an integrative framework of leadership development in the South African banking industry*).
15. **2017 PhD - Doctoral thesis** – Sibongile Vilakazi - External Examiner (Faculty of Commerce, Law & Management, University of Witwatersrand, South Africa, Supervisor: Dr. Christoph Maier): *Individual identity, organizational identity and racial transformation in the market research industry in South Africa*.
14. **2017 MCom Industrial Psychology – Masters dissertation** – Katinka Clack - External Examiner (Department of Human Resource Management, University of Pretoria, South Africa, Supervisor: Prof. Jenny Hoobler): *Empowering leadership and safety behaviour in extreme work environments*.
13. **2017 MBA dissertation** – Kira Koopman - Internal Examiner (University of Cape Town, South Africa, Supervisor: Dr. Timothy London): *The impact of employee perceptions on organizational legitimacy in a new venture: A teaching case of a for-profit education business in South Africa*.
12. **2017 MBA dissertation** – Shilan Govender - Internal Examiner (University of Cape Town, South Africa, Supervisor: Dr. Timothy London): *Leadership competencies in the engineering environment: A case study of a South African-based multinational company (MNC)*.
11. **2017 MBA dissertation** – Nokuthaba Ngwenya - Internal Examiner (University of Cape Town, South Africa, Supervisor: Dr. Timothy London): *What are the challenges faced by departments with a South African asset management company when creating product or service differential advantages in a VUCA world?*
10. **2017 MBA dissertation** – Simbarashe Africa - Internal Examiner (University of Cape Town, Zimbabwe, Supervisor: Dr. Nceku Nyathi): *An assessment of the impact of spirituality of business leaders in Zimbabwe*.
9. **2017 MBA dissertation** – Samson Nzombe - Internal Examiner (University of Cape Town, Zimbabwe, Supervisor: Dr. Christina Swart-Opperman): *An exploration of manager to executive transition in Zimbabwe's private sector*.

8. **2017 MBA dissertation** – Lerisa Smit - Internal Examiner (University of Cape Town, South Africa, Supervisor: Dr. Christina Swart-Opperman): *Exploring the nature of expatriate coping strategies within the mining industry.*
7. **2017 MBA dissertation** – Jehaan Ara Kassam Kurji - Internal Examiner (University of Cape Town, Kenya, Supervisors: Dr. Christina Swart-Opperman & Dr. Kutlwano Ramaboa): *Uber driver-partners in Cape Town: A motivational study.*
6. **2016 MBA dissertation** – P.J. Nieuwoudt - Internal Examiner (University of Cape Town, South Africa, Supervisor: Dr. Nceku Nyathi): *An exploration of the role values-based leadership plays in organisational performance: A case study of the Power Group.*
5. **2011 PhD - Doctoral thesis** – Gladys Ndoda - External Examiner (University of Zimbabwe, Zimbabwe, Supervisor: Dr. Isaac Chaneta): A critical analysis of the ‘fit’ between strategy and structure (framework) as a determinant of economic performance in the tourism and hospitality industry in Zimbabwe.
4. **2010 PhD - Doctoral thesis** – Augusta Waller Dorning - External Examiner (University of South Africa (UNISA), South Africa, Supervisor: Prof. Lize Booysen): The case for an executive coaching model for private healthcare in South Africa.
3. **2009 DBL - Doctoral thesis** – Khetsiwe Dlamini - External Examiner (University of South Africa (UNISA), South Africa, Supervisor: Prof. Lize Booysen): The gender dividend: Enhancing the economic empowerment of women by recognising the role men play in the entrepreneurial success of women.
2. **2007 MA – Masters dissertation** – Camilla Anne Symes – External Examiner (Faculty of Arts, Nelson Mandela Metropolitan University, South Africa, Supervisors: Dr. B.M.L. Pretorius & Prof. P.W. Cunningham): *An exploration of the experiences of the leaders of mentored community-based organisations in the Eastern Cape.*
1. **2005 MA Labour Relations & Human Resources Masters dissertation** – Alfred Dzanja Chanza – External Examiner (School of Social Sciences & Humanities, Nelson Mandela Metropolitan University, South Africa: *The motivational value of rewards amongst Malawi’s health professionals.*

CONFERENCE CHAIRING, ORGANISING & ADDRESSES

Conference Chair, Organising- & Stream Committees (Peer-Reviewed Conferences)

Conference Organising/Programme Committee Member (*Past in the Present – Pathways to the Future*): **Race in the Marketplace (RIM) Conference 2025 – 3rd International Interdisciplinary Conference**, Cape Town, South Africa, 7-9 January 2025.

Conference Stream Co-Leader (*Intersectional Equality in Academia: Voice and Silence*): **GWO – Gender, Work and Organization – 13th International Interdisciplinary Conference** (*Marginalized Gender Identities: How Can Intellectual Activism Transform Work and Organization?*), Stellenbosch, South Africa, 28-30 June 2023.

