

## The Leadership Habits of South Africa's Business Champions Conference 2007

### THE LEADERSHIP HOUR, SESSION 3 - Contributing Leaders



**BHEKI SIBIYA:** *Chairman of Brait South Africa*

Born in the deep rural areas of Kwa-Zulu Natal, through sheer diligence and his dedication to self development, Bheki completed a B Admin degree at the University of Zululand and an MBA in the USA. He is the Deputy Chairman of Tiger Brands and the Chairman of Brait South Africa. Bheki is the Past President of the BMF and a founding CEO of Business Unity South Africa.

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**DOUG SMOLLAN:** *Chairman Smollan Holdings*

Doug matriculated at King Edward School, obtained his Bachelor of Commerce at Witwatersrand University and MBL at University of South Africa. He joined his father's business in 1968 as a Salesman and is Chairman today. The Group employs 12 000 people in South Africa, Zimbabwe and China. Doug is passionately committed to South Africa. He started Business Against Crime (BAC) in 1997 and also became chairman of the Anti-Crime initiative with the Consumer Goods Council of South Africa (CGCSA). He lives by the motto "Life's for real, it ain't no rehearsal".

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**FUTHI MTOHA:** *Chairman of the Board, Deloitte Southern Africa.*

Futhi's career started in Umtata at W.L. Nkuhlu & Co in association with Hoek & Wiehelm. She joined Deloitte & Touche in 1988 and became the first black woman to be appointed as a Partner by one of the Big Five accounting firms in South Africa. She is also the first black woman to be appointed to the board and the first black woman to be appointed Chairman of one of the Big Four accounting firms. In 2006 Futhi was recognised by International Women's Forum (SA) / Financial Mail as one of 50 of South Africa's Most Influential Women

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**IVAN S. MZIMELA:** *Group Human Resources, Hollard Insurance.*

Lectured at Wits, Human Resource Manager at Eskom, Group HR Director at Nedbank. Led the establishment of Bank Seta. Deputy Chairman of Bank Seta Council. Led the establishment of Banking School of Compliance. Currently Deputy Chairman of INSETA. Vice President of Institute of Insurance in SA (IISA). Deputy Chairman of the National Student Financial Aid Scheme.



**LAURIE DIPPENAAR:** *Chairman of Discovery, Momentum, OUTsurance and director of FirstRand Bank Ltd and FirstRand Ltd*

After qualifying as a chartered accountant in 1973, Laurie joined the IDC where he worked as an investigating accountant. In 1977 Laurie and three partners, with R10 000 capital, founded Rand Consolidated Investments (Pty) Limited (RCI). From that modest foundation the Group is now one of the largest financial services groups in SA employing 34 000 people. FirstRand is the 8<sup>th</sup> largest company listed on the JSE with a value exceeding R125 billion. Laurie is a member of the Big Business Working Group that meets regularly with the President and senior members of Government.

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**GIDON NOVICK:** *Joint CEO Comair*

GIDON NOVICK completed a B.Com and CA degree in South Africa, his pilot's license in 1995, and an MBA at the Kellogg School of Management in Chicago, USA. He joined Comair in 1998, and established South Africa's first low fare airline, kulula'.com which took to the skies on the 1 August 2001. Since 1998, he has held various positions in Comair from Business Development Manager, National Marketing Manager, Commercial Director – kulula'.com, Executive Director – Comair and then joint CEO on the 1 July 2006. Gidon is married to Lindie and they have three children, one son and two daughters.

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**DR OUPA MONAMODI:** *CEO Uthingo Management (Pty) Ltd*

Oupa has been the CEO of Uthingo, the first operator of the South African National Lottery, since June 2004. Prior to this, he served as the Chief Operating Officer from April 2001. He holds a Ph.D. (Sociology), as well as an M.A. (Social Science) and an MBA all from Indiana University in the U.S.A. Additionally, he has a B.Sc. (Computer Science and Applied Mathematics) from the University of the North He has served on the Uthingo Board since 2001, and is a Member of the Institute of Directors (IoD)(SA).

