

# CV – Professor Kurt André April

(as at May 2017)

## EDUCATIONAL BACKGROUND

- **PhD**, University of Cape Town, SA, Jan 2000-Aug 2004 (part-time) (full-time 1998-1999, University of Oxford, UK)
- **Certificate** (Japanese Production), AOTS, Nagoya (Japan), Mar 2001-Apr 2001 (full-time)
- **MBA**, University of Cape Town, SA, Jan 1997-Dec 1997 (full-time)
- **MSc(Eng)** (Electronic Engineering), University of Cape Town, SA, Jan 1995-Jun 1996 (part-time)
- **BSc(Eng)** (Electrical Engineering), University of Cape Town, SA, Jan 1990-Dec 1994 (full-time)
- **Higher Diploma in Education** (HDE), University of Cape Town, SA, Jan 1988-Dec 1988 (full-time)
- **National Trade Test Certificate** (Electronic Mechanician), Olifantsfontein Trade Test Centre, June 1986
- **National Diploma** (Electronics), Wingfield College, Jan 1983-May 1986 (part-time)
- **National Diploma** (Logic Systems), Wingfield College, Jan 1983-Sep 1986 (part-time)

## CURRENT AREAS OF TEACHING, RESEARCH & CONSULTING

- Leadership & Change Management
- Diversity & Inclusion
- Identity & Narrative

## TEACHING & RESEARCH UNIVERSITY EXPERIENCE

*The following formal University positions are currently held:*

- **Professor (fully tenured) in Leadership, Diversity & Inclusion:** Graduate School of Business, University of Cape Town (South Africa)
  - o Previously also Board Member of iNCUDISA (Intercultural & Diversity Studies Centre), University of Cape Town (South Africa)
  - o Previously also Founding Academic Director of the Centre for Leadership & Public Values (CLPV), University of Cape Town (South Africa) & Duke University (USA)
  - o Previously also Director of the Agents Lab, Department of Computer Science, University of Cape Town (South Africa)
- **Associate Fellow:** Saïd Business School, University of Oxford (UK)
- **Faculty/Orchestrator:** Duke Corporate Education, Duke University (USA)

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

- **1998-present: University of Cape Town (South Africa)**
  - o Faculty of Commerce, Graduate School of Business
    1. Leadership, Diversity & Inclusion: MBA (FT; MOD)
    2. Advanced Leadership: MBA (FT; MOD)
    3. Executive Programs: Leadership; Diversity & Inclusion
    4. Previously: Leadership, Diversity & Inclusion: PT MBA; AIM; PGDBA; EMBA
    5. Previously: Ethics, Values & Responsibility: Executive Program (in conjunction with Duke University, USA)
    6. Previously: Knowledge Management: MBA; AIM; Executive Programs
    7. Previously: Information Technology: AIM

- 8. Previously: E-Business: MBA
  - o Faculty of Humanities, Sociology Department
    - 1. Previously: Diversity & Inclusion: MSocSc; MA
  - o Faculty of Science, Department of Computer Science
    - 1. Previously: Knowledge Management: MSc; BSc(Hons)
- **2000-present: University of Oxford (England, UK): Saïd Business School (and previously Templeton College)**
  - o Leadership: MBA
  - o Leadership: EMBA
  - o Leadership: Executive Programs
  - o Diversity & Inclusion: Executive Programs
- **2008-present: Duke University (USA): Duke Corporate Education (Duke CE)**
  - o Leadership: Executive Programs
  - o Diversity & Inclusion: Executive Programs
- **2004-2016: Ashridge-Hult Business School (UK)**
  - o Leadership: Research
  - o Diversity & Inclusion: Research
- **2001-2013: Erasmus University (Netherlands): Rotterdam School of Management**
  - o Leadership: EMBA, MBA
  - o Leadership: OneMBA; MHR; Executive Programs
  - o Knowledge Management: MHR; OneMBA; EMBA; MBA
- **2004-2007: University of Amsterdam UvA (Netherlands): Faculty of Economics & Econometrics & Prima Vera Research**
  - o Leadership: Executive Programs
  - o Information Management: MSc; Executive Programs
- **2005-2006: IMD (Switzerland): Partnership Programs**
  - o Leadership: Executive Programs
- **2008-2008: The Gordon Institute of Business Science (GIBS) (South Africa)**
  - o Leadership: Executive Programs
  - o Diversity: Executive Programs
- **2004-2006: University of Witwatersrand (South Africa): Witwatersrand Business School**
  - o Leadership: Executive Programs (in conjunction with Harvard Business School, USA)
- **2006-2006: University of Stellenbosch (South Africa): Stellenbosch Business School**
  - o Leadership: Executive Programs
- **2005-2005: Maastricht University (Netherlands): Universiteit Maastricht Business School**
  - o Leadership: EuroMBA
- **2004-2007: De Baak Institute (Netherlands): De Baak**
  - o Strategy: Executive Programs
  - o Leadership: Executive Programs