Conference Co-Chair, Organising Committee & Stream Co-Leader (*Disruption*): **EDI 2022 – 15th Equality, Diversity & Inclusion International Conference**, Cape Town, South Africa, 22-24 July 2022.

Organising Committee (*Responsible Leadership*): **Responsible Leadership Reimagined International Conference**, Stellenbosch University Business School, Bellville, South Africa, 16-18 March 2022.

Organising Committee & Stream Co-Coordinator (*Ethical Leadership*): **Sustainable Development Goals (SDG) Summit**, University of Cape Town, Cape Town, South Africa, 13-15 September 2021.

Co-Chair & Organising Committee (*Responsible Entrepreneurship & Societal Impact*): **Allan Gray International Academic Conference**, University of Cape Town, Graduate School of Business, South Africa, 10-11 May 2019.

Organising Committee & Stream Coordinator (*Marketing & Other Business Functions*): **Academy of Marketing Science Annual Conference**, Monterey, CA, USA, 14-18 May 2013.

Organising Committee & Stream Coordinator (*Cultural Diversity & Transformational Societies*): **Academy of Management Annual Conference**, Johannesburg, South Africa, 7-10 January 2013.

Organising Committee: **Leadership and Management Studies in Sub-Sahara Africa (LMSSA)**, Cape Town, South Africa, 22-24 November 2010.

Social Networks Stream Coordinator: **4th International Critical Management Studies Conference**, University of Cambridge, Cambridge, United Kingdom, 4-6 July 2005.

Chair & Organising Committee: **Asia-Africa Nexus Conference**, University of Cape Town, Cape Town, South Africa, 6-10 December 2004.

Conference/Seminar Addresses (Non-Peer-Reviewed Conferences/Seminars)

65. **April, K.** (2024). Values-based & inclusive leadership. *Australian Financial Advisers South African Conference*. Allan Gray Head-Office, Cape Town, South Africa, 16th Oct.
64. **April, K.** (2024). Inclusive leadership: A DEI perspective. *Conference: Leadership Day* (Online, synchronous). Gray Philanthropies Leadership Academy, South Africa, 29th Aug.
63. **April, K.** (2024). Inclusive leadership in Southern Africa: Cognisance of Decolonial & Contextual Challenges. *Building Inclusive Organisations for an Inclusive Society: Global Perspectives and Challenges* (Online, synchronous). Durham University Business School, United Kingdom, 29th Feb.
62. **April, K.** (2022). Inclusion through a South African lens. *International Labour Organisation (ILO) and UCT Office for Inclusivity & Change (OIC) Conference* (Online, synchronous). Switzerland and South Africa, 29th Sep.
61. **April, K.** (2022). Diversity, equity and inclusion: What we need to do as leaders, *MTN Global Leadership Conference* (Online, synchronous). South Africa, 3rd Feb.
60. **April, K.** (2021). Keynote: Decolonisation: Lessons for higher educational practice. *Lekgotla: Monitoring and Evaluation of Transformation and Inclusion in Higher Education* (Online, synchronous). University of Cape Town, South Africa, 11th Oct.
59. **April, K.** (2021). Developing leaders for a changed / changing world. *Knowledge Resources HR Directors Conference* (Online, synchronous). South Africa, 17th Mar.
58. **April, K.** (2020). Diversity & inclusion and the pandemic. *KR Online HR Conference* (Online, synchronous). South Africa, 4th Nov.
57. **April, K.** (2020). Diversity and inclusion in higher education. International Diversity and Inclusion Affinity Group, *AACSB: Global Business Education Network - Europe, Middle East and Africa Annual Conference* (Online, synchronous). United States of America, 27th Oct.
56. **April, K.** (2020). Creating inclusion for all. *Knowledge Resources HR Directors Conference*. Century City Conference Centre, South Africa, 11th Mar.
55. **April, K.** (2019). Values-based entrepreneurship and societal impact. *Allan Gray Centre International Conference*, University of Cape Town, Graduate School of Business, Cape Town, South Africa, 10th-11th May.
54. **April, K.** (2018). Values-based leadership. *United Nations Leaders Conference: Leadership for Transformation and Resilience*, Atlantic Imbizo, Waterfront, Cape Town, South Africa, 27th Nov.
53. **April, K.** (2018). Diversity and inclusion. *MTN CEOs Conference*, MTN Innovation Centre, Fairland, Roodepoort, South Africa, 24th Oct.
52. **April, K.** (2016). Diversity and inclusion. *Allan Gray Financial Services Conference*, Allan Gray Head-Office, Waterfront, Cape Town, South Africa, 1st Dec.
51. **April, K.** (2016). Africa and its potential. *Starwood Hotels & Resorts Divisional Conference*, The St Regis Hotel, Doha, Qatar, 20th Mar.
50. **April, K.** (2015). Leading inclusively. *SA Breweries Financial Managers Conference*, Newlands Brewery, Cape Town, South Africa, 29th Oct.
49. **April, K.** (2014). Narrative & business leadership. *Life Church Mens Conference*, Life Church, Somerset West, Cape Town, South Africa, Mar.
48. **April, K.** (2014). Personal leadership & unlearning. *Actuarial Society of South Africa Annual Conference*, Lagoon Beach Hotel, Milnerton, Cape Town, South Africa, 18th Apr.
47. **April, K.** (2012). Effective leadership. *Momentum Leader Conference*, Centurion, Pretoria, South Africa, 22nd Jun.
46. **April, K.** (2012). Renewing your mental constructs. *God At Work Conference*, Christian Life Church, Camps Bay, Cape Town, South Africa, 10th Feb.
45. **April, K.** (2012). Leadership through social action. *Young Presidents Organisation (YPO) Global Conference*, One & Only Hotel, Waterfront, Cape Town, South Africa, 12th Jan.