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**THOKO MOKGOSI:** *CEO HP South Africa*

Thoko was appointed CEO of Hewlett-Packard South Africa in October 2004. Prior to that, she was the Sales and Marketing Director at Lucent Technologies, a Divisional Managing Director of Siemens Telecommunications and the CEO at Alcatel SA. Thoko also played a major role in the re-branding and re-positioning of Telkom as a business solutions provider, changing perceptions of the company from being a pure telephone provider. She has a Bachelor of Science with an MSC in Medical Chemistry and has completed executive courses through both Harvard and IMD in Switzerland.



**DR. REUEL J. KHOZA:** *Chairman of Nedbank Group*

Reuel is a leading proponent of a new management culture and leadership based on inclusivity, Afrocentricity and Ubuntu. He is an advocate of African-led globally competitive economics and industries from the mother continent. For over 2 decades Reuel has been a distinguished consultant, lecturer, and change agent in business. Amongst a host of directorships he is currently the Chairman of Corobrik (Pty) Limited and the Nedbank Group. He is also currently Fellow and President of the Institute of Directors in South Africa and is patron of the Black Management Forum (BMF).

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**DAVID NOKO:** *Managing Director De Beers Consolidated Mines*

David was appointed the MD of De Beers Consolidated Mines Limited in January 2006. Prior to that he was the Operations Manager at Kimberley Mines, where he led a team that drove production to levels not seen since 1914 (two million carats in 2004). Before joining De Beers he was the CEO of Air Chefs (Pty) Ltd, a subsidiary of Transnet. David began his studies at Wits Technikon. In 1987, he joined South African Breweries and was promoted to senior management in 1991. He joined Pepsi Cola International, where he supervised and managed operations around the globe.

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**MONICA SINGER:** *CEO Strate Ltd*

Monica was appointed CEO of Strate Ltd in 1999. Strate carries out the clearing, settlement and depository functions of all Equity trades on the Johannesburg Stock Exchange and Debt instruments on Bond Exchange in South Africa. Monica is a member of the South African Financial Markets Advisory Board and other professional associations. In her private capacity, she is a member of, The MaAfrika Tikkun Endowment Trust (chairperson), Young Presidents' Organisation, The South African Board of Jewish Education, JSE Pension Fund (trustee) and the Strate Charity Shares (board member).

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**BASETSANA KUMALO:** *PRESIDENT Business Women's Association*

In 1994 Bassie was crowned Miss South Africa and in the same year became the first runner up in the Miss World Pageant. During her reign she became a Top Billing presenter and was chosen to be the face of Revlon Realistic Hair Care range. Together with her partner, Patience Stevens, Bassie started Tswelopele Productions, a television production company which produces Top Billing and Pasella. In 1999 Tswelopele merged with Union Alliance Media and listed on the JSE, making Bassie one of the youngest black women directors to be part of the mainstream of the South African economy. Basetsana is now the Chairperson of the group, owning 50% of the company. Tswelopele Productions has recently been nominated as one of the Top 300 Empowerment Companies.



**NOLITHA FAKUDE: EXECUTIVE DIRECTOR Sasol Ltd**

Nolitha is the Executive Director at Sasol Ltd responsible for worldwide Group Human Resources, Corporate Affairs and Government Relations. Previously she was a Director at Nedbank responsible for Group Strategy and Corporate Affairs. Nolitha was the Managing Director of the Black Management Forum (BMF) for 3 years where her role involved stakeholder management and policy formulation on issues of Black Economic Empowerment and organisational transformation. She has spent more than 10 years within the Retail sector in various senior managerial positions. In 2004 Financial Mail named her one of the 20 most influential Businesswomen for 2004.



