

Grant Sieff

PhD, MBA, MA, BSc (Hons), BA

Curriculum Vitae

Current Academic Affiliations

Visiting Professor

Rhodes Business School, Rhodes University

Adjunct Associate Professor

Graduate School of Business, University of Cape Town

Orchestrator

Global Learning Faculty Network, Duke CE, Duke University

Adjunct International Faculty

Hult-Ashridge

Updated 2026

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PERSONAL

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Email grant@icgrowth.co.za

Marital Status Married to Beth, two children, Alexandra (25), Gabriel (21)

Citizenship South African & Australian

Residence Cape Town, South Africa



QUALIFICATIONS

- 2005: **Doctor of Philosophy**
Strategy & Leadership Focus (assessed cum laude)
University of Johannesburg
- 1991: **Master of Business Administration**
University of Sydney
- 1988: **Master of Arts**
Psychology (with Merit)
University of Sydney
- 1984: **Bachelor of Arts**
Psychology (first class)
University of Cape Town
- 1983: **Bachelor of Science Honours**
Computer Science (upper-second class)
University of Cape Town
- 1982: **Bachelor of Science**
Computer Science (first class)
Economics (upper-second class)
University of Cape Town

ACCREDITATIONS | ASSOCIATIONS

- Chair, IC Growth Group Forum
- Assessor SETA, with SETA Accreditation for organisation from Services Seta
- Myers-Briggs Type Indicator Step II Accredited Assessor
- Faculty, Duke University CE Global Learning Network
- Past Member Institute of Directors
- Past Member SAMRA
- Past Fellow Australian Institute of Management
- Past Faculty, Citibank Asia-Pacific Learning Institute
- Past Graduate of Rotary International Scholarship

ACADEMIC EXPERIENCE

<i>Period</i>	<i>Institution</i>	<i>Responsibility</i>
<i>Jun 12 – Current</i>	Rhodes Business School, Rhodes University	Visiting Professor <input type="checkbox"/> Appointed Visiting Professor in 2012. Teaches strategy on MBA programmes and directs in-company programmes.
<i>Nov 11 – Current</i>	Graduate School of Business, University of Cape Town	Adjunct Associate Professor <input type="checkbox"/> Programme convenor and lecturer for executive programmes in strategy and leadership. Lectures strategy on MBA programmes. Supervises and assesses MBA thesis dissertations.
<i>Jan 23 – Current</i>	Hult-Ashridge, Middle-East	Adjunct International Faculty <input type="checkbox"/> Directs and delivers programmes in leadership and strategy for leading organisations in Dubai, Abu Dhabi, Qatar and Saudi Arabia.
<i>Jan 02 – Feb 25</i>	Wits Business School, Wits University	Senior Lecturer (25% Faculty Role), Strategy & International Business <input type="checkbox"/> 2002-2008: Associate role convening MAP and executive programmes in Cape Town, 2008-current: Appointed senior lecturer, 25% role. Devises and delivers MBA courses in management consulting. Supervised PhD student (2010-2011); supervises postgraduate dissertations. Devises and delivers executive programmes in strategy, leadership and corporate governance. Writes business cases and articles for WBS.
<i>Jan 08 – Dec 24</i>	Duke University, CE	Orchestrator, Part-time Faculty <input type="checkbox"/> Orchestrates and teaches strategy, leadership, and change management on corporate programme interventions in Duke University CE's Global Network.

ACADEMIC EXPERIENCE

<i>Period</i>	<i>Institution</i>	<i>Responsibility</i>
<i>Jan 13 – Dec 18</i>	Tias School for Business & Society Netherlands	Visiting Lecturer, Academic Director
		<ul style="list-style-type: none"> <input type="checkbox"/> Served as academic director on international corporate programmes in leadership, 2013-2015. Ongoing association. <input type="checkbox"/> Devised and lectured International MBA in change management and in management consulting, and supervised MBA thesis projects, 2013-2018.

<i>Jan 17 – Current</i>	Unisa	PhD Assessor
		<ul style="list-style-type: none"> <input type="checkbox"/> Assesses PhD dissertations.

WORK EXPERIENCE

<i>Period</i>	<i>Organisation</i>	<i>Responsibility</i>
<i>Apr 01 – Current</i>	IC Growth Group www.icgrowth.co.za	CEO <i>Infochoice Growth (Pty) Ltd,</i> <i>Competitive Intelligence Research,</i> <i>Strategy Consulting,</i> <i>Business School Affiliations</i> <i>in Strategy, Leadership, Governance</i>
		<ul style="list-style-type: none"> <input type="checkbox"/> CEO and founder of IC Growth Group, a strategic insights and management consulting organisation with a network of 25 professional researchers, consultants, and adjunct faculty, providing professional services to listed companies in the private sector and to government organisations. Infochoice Growth Group has been operating profitably for over 20 years in South Africa and across Africa, with longstanding partnerships with international business schools. Devised and operated financial services research portal, www.bankmonitor.co.za, 16 years online, and a development phase beta site www.africamarketinsight.co.za. Both online services provide strategic positioning research to companies across Africa and other parts of the Globe.