44. **April, K.** (2011). Responsible leadership & personal resilience. *ABN AMRO Senior Managers Conference*, Blooming, The Netherlands, 19th Sep.
43. **April, K.** (2010). The necessary inner work to lead responsibly outward. *Louis Group Entrepreneurship Conference*, Cape Town International Convention Centre, Cape Town, South Africa, May.
42. **April, K.** (2010). Re-establishing trust through responsible leadership. *European Leadership Platform Annual Conference*, Kerk aan Zee in Noordwijk aan Zee, The Netherlands, 30th Sep.
41. **April, K.** (2010). Moral courage & responsible leadership. *National College Annual Leadership Conference*, Birmingham International Convention Centre, England, United Kingdom, 17th Jun.
40. **April, K.** (2009). Explore diversity ... differently. *YPO-WPO Johannesburg*, Tintswalo at Waterfall, Kyalami, South Africa, 15th Dec.
39. **April, K.** (2008). Leading responsibly from your own story. *Novartis Technical Operations Annual Conference*, Novartis Head-Office, Basel, Switzerland, 12th Nov.
38. **April, K.** (2008). Inclusion and exclusion in the workplace. *YPO-WPO Africa Leadership Conference*, Vineyard Hotel, Newlands, Cape Town, South Africa, 26th-27th May.
37. **April, K.** (2008). You lead the change with responsible intention. *NHS South-East Coast Black & Minority Ethnic (BME) Annual National Conference*, Hilton Hotel, Gatwick Airport, England, United Kingdom, 20th Jun.
36. **April, K.** (2008). Global trends and personal story. *Granbuild Construction Stakeholders Annual Conference*, Belmont Square Conference Centre, Rondebosch, Cape Town, South Africa, 16th May.
35. **April, K.** (2008). Inclusion for all. *NHS South-East Coast 'Best of Health' Conference*, Brighton Centre, Brighton, England, United Kingdom, 16th Apr.
34. **April, K.** (2007). Leading inclusively in the 21st century. *NHS Chief Executives Pacesetters D&I Conference*, Millennium Gloucester Hotel, London, England, United Kingdom, 7th Nov.
33. **April, K.** (2007). Diversity and inclusion. *Novartis HR Global Conference*, Novartis Head-Office, Basel, Switzerland, 20th Sep.
32. **April, K.** (2007). Leadership trends and challenges. *YPO-WPO Africa Leadership Retreat*, Four Seasons Westcliff Hotel, Johannesburg, South Africa, 3rd April.
31. **April, K.** (2007). Leadership, diversity and coaching. *MTC Client Managers Conference*, Windhoek Country Club, Windhoek, Namibia, 23rd Feb.
30. **April, K.** (2007). Workplace trends: Global and local. *Granbuild Construction Stakeholders Annual Conference*, Belmont Square Conference Centre, Rondebosch, Cape Town, South Africa, 11th Feb.
29. **April, K.** (2006). Leading oneself: Getting closer to employees in order to be the best for the world. *Geert Groote Instituut Conference*, Odean Theatre, Zwolle, The Netherlands, 21st Nov.
28. **April, K.** (2006). Shifting from being the best in the world to being the best for the world. *National Health Service (NHS) Scotland Diversity in Leadership Conference*, Edinburgh Corn Exchange, Edinburgh, Scotland, United Kingdom, 8th Nov.
27. **April, K.** (2006). Leading responsibly from any place you find yourself. *Rotary Club Cape Town Conference*, Kelvin Grove, Claremont, Cape Town, South Africa, Oct.
26. **April, K.** (2006). Transformation case studies: Companies and counties that get it right, and those that got it wrong. *Old Mutual Transformation Thinkers' Conference*, Arabella Sheraton Grand Hotel, Cape Town, South Africa, 19th Jul.
25. **April, K.** (2006). Leadership trends in a global economy. *Business IQ Group CEO Conference*, Arabella Sheraton Hotel, Cape Town, South Africa, 12th May.
24. **April, K.** (2005). Diversity management in the Baltics: A new approach please. *3rd Annual Baltic Management Development Association Conference*, Tallinn, Estonia, 5th-6th May.
23. **April, K.** (2005). The business context in a changing world. *NMC Construction Stakeholders Annual Conference*, Belmont Square Conference Centre, Rondebosch, Cape Town, South Africa, 17th Aug.
22. **April, K.** (2005). Linking knowledge management and culture. *The Institute of People Management (IPM) Annual Conference*, Sun City, South Africa, 5th Aug.