## **OTHER TEACHING EXPERIENCE**

- 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
- 2007-2013: Northwestern University, Kellogg Business School – *Leading from One's Own Story* – MBA GIM Tour, while visiting Southern Africa each year
- 2006-2012: African Leadership Institute (ALI, South Africa) – Leadership; Diversity & Inclusion
- 2007-2007: Michigan State University (USA) – *Leadership Issues in South Africa* – Cape Town Entrepreneurship Tour
- 2000-2003: Anglo Maccauvlei Learning Academy (South Africa) – Leadership; Knowledge Management
- 2000-2001: Kagiso Leadership School (South Africa)– Leadership

## **OTHER CURRENT & PREVIOUS WORK EXPERIENCE**

- Shareholder-Executive Director, *Achievement Awards Group*, Westlake, Cape Town (South Africa), Mar 2017-present (previously Non-Executive Director Dec 2007-2017)
- Shareholder & Managing Partner, *LICM Consulting cc.*, Constantia, Cape Town (South Africa), Feb 2001-present
- Non-Executive Director, *Power Group*, Blackheath, Cape Town (South Africa), Jan 2012-present
- International Diversity & Inclusion Advisory Council Member (Chairman, as of 2010), *Novartis International*, Basel (Switzerland), Apr 2006-present
- Non-Executive Director, *International School of Cape Town* (owned by Education Development Trust UK), Cape Town (South Africa), Jan 2013-present
- Shareholder-Director, *Helderview BMW*, Somerset West, Cape Town (South Africa), Feb 2010-Jul 2016
- Global Agenda Council Member (Talent & Diversity), *World Economic Forum*, Geneva (Switzerland), Aug 2009-Jun 2013
- Non-Executive Director, *Cornerstone Institute*, Cape Town (South Africa), Aug 2010-Jun 2011
- Head of International Advisory Faculty, Pacesetters Programme (Diversity & Inclusion), *National Health Service (NHS)*, London (UK), Jan 2007-Dec 2009
- Director, *Performance Through Inclusion SA*, Plumstead, Cape Town (South Africa), Oct 2006-Jan 2009
- Executive Editor & Advisory Board Member, *Axius Publishing (Journal for Convergence)*, Parkwood, Johannesburg (South Africa), Mar 2003-Dec 2008
- Director, *Complex Adaptive Systems*, Observatory, Cape Town (South Africa), Dec 2003-Apr 2006
- Research & Design Engineering Manager of Naval Electronic Systems, *Institute for Maritime Technology (IMT)*, Simonstown, Cape Town (South Africa), Feb 1996-Jan 1997
- Process Computing Engineer in Nuclear Engineering, *Eskom: Koeberg Nuclear Power Station*, Duynefontein (South Africa), Oct 1995-Jan 1996
- District Manager, *Transnet: Spoornet & Metro Rail*, Kimberley & Cape Town (South Africa), Jan 1995-Sep 1995
- Restaurant Manager, *Golden Spur & Cincinnati Spur*, Newlands & Pinelands, Cape Town (South Africa), Jul 1989-Feb 1990 & Dec 1988-Mar 1989
- High-School Teacher, *Fairmount High School*, Grassy Park, Cape Town (South Africa), Apr 1989-Jul 1989
- AudioVisual Technician, *Katz International (KIC)*, Waterfront, Cape Town (South Africa), Oct 1987-Dec 1987
- Electronic Technician, *Radio Autosonic*, Cape Town (South Africa), Oct 1986-Sep 1987
- Electronic Mechanician Artisan and Apprentice, *SA Naval Dockyard*, Simonstown (South Africa), Jan 1983-Oct 1986

## **PROFESSIONAL MEMBERSHIPS**

- Fellow of the *Royal Society of Arts, Manufactures & Commerce* (UK), 2009-present
- Senior Member of the *Academy of Management* (USA), 1998-present
- Member of the *British Academy of Management* (UK), 2005-present
- Member of the *Africa Academy of Management* (AFAM) (USA), 2014-present
- Member of the *Black Management Forum* (BMF) of South Africa (South Africa), 2002-present
- Member of the *International Sainsbury Fellows Association* (UK), 1998-present
- Senior Member of the *Community of Science* (USA), 2003-present
- Member of the Special Agenda Council on Talent & Diversity of the *World Economic Forum* (Switzerland), 2009-2013
- Previously Member of the *International Positive Psychology Association* (USA), 2008-2013
- Previously Member of the *IEEE: Institute of Electrical and Electronic Engineers* (USA), 1995-2011