WORK EXPERIENCE

<i>Period</i>	<i>Organisation</i>	<i>Responsibility</i>
<i>Apr 01 – Current (cont.)</i>	IC Growth Group www.icgrowth.co.za	CEO <i>Infochoice Growth (Pty) Ltd, Competitive Intelligence Research, Strategy Consulting, Business School Affiliations in Strategy, Leadership, Governance</i>
<i>IC Growth has delivered programmes and interventions to clients in Nigeria, Senegal, Ghana, Botswana, Namibia, Mozambique, Malawi, Zimbabwe, Egypt, Morocco, Tunisia, Kenya, Tanzania, Sudan, Angola and South Africa.</i>		
<i>Sep 99 – Mar 01</i>	Netchoice Pty Ltd	CEO <i>Insurancemonitor.co.za Bankmonitor.co.za Partnership with IOL / Independent Newspapers</i>
<input type="checkbox"/> Established this online financial services brokerage and consumer education service, subsequently invested in by Independent Newspapers. Bankmonitor.co.za still runs, now through IC Growth Group. Also served as CEO of Mywealth Pty Ltd, an online wealth management advisory service, during this time, in partnership with Independent Newspapers.		
<i>Sep 97 – Aug 99</i>	Accenture	Strategy Partner
<input type="checkbox"/> Served as a strategy partner in the financial services sector, leading large consulting teams on assignments at major banks and insurance companies across South Africa on strategic transformation and technology advancement.		
<i>Jul 95 - Aug 97</i>	Centre for Corporate Strategy (Australia)	Partner
<input type="checkbox"/> Served as an equity partner at the Centre for Corporate Strategy in Australia, leading strategic research, consulting and leadership development projects across industries across all states in Australia.		

WORK EXPERIENCE

<i>Period</i>	<i>Organisation</i>	<i>Responsibility</i>
<i>Mar 87 - Jun 95</i>	Citibank (Australia)	Vice President

- ☐ Served in many roles as a vice-president of Citibank, based in Australia, working across South-East Asia. Responsible for overall bank profitability, process and technology advancement, and management and leadership development, over an eight-year period with Citibank. Led sales teams, established private banking operations, responsible for process technology and strategy, and various general management roles.

EARLIER EXPERIENCE

<i>Period</i>	<i>Organisation</i>	<i>Responsibility</i>
<i>Mar 86 - Feb 87</i>	Colonial State Bank	Senior Business Analyst
<i>Aug 85 - Oct 85</i>	Psion (UK)	Contract Programmer
<i>Feb 85 - May 85</i>	Imagineering (AUS)	Software Specialist
<i>Jan 84 - Jan 85</i>	Boston House College	Lecturer & Consultant
<i>Jan 83 - Dec 83</i>	University of Cape Town	Tutor, Computer Science
<i>Jan 81 - Dec 82</i>	University of Cape Town	Tutor, School of Economics

PUBLICATIONS 2006–2025

Books

Passion, Power & Purpose: Engaging in Strategy in your Organisation and your Life, Van Schaik Publishers, 2020

Enabling Leaders: The Ultimate Guide to Leadership and Executive Development, commissioned by Van Schaik Publishers, (due for release in 2026)

Enrichment (a novel on corporate strategy), September 2016

Business cases

Exxaro Ltd. Shareholder Activism on Remuneration Policy, WBS Case, 2022

Deloitte South Africa. Complicit, Conniving or Caught Unawares. WBS Case, 2021

KPMG: Rebuilding Trust in South Africa, WBS Case, 2020

Bain and Company and SARS. A Massive Failure of Governance and Integrity, WBS Case, 2019

SAP SA and CAD House. Of Conduct and Commission, WBS Case, 2019

McKinsey and Company. Hard Lessons Learned in South Africa, WBS Case, 2019

SA Metal Group: Could Bigger Be Better?, WBS Case, 2011

Foschini Group Ltd: Transforming HR, WBS Case, 2010

Treatment Action Campaign: Managing Activists, WBS Case, 2008

The JL Zwane Centre: Community Benefit Meets Corporate Benefit, WBS Case, 2008

Polecat: Poised for Growth, WBS Case, 2008

HR at the Foschini Group, WBS Case, 2006

PUBLICATIONS 2006–2025

Research journal publications & articles

End-to-End Strategy, Academia.edu, April 2016

Beyond Consumerism: Conscious Collaboration with your Customer, Tias online, WBS Journal, February 2015

Mastering the Relationship between Client and Consultant, Academia.edu, April 2015

The Psychology of Strategy, WBS Journal, May 2014

Partnering in Africa, WBS Journal, July 2013

Values & Value Transformation in the Global Village, WBS Journal, April 2012

The Art & Science of Strategy Facilitation, WBS Journal, September 2012

Are You The Architect of Your Organisation's Business Model?, WBS Journal, January 2011

Is Your Organisation Optimally Aligned to Best Serve Customer Needs?, WBS Journal, January 2011

How Does Ecological Leadership Fit Into Your Winning Strategy?, WBS Journal, March 2011

Is Your Governance of Change Building Organisational Resilience?, WBS Journal, October 2011

Culture Surveys & People Strategy for Organisational Sustainability, WBS Journal, September 2010

Strategic Conversations to Succeed in a Turbulent World, WBS Journal, January 2009

Personality Type & Leadership Focus: Relationship Between Self and Line Manager Perceptions, SA Journal of Human Resource Management, 2009, 7 (1), 11 pages

Leveraging Distinctive Competencies to Unlock Value, WBS Journal, May 2009

Innovation & Sustainability Through Effective Life-cycle Management, WBS Journal, April 2008

PUBLICATIONS 2006–2025

Research journal publications & articles

Engaging Your Client in the Professional Consulting Process, WBS Journal, July 2008

Business Resilience in the Face of Constant Global Change, WBS Journal, October 2008

Leadership Driven Broad-based Skills Development Within the Organisation, WBS Journal, December 2008

The Relationship Between Personality Type and Leadership Focus, SA Journal of Human Resource Management, 2006, 4 (1), 52-62