**DIANNE RADLEY: CFO Altron**

Diane joined Altron as Chief Financial Officer in July 2002. She began her career with Price Waterhouse in 1988 and worked her way up through the ranks. She was actively involved in the corporatisation of SAA, SA Breweries listing in London, the RMB/FNB merger and the hostile bid defence for Standard Bank in the Nedcor bid. Diane completed her B Comm at Rhodes University and qualified as a CA (SA) in 1990. After completing her MBA at WBS in 1994 she completed a Post graduate diploma in Advanced Banking at RAU. In addition to being CFO at Altron she is a non-executive director of Altech, Bytes Technology Group, Powertech, Omnia Holdings Ltd and SKF South Africa (Pty) Ltd.



**IVAN CLARK:**

Ivan Clark qualified as a Chartered Accountant at the University of Natal. He joined the Grindrod Group in 1977 and in 1996 he was appointed CEO, a position he held until his retirement in 2006. He lists as his professional achievements the fact that Grindrod was voted the Top Listed Company in South Africa for 2005 and 2006, the Financial Mail's top company for 2005 and 2006 and the Marine Money International top listed shipping company in the world for the past two years. Ivan has completed 13 Comrades Marathons and in his leisure time he likes to read, watch sport, listen to music and spend quality time with his family and friends. He is married to Jeanne and has a son and two daughters and five grandchildren.



**DR PENNY TLHABI: GM New Markets Discovery Health**

Penny Tlhabi is a medical doctor who has worked as a clinician in the public and private sector for the last 7 years. She joined Transmed Administrators as CEO in 1996 until privatisation in 2000, when she moved to join Discovery Health. Here she was part of the team that developed the KeyCare products. Until May 2005, Penny was the CEO of the Board of Healthcare Funders. Penny is currently employed as General Manager responsible for the emerging market products at Discovery Health. She is also a member of the Executive Committee of Discovery Holdings. Penny is a multi skilled executive who specialises in extending medical aid to low-income earners.



**ANGELA DICK: CEO Transman**

Angela is the CEO of Transman (Pty) Ltd a company she started 24 years ago. Since 1983 Transman has found employment for between 7 000 to 10 000 temporary and contract staff daily into the workplace, with a focus on previously disadvantaged individuals. In this time the company's revenue has grown from R85 000 to R488 million. Black Economic Empowerment is a cornerstone of their philosophy and is accelerated by black staff ownership of shares, rigorous upskilling, management and leadership opportunities, and support for entrepreneurs from previously disadvantaged backgrounds. Angela was elected the Business Woman of the Year 2006 in the Entrepreneurial category.



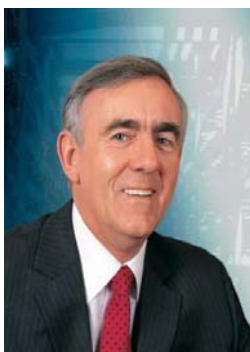
**YOLANDA CUBA: CEO Mvelaphanda Group**

Yolanda Cuba CA (SA), takes up the role of CEO of Mvelaphanda Group Ltd from 1 July 2007. She joined Mvelaphanda Holdings' Corporate Finance division in January 2003 to facilitate the sourcing, valuation and execution of transactions within the Mvelaphanda group of companies. Yolanda holds a B Comm degree, majoring in Statistics from UCT, a B Comm Honours in Accounting from the University of Natal and a Post-graduate Certificate in Advance Auditing from RAU. Yolanda is also a director on several other companies including Absa and Life Healthcare.



**ZARINA BASSA: Managing Executive ABSA**

Zarina is the Managing Executive of Absa Private Bank, the only woman to achieve such a position in South Africa. She strives to promote strong leadership, innovation, a role for women in business, as well as transformation in business and is a fervent advocate of sound corporate governance. Zarina was previously the Finance Minister's representative on the Public Accountants' and Auditors' Board (PAAB). She was also Chairman of the PAAB, the ASB and the Association for the Advancement of Black Accountants. Zarina qualified as a CA in 1988 and became one of the first black females to graduate as an accountant. She was appointed as partner at Ernst & Young in 1996 – the first black female partner of a multinational accounting and auditing firm.