- Previously Member of the *Midwestern Organizational Learning Network* (USA), 1997-2008
- Previously Member of *United Oxford and Cambridge University Club* (UK), 1998-2000
- Previously Member of the *SAIEE: South African Institute of Electrical Engineers* (South Africa), 1995-2000
- Previously Member of *NBDPA IT Thought Leaders* (USA), 1998-2005

## **EDITORIAL WORK**

- Editorial Board Member of the *European Management Review* (UK), 2014-present
- Editorial Board Member of the *Journal of Management Education* (USA), 2007-2013
- Editorial Board Member of *Good Governance, Ethics & Leadership* (UK), 2015-present
- Founding Editorial Review Board Member of the *Africa Journal of Management* (USA), 2014-present
- Editorial Advisory Board Member of the *Academy of Taiwan Business Management Review* (Taiwan), 2010-present
- Editorial Board Member of the *Annual Review of High Performance Coaching & Consulting* (UK), 2008-present
- International Reviewer for the Emerald journal, *Equality, Diversity and Inclusion – An International Journal* (UK), 2016-present
- Previously Editorial Board Member of the *British Journal of Management* (UK), 2011-2014
- Previously and still currently, Reviewer for the accredited USA-based journal, *Academy of Management Journal*
- Previously Editorial Board Member of *Equal Opportunities International* (UK), 2009-2011
- Previously Editorial Board Member of the *International Journal of Information Systems & Social Change* (USA), 2009-2013
- Previously Executive Editor of the *Journal for Convergence* (South Africa), 2003-2008
- Reviewer for the *Journal of Managerial Psychology* (UK), 2014-present
- Previously, paper- and book Reviewer for the internationally accredited UK-based journal, *Management Learning*
- Previously Editorial Board Member and Reviewer for the accredited South African-based journal, *South African Journal of Business Management*
- Previously, book Reviewer for the US-based *Emerald*
- Previously, book Reviewer for the UK-based *Financial Times*

## **CONFERENCE ORGANISING/STREAM COMMITTEES**

- 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-Saharan Africa (LMSSA), Cape Town, South Africa, 22-24 November 2010.
- Social Networks Stream Coordinator: 4<sup>th</sup> International Critical Management Studies, University of Cambridge, Cambridge, United Kingdom, 4-6 July 2005.
- Organising Committee: Asia-Africa Nexus Conference, University of Cape Town, Cape Town, South Africa, 6-10 December 2004.

## **CONSULTING & CONNECTIONS WITH THE CORPORATE WORLD**

### **Local and International Consultancies for 2017 (thus far)**

- *Standard Chartered Bank, Global (Financial Services)* – personal purpose and self-care
- *Petronas, Malaysia (Energy)* – business strategy

#### **Local and International Consultancies for 2016**

- Novo Nordisk, Denmark (Healthcare) – leadership
- Starwood Hotels, Dubai, Qatar (FMCG) – scenarios for Africa's development
- ANZ, Australia, Singapore, India (Finance Services) – strategy & enterprise leadership
- Petronas, Malaysia (Energy) – leadership development & personal purpose

#### **Local and International Consultancies for 2015**

- Edrington, Scotland (FMCG) – diversity & inclusion
- Petronas, Malaysia (Energy) – leadership development & purpose
- Holcim, Switzerland (Building Materials & Aggregates) – leadership
- Standard Chartered Bank, Global (Financial Services) – personal purpose and self-care

#### **Local and International Consultancies for 2014**

- ANZ Bank, Australia (Financial Services) – leadership & high-performing teams
- Dubai Government Directors, UAE (Public Sector) – leadership; diversity & inclusion
- Holcim, Switzerland (Building Materials & Aggregates) – leadership
- Actuarial Society of South Africa (Financial Services) – responsible leadership
- Life Church, Somerset West, South Africa (Religious) – spirituality & leadership
- Petronas, Malaysia (Energy) – leadership development & change management
- Standard Chartered Bank, Global (Financial Services) – leadership narratives & inspiration
- Edrington, Scotland (FMCG) – diversity & inclusion
- First Rand, South Africa (Financial Services) – leadership & high-performance teams