21. **April, K.** (2005). Global trends and challenges. *Sanlam Investment Managers Conference*, Goudini, South Africa, 28th Jan.
20. **April, K.** (2004). Stewardship & responsible leadership: Technology's role. *Annual VIAG Conference*, Noordwijk, The Netherlands, 7th Nov.
19. **April, K.** (2004). Knowledge management. *Sanlam Investment Managers Conference*, Investment Head-Office, Tygervalley, Cape Town, South Africa, 26th Aug.
18. **April, K.** (2003). The new leadership that is required. *Standard Chartered Global Markets Group Conference*, The Beaufort Hotel, Sentosa Island, Singapore, 21st Oct.
17. **April, K.** (2003). Macro-micro leadership challenges. *Pioneer Foods Annual Executive & Senior Management Conference*, Paarl, Cape Town, South Africa 9th Oct.
16. **April, K.** (2003). Guidelines for developing a knowledge management strategy. *Excellante Conference*, Balalaika Hotel, Sandton, South Africa, 12th Feb.
15. **April, K.** (2002). Diversity: A global perspective. *Namibian Chamber of Business Conference*, NamPower Convention Centre, Windhoek, Namibia, 24th Sep.
14. **April, K.** (2002). Macro & micro challenges for 21st century growth. *National Brands Annual Sales Conference*, Alpine Heath Resort, Drakensberg, South Africa, 19th Aug.
13. **April, K.** (2002). Rethinking leadership. *Sun International Management Conference*, Sun City Hotel, Pilansberg, South Africa, 9th Aug.
12. **April, K.** (2002). Knowledge management – Core competitive advantage. *SA Breweries Technical & Manufacturing Annual Conference*, Sun City Pilansberg Room, Sun City Hotel, Pilansberg, South Africa, 28th Jun.
11. **April, K.** (2002). Diversity: The key to sustainable competitive advantage. *SA Breweries Marketing, Sales & Distribution Annual Conference*, Sun City Superbowl, Pilansberg, South Africa, 17th May.
10. **April, K.** (2002). Macro and micro challenges for the 21st century. *Excellante Treasury Management Conference*, Balalaika Hotel, Sandton, South Africa, 24th Apr.
9. **April, K.** (2002). Diversity-business management, alignment and measurement. *Convergence Summit*, Balalaika Hotel Sandton, South Africa, 21st Mar.
8. **April, K.** (2001). Strategic constraints for the public sector in South Africa. *Oliver Tambo Fellows Conference*, Vineyard Hotel, Newlands, Cape Town, South Africa, 26th Oct.
7. **April, K.** (2001). Knowledge management and adding value through people. *Sabinet Fossil Fuel – B2B (Back to Basics) Conference*, Cathedral Peak Hotel, Drakensberg, South Africa, 29th-31st Aug.
6. **April, K.** (2001). Achieving & measuring business benefit from knowledge management. *UNICOM Knowledge Management Conference*, New Connaught Rooms, London, United Kingdom, 16th May.
5. **April, K.** (2000). Knowledge management: Redefining the organisational landscape. *PS Leadership Development Conference*, Correctional Services, Cape Town, South Africa, Oct.
4. **April, K.** (2000). Coaching for performance. *Shell SA Executive Conference*, Tarragona Lodge, Hout Bay, Cape Town, South Africa, 7th Aug
3. **April, K.** (2000). How e-business is impacting the relevance of traditional strategic models. *Shell Strategists Conference*, Shell Head-Office, South Bank Offices, London, United Kingdom, 27th Jul
2. **April, K.** (2000). Constructively engaging emerging black professionals. *Actuaries Conference*, Old Mutual House, Bishops Court, Cape Town, South Africa, 6th May
1. **April, K.** (1999). Servant leadership. *Kariba-Fundamo Technical Conference*, Sanlam Head-Office, Bellville, Cape Town, South Africa, 21st Mar.