#### **Local and International Consultancies for 2013**

- Petronas, Malaysia (Energy) – leadership development & high-performing teams
- Etisalat, Dubai UAE (Telecommunications) – leadership; diversity & inclusion
- Standard Chartered Bank, Global (Financial Services) – leadership; diversity & inclusion
- Novartis, Switzerland (Healthcare) – inclusive leadership; diversity and inclusion
- Discovery, UK and South Africa (Healthcare) – inclusive leadership & teamwork

#### **Local and International Consultancies for 2012**

- Novartis, Switzerland (Healthcare) – inclusive leadership; diversity and inclusion
- Alpha Western Cape (Religious) – spiritual leadership
- Unashamedly Ethical, South Africa (NGO) – ethics & values
- Petronas, Malaysia (Energy) – leadership development & high-performing teams
- VW/MAN, Global (Transport) – leadership; diversity & inclusion
- Bosch, Germany (Technology) – leadership & high-performing teams
- Standard Chartered Bank, Global (Financial Services) – leadership; diversity & inclusion

#### **Local and International Consultancies for 2011**

- Petronas, Malaysia (Energy) – leadership development & high-performing teams
- University of Amsterdam, Netherlands – narrative; personal identity
- Novartis, Switzerland (Healthcare) – inclusive leadership; diversity and inclusion
- ABN AMRO, Netherlands (Financial Services) – leadership & teamwork
- MNET Supersport, South Africa (Media) – responsible leadership
- Young Presidents Organization, Global – responsible leadership
- MAN, Global (Transport) – leadership & teamwork
- Standard Chartered Bank, Global (Financial Services) – leadership

#### **Local and International Consultancies for 2010**

- Novartis, USA (Healthcare) – inclusive leadership; innovation & diversity
- South African Rugby Union (SARU), South Africa (Sports) – responsible leadership
- MAN, Germany (Transport) – leadership & teamwork
- Novartis, Turkey (Healthcare) – inclusive leadership
- European Leadership Platform, Netherlands (Societies/Networking) – moral courage
- Novartis, Switzerland (Healthcare) – leadership; diversity & inclusion
- Novartis, Egypt (Pharma) - inclusive leadership
- Standard Bank Investments, London (Financial Services) – leadership
- Standard Chartered Bank, Global (Financial Services) – leadership
- Young Presidents Organization Winelands, Cape Town – ethics

#### **Local and International Consultancies for 2009**

- Sandoz, Austria (Pharmaceutical) – diversity & inclusion
- IBM, UK (Management Consulting) – leadership & teamwork
- Novartis, Singapore (Pharma) – diversity & inclusion

- Novartis, USA (Pharma) – diversity & inclusion
- Standard Chartered Bank, Global (Financial Services) – leadership

#### **Local and International Consultancies for 2008**

- Standard Chartered Bank, UK (Financial Services) – leadership
- Chevron, Africa & Pakistan (Energy) – diversity & inclusion
- NHS, UK (Healthcare) – diversity & inclusion
- MAN, Germany (Transport) – leadership & teamwork
- Young Presidents Organization, South Africa (Entrepreneurship) – leadership
- Fletcher Insulation, Australia (Construction) – leadership
- Novartis, Switzerland, Germany, UK, France, Ireland, Spain (TechOps) – diversity & inclusion
- SASOL, South Africa (Energy) – leadership

#### **Local and International Consultancies for 2007**

- MTC, Namibia (Telecommunications) - diversity
- Bayer, Germany (Pharmaceutical) – leadership
- Metro, Germany (Retail) - leadership
- Kelloggs, UK (FMCG) – leadership; diversity
- Young Presidents Organization, South Africa (Entrepreneurship) – leadership
- Standard Chartered Bank, UK (Financial Services) – leadership
- African Leadership Institute (UK) – scenarios; leadership & teamwork
- NHS, UK (Healthcare) – diversity & inclusion
- Novartis, Switzerland (Pharmaceutical) – diversity & inclusion
- De Baak Institute, Netherlands (Management Education) – changing business context

#### **Local and International Consultancies for 2006**

- Novartis, Switzerland (Pharmaceutical) – diversity & inclusion
- Old Mutual, South Africa (Financial Services) – diversity & inclusion
- Standard Chartered Bank, Global (Financial Services) – strategy & leadership
- Geert Groote Instituut, Netherlands (Education) – diversity & inclusion
- African Banking Corporation, Botswana (Banking) – global banking trends
- IQ Business, South Africa (Management Consulting) – leadership challenges and trends
- IBM, Netherlands (Technology) – meaning and purpose
- Scottish NHS, UK (Health) – leadership & diversity
- Dutch NS, Netherlands (rail) – challenges in infrastructural environment
- Shell International, Netherlands (Energy) – diversity & inclusion
- Namibian Office of the Prime Minister, Namibia (Government) – innovation

#### **Local and International Consultancies for 2005**

- Shell International Europe, Netherlands (Energy) – changing business context
- Shell International Asia-Pacific, Malaysia (Energy) – HR strategy
- Cape Education Department, South Africa (Education) – education
- Sanlam Investment Management, South Africa (Financial Services) – talent development
- Dutch Police, Netherlands (Policing, Safety & Security) – executive leadership development
- Arabella Group, South Africa (Hospitality) – strategic leadership
- De Baak Institute, Netherlands (Management Education) – changing business context
- NMC, South Africa (Construction) – changing context in construction
- SABMiller, South Africa (FMCG) – HR business value

#### **Local and International Consultancies for 2004**

- Impala Platinum, South Africa (Mining) – HR strategy
- WISE/FAME, South Africa (Law) – mediation
- Standard Chartered Bank, Africa (Financial Services) – retaining talent
- SABMiller, South Africa (FMCG) – future of diversity management
- NamDeb, Namibia (Mining) – diversity management
- Show Business, UK (IT & Strategy) – performance management
- Cool Group, Netherlands (Financial Services) – ethics
- Trihelix, Netherlands (Relationship Management) – stakeholder engagement

#### **Local and International Consultancies for 2003**

- NamDeb, Namibia (Mining) – labour arbitration
- Sun International, South Africa (Hospitality) – future macro- and micro-trends; balanced scorecard
- Old Mutual, South Africa (Financial Services) – knowledge management
- Debswana, Botswana (Mining) – knowledge management

- Impala Platinum, South Africa (Mining) – knowledge management
- Pioneer / Heinz Foods, USA & South Africa (Manufactured Foods) – scenarios and global trends
- MTC, Namibia (Telecommunications) – executive coaching for changed futures

#### **Local and International Consultancies for 2002**

- EU Commissioners, Belgium – data protection, security and privacy
- Standard Chartered Bank, Singapore and Thailand (Financial Services) – leadership behaviours linked to future strategies delivery in investment banking
- Anglo American, South Africa (Mining) – executive leadership
- NamDeb, Namibia (Mining) – diversity; knowledge management
- De Beers, Botswana & Namibia (Mining) – knowledge management; diversity
- SABMiller, India (FMCG) – competitive intelligence; Asian strategy; human capital
- Emerald Technology, Netherlands (IT and Data Warehousing) – global strategy & IT project analysis
- Cool Capital, Netherlands (Venture Capital & New Economy Projects) – e-business strategy
- Nebula Solutions, UK & South Africa (IT Firmware & Knowledge Management) – strategy development; IT infrastructure; change management
- Sun International, South Africa (Hospitality) – personal empowerment
- CSIR, DTI and Department of Science and Technology, South Africa – part of a think tank assisting the South African National Government develop a national technology strategy, related to materials science and manufacturing, for the country

#### **Local and International Consultancies for 2001**

- Adcorp (Kagiso) Leadership School, South Africa (Education) – IT and knowledge management workshops
- Shell International, UK and Netherlands (Energy) – global diversity management; knowledge management
- Shell South Africa, South Africa (Energy) – executive leadership development; diversity strategy
- BP, UK and South Africa (Energy) – scenario planning & future strategies
- Anglo American, South Africa (Mining) – executive leadership
- IRG (Information Resources Group), UK and South Africa (Diversity, IT, Business Intelligence, Human Capital) – intellectual capital projects; employment equity
- Sanlam, South Africa (Financial Services) – human capital; e-business strategy development
- Emerald Technology, Netherlands (IT and Data Warehousing) – global strategy & IT project analysis
- Cool Capital, Netherlands (Venture Capital & New Economy Projects) – e-business strategy
- Nebula Solutions, UK and South Africa (IT Firmware & Knowledge Management) – strategy development; IT infrastructure; change management
- National Dept. of Public Works, South Africa (National Government) – change management; leadership

#### **Local and International Consultancies in 2000**

- Adcorp (Kagiso) Leadership School, South Africa (Education) – IT and knowledge management workshops
- Health & Racquet, South Africa (Sports and Leisure) – growth strategy; knowledge management
- Director Generals of SA Government, South Africa (National Government) – presidential leadership programme
- MECs and Directors, Dept. of Health, South Africa (National Government) – leadership
- Wooltru, South Africa (Retail) – IT and knowledge management
- Metropolitan, South Africa (Financial Services) – knowledge management; future strategy
- IDC, Southern Africa (Banking and Finance) – knowledge management
- Old Mutual, UK and South Africa (Financial Services) – actuarial business strategy development
- Sanlam, South Africa (Financial Services) – m-commerce; leadership & organisational development
- MTN, South Africa (Telecommunications) – growth strategies; strategy simulation
- Emerald Technology, Netherlands (IT and Data-Warehousing) – business strategy
- Oracle, UK (Software & Systems Development) – business intelligence systems
- National Dept. of Labour, South Africa (National Government) – employment equity research
- USAID, USA (International Development) – operationalising the SA Employment Equity Act
- IRG (Information Resources Group), UK and South Africa (Diversity, IT, Business Intelligence, Human Capital) – HR projects; intellectual capital projects

- *Shell International, UK and Netherlands (Energy) – global diversity management; executive leadership development; knowledge management; e-business strategy development*
- *BP, UK and South Africa (Energy) – new business development and scenarios*
- *Ixchange, South Africa (Software Development) – knowledge management; leadership*

## **AWARDS, HONOURS AND RECOGNITIONS**

- In June 2016, appointed as an *Ambassador* of the global *Unashamedly Ethical Campaign* (Cape Town, SA)
- In February 2013, awarded with “*Top 1% most viewed LinkedIn profiles for 2012*” by LinkedIn (California, USA)
- In January 2011, formally inducted (*Lifelong Membership*) into the New York-based Madison Who's Who (USA)
- In October 2009, awarded the *Lifetime Achievement Award* by the International Biographical Centre, Cambridge (UK)
- In August 2009, awarded with *The International Plato Award for Educational Achievement* by the International Biographical Centre, Cambridge (UK)
- In May 2009, awarded the *Top 100 Educators of 2009* award by the International Biographical Centre, Cambridge (UK)
- In December 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).
- In January 2009, listed in the 26th edition of the US-based Marquis Global Who's Who in the World 2009 (USA)
- In October 2008, formally inducted (lifelong membership) into the New York-based Continental Who's Who (USA)
- In January 2006, appointed to a full, tenured Professorship at the Graduate School of Business, University of Cape Town (South Africa)
- In January 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)
- In 2004, given a “performance beyond the job requirement” award from the University of Cape Town (UCT), as Senior Lecturer (South Africa)
- In 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)
- In 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)
- In 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)
- In 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)
- In 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)
- From 1990-1994, received the Chairman’s Bursary from Caltex Oil Company (Chevron Texaco) for completing my Electrical Engineering degree at the University of Cape Town

## **OTHER INVOLVEMENTS & MEMBERSHIPS**



- Serve as an Advisory Board Member to the Unit for Diversity, Inclusion & Community Engagement (DICE) at the University of Leicester (UK), Aug 2015-present
- Advisory Board Member, *Knowledge Management Professional Society*, New York (USA), Mar 2006-present
- Served as a Committee Member of international judges in determining the 2015 International Human Resource Management Scholarly Research Award for the Human Resources Division of the *Academy of Management* (USA), Feb 2015-Mar 2015
- Serve as an Expert Panellist for the *Global Diversity and Inclusion Benchmarks: Standards for Organizations Around the World*. GDIB, sponsored by the non-profit The Diversity Collegium (USA), Jan 2015-present
- Serve as an Expert Advisor to *Neurozone* (SA) – neuroscience & brain performance, May 2014-present
- Member of the Parent Liaison Committee (PLC), *International School of Cape Town (ISCT)* (Wynberg, South Africa), Jan 2008-present
- Member of Kelvin Grove Club (Newlands, South Africa), Apr 2012-Dec 2016
- Involved with *Young Presidents Organization (YPO)* (Africa; Global)
- Previously involved with *Rotary Club* (Newlands Branch, South Africa)
- Previously on Advisory Board to the national South African government body, the *Council for Scientific and Industrial Research*, CSIR (Pretoria, South Africa)
- Previously Council Member of *Cornerstone Faith Ministries* (Cape Town, South Africa)

## **DISSERTATIONS & THESES BEING SUPERVISED & PREVIOUSLY SUPERVISED:**

### ***PhD Dissertations (International & Local)***

1. Andries, L. (initiated in 2016), South African, PhD University of Cape Town, South Africa, "*Trusting Leaders: Empowering Organizational Leaders to Catalyse Trust, Based on Evidence from Social Neuroscience*".
2. Dharani, B. (initiated in 2016), Kenyan, PhD University of Cape Town, South Africa, "*Organizational Lifecycle and Locus of Control: Investigating Happiness at Work*".
3. Zhou, Y., B. (initiated in 2016), Chinese, PhD University of Cape Town, South Africa, "*A Tale of Two Cities: Cross-Cultural People Management between Newcastle, SA and Haimen, China*".
4. Kallarakkal, S. (initiated in 2015), Indian, PhD University of Cape Town, South Africa, "*Leading by Example for Organizational Citizenship Behaviour in International Non-Governmental Organizations*".
5. Swart-Opperman, C. (initiated in 2014, graduated in December 2016), Namibian, PhD University of Cape Town, South Africa, "*Innovation Team Members: Emotive Outlook and Profiles Comparison*".
6. Mwangi, Nj. (initiated in 2007, graduated June 2016), Kenyan, PhD University of Cape Town, South Africa, "*Women's Knowledge Systems and their Potential Contribution to Leadership and Socio-Political Contribution*".
7. Mwangi, Ny. (initiated in 2007, graduated in June 2016), Kenyan, PhD University of Cape Town, South Africa, "*An Inquiry into the Nature of Effective Dialogue and Discourse for Peace-Building Through Leadership*".
8. Train, K. (initiated in 2012, graduated in December 2015), South African, PhD University of Cape Town, South Africa, "*Compassion in Organizations: Sense-making and Embodied Experience in Emergent Relational Capability*".
9. Katoma, V. (initiated in 2007, graduated June 2012), Zambian, PhD University of Cape Town, South Africa, "*A Discretionary Effort Extension Based on Performance Expectancies*".
10. Mutowo, M. (initiated in 2007, graduated in December 2011), Zimbabwean, PhD University of Cape Town, South Africa, "*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*".
11. Daya, P. (initiated in 2006, graduated in December 2010), South African, PhD University of Cape Town, South Africa, "*An Investigation into the Relationship between Diversity, Inclusion & Performance: An Empirical Study in a Corporate South African Organisation*".

12. Peter, C. (initiated in 2007, graduated in June 2010), South African, PhD University of Cape Town, South Africa, "*Bayesian Participatory-Based Decision-Analysis: An Evolutionary Adaptive Formalism for Modelling and Decision Support in Social-Ecological Systems Sustainability*".
13. Makgoba, T. (initiated 2005, graduated in December 2009), South African, PhD University of Cape Town, South Africa, "*African Workplace Spirituality in South African Mines*".

#### **Executive MBA & MBA Dissertations & Theses (International & Local)**

1. Heloise Janse van Rensburg (graduating in June 2017), South African, MBA, University of Cape Town, South Africa, "*How the 'Sorbet Way' of Servant Leadership is Scooping Up Success*".
2. Jason Cooper (graduating in June 2017), South African, MBA, University of Cape Town, South Africa, "*Emotional Intelligence and CDMSE in GSB MBA Students: Gender & Age Differences*".
3. Stefan Guntern (graduating in June 2017), Swiss, MBA, University of Cape Town, South Africa, "*Assessment of the Effectiveness of Reducing the Sources of Burnout in Switzerland*".
4. James Earle (graduating in June 2017), British, MBA, University of Cape Town, South Africa, "*Organizational Restructuring and the Employee's Psychological Contract*".
5. Lauren Wyndham Quin (graduating in June 2017), South African, MBA, University of Cape Town, South Africa, "*Resources for Resilience: A Study of Non-Profit Volunteers in Africa*".
6. Claudette Mackenzie (graduating in June 2017), South African, MBA, University of Cape Town, South Africa, "*Multichannel Marketing Effects on the Purchase Decisions of Oncology Physicians in South Africa*".
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#### **Masters Dissertations & Theses (International & Local)**

1. Jacobson, H. (graduated Dec 2008; 2007-2008) – co-supervision with Dr. Anet Potgieter in Computer Science – South African, MSc University of Cape Town, South Africa, "*Engineering Emergence in Virtual Enterprises using RFID Tags to Evolve Emergent Value Networks*".
2. Jedeikin, J. (graduated Dec 2007; 2006-2007) – co-supervision with Dr. Anet Potgieter in Computer Science – South African, MSc University of Cape Town, South Africa, "*Complex Adaptive Enterprises: Adapting Value Chains*".
3. Cooke, R. (graduated Dec 2006; 2005-2006) – co-supervision with Dr. Anet Potgieter in Computer Science – South African, MSc University of Cape Town, South Africa, "*Link Prediction and Link Detection in Sequences of Large Social Networks using Temporal and Local Metrics*".
4. Los, M. (graduated Feb 2006; 2004-2005), Dutch, MHR Erasmus University, Netherlands, "*Leadership Framework within a Professional Services Firm: KPMG*".
5. de Koning, M. (graduated Feb 2006; 2004-2005), Dutch, MHR Erasmus University, Netherlands, "*Leadership Development in Mail Netherlands Production*".
6. Tan, E. (graduated Feb 2006; 2004-2005), Singaporean, MHR Erasmus University, Netherlands, "*Corporatisation of the Singaporean Public Sector: Changing Mindsets and Organisational Destiny*".
7. Waite, K. (graduated Feb 2006; 2004-2005), British, MHR, Rotterdam School of Management, "*Key Account Management in TNT Logistics*".
8. Kronemijer, W. (graduated Feb 2006; 2004-2005), Dutch, MHR Erasmus University, Netherlands, "*Alignment of HR with the Business of Shell Exploration & Production Technology*".
9. Kraan, R. (graduated Feb 2006; 2004-2005), Dutch, MHR Erasmus University, Netherlands, "*Customer Intimacy Implementation Strategy: Scenarios for the Service Line of ATOS Origin Business Application Solutions*".
10. Berendsen, E. (graduated Feb 2006; 2004-2005), Dutch, MHR Erasmus University, Netherlands, "*HR Information and Measurement: Aligning ING's Business Lines and European Countries*".
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12. Bruinsma, S. (graduated end-2005; 2004-2005), Dutch, MSc University of Amsterdam, Netherlands, "*Involved Information Management – Framework for Success*".
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15. Bijura, R. (graduated Dec 2002; 2001-2002), Tanzanian, MComm University of Cape Town, South Africa, "*Knowledge Management and Adding Value Through Leadership Development: Comparing Tanzania & South Africa*".

**BSc (Hons) Dissertations & Theses (International & Local)**

1. Brown, H. (graduated Dec 2003), South African, BSc (Hons) University of Cape Town, South Africa, "*Intelligent Knowledge System Project: Bayesian Database Development*".
2. Rouse, C. (graduated Dec 2003), South African, BSc (Hons) University of Cape Town, South Africa, "*Intelligent Knowledge System Project: Information Visualisation*".
3. Kunene, P. (graduated Dec 2003), South African, BSc (Hons) University of Cape Town, South Africa, "*Knowledge System Project: Knowledge Engineering*".

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**PUBLICATIONS LIST – Professor Kurt André April**

(as at May 2017)

**SUMMARY (150 total publications):**

- **Books: 8**
- **Chapters in Books: 17**
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- **Conference Papers (Refereed): 16**
- **Conference Papers (Non-Refereed): 3**
- **Case Studies (Refereed): 2**
- **Dissertations/Theses: 4**
- **Reports (Non-Refereed): 2**

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- (150) Daya, P., & April, K. (2017). Practical considerations for the management of diversity and inclusion in an emerging market context: A South African case study. In M. Özbilgin (ed.), *Management and diversity: Perspectives from different national contexts* (pp. 191-225). Bingley, UK: Emerald Press.

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- (145) Vassilopoulou, J., Da Rocha, J. P., April, K., Kyriakidou, O., & Özbilgin, M. (2016). Does the ongoing global economic crisis put diversity gains at risk? Diversity management during hard times: International examples from the USA, South Africa and Greece. In Prescott, J. (ed.), *Handbook of research on race, gender, and the fight for equality* (pp. 424-452). Hershey, PA: IGI Global.

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- (141) Swart-Opperman, C., & April, K. (2015). Individual emotive outlook profiles: Successful and unsuccessful innovative Namibian teams. *Effective Executive*, 18(3), 31-61.

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- (139) Al-Ariss, A., Özbilgin, M., Tatli, A., & April, K. (2014). Tackling whiteness in organizations and management. *Journal of Managerial Psychology*, 29(4), 362-369.

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- (138) Tatli, A., Berry, D., Ipek, G., & April, K. (2014). Self-initiated expatriation: Case study lessons from Africa and the United States. In M. Özbilgin, D. Groutsis, & W. Harvey (eds.), *International human resource management* (pp. 214-235). Victoria, Australia: Cambridge University Press.

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- (137) Makgoba, T., April, K., & Al Ariss, A. (2014). Understanding spirituality at work, organizations and in management. *Academy of Taiwan Business Management Review*, 10(2), 41-52.
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- (131) Vassilopoulou, J., Da Rocha, J. P., Seierstad, C., April, K., & Özbilgin, M. (2013). International diversity management: Examples from the USA, South Africa and Norway. In B. Christiansen, E. Turkina, & N. Williams (eds.), *Cultural and technological influences on global business* (pp. 14-28). Hershey, PA: IGI Global.

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- (120) April, K. A., Goebel, K.M.J., Blass, E., & Foster-Pedley, J. (2012). Developing decision-making skill: Experiential learning in computer games. *International Journal of Information Systems and Social Change*, 3(4), 1-17.
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