**MIKE LOMAS:**

Mike was appointed CEO of Group Five in 1997. Under his ten years of leadership, the Group went through substantial change and growth and now has operations throughout Africa, Middle East and Eastern Europe. Mike is a qualified Engineer with Honours degrees in Civil and Structural Engineering and a post-graduate degree in Water Utilisation Engineering from Pretoria University. In 1984 Mike accepted the challenge of Managing Director of Group Five Roads in 1984, and was involved in major projects in and outside of South Africa. After a very successful career Mike retired from Group Five at the end of March 2007.



**HIXONIA NYASULU:** *CE TH Nyasulu & Associates*

Hixonia Nyasulu is the founder and CE of TH Nyasulu & Associates, a Durban marketing consultancy. She was born in 1955 on the West Rand, and then attended Inanda Seminary in Durban, the famous missionary school which has produced many prominent female leaders. She graduated from the University of Zululand with a BA in social work and psychology, then worked for six years in marketing at Unilever. Hixonia is a director of numerous South African blue chip organisations of which Anglovaal Industries, Anglo Platinum, Tongaat-Hulett, Nedbank (deputy co-chair) and AECI are the most prominent. Amongst other things she is known for her entrepreneurial flair and her marketing prowess



**RAY CREWE-BROWN:** *CEO Astrapak*

After graduating with a degree in Mechanical Engineering from the University of the Witwatersrand, Ray held various senior positions in the plastics and packaging industries including CEO of Murray & Roberts Plastics Ltd and a Director of Kohler Ltd. In early 1997 Ray formed the Astrapak Group which was listed on the JSE in November of that year. Astrapak specializes in plastic packaging and now comprises 32 companies and employs 3,500 people. Astrapak's current annual turnover is in excess of R2.5 Billion. In 2005, Ray was nominated as one of the five finalists in the South African Chapter of the World Entrepreneur Awards.



**HENRY FERREIRA:** *MD Unisys Africa*

As VP and MD for Unisys Africa, Henry is responsible for leading the growth of the business in South Africa and driving the expansion into the rest of the African continent. He was previously the Vice President for Networks in the Middle East and Africa Region responsible for expanding Nokia's networks business within the Middle East and Africa. Before Nokia, Henry was in the leadership group at Hewlett Packard UK & Ireland responsible for all of Hewlett Packard's Go-to-Market and Customer related activities for the UK&I. He was also the Managing Director for Compaq Africa and was responsible for the significant growth of this business in South Africa. He lists Richard Branson and Nelson Mandela amongst his business and personal heroes.



**WENDY LUHABE:** *CEO Defining Moments*

Wendy regards herself as a catalyst for transformation through a wide range of activities from speaking engagements, human potential development, writing, the meaningful participation of women in the economic landscape of South Africa and her role as a non-executive director and chairman of diverse industries. Wendy's life is a rich and varied one. She is currently on the board of the JSE and BMW SA. She is also the non-executive chairman of the IDC, Women Private Equity Fund and the International Marketing Council. Wendy was invited in 2003 to become an international trustee for the Duke of Edinburgh's Award International Foundation for young people.



**BRAND PRETORIUS: *CEO Mc Carthy Limited***

Brand was born in Steynsrus in the Free State. He obtained his M.Com degree in Business Economics at the University of the Free State in 1972. His business career began at Toyota South Africa in 1973. Following numerous management positions he was appointed MD of Toyota SA Marketing in 1988. Under his guidance Toyota became the market leader in sales and customer satisfaction. In 1999 he became the CEO of McCarthy Limited, a group which employs more than 7000 people with an annual turnover in excess of R20bn. He currently serves on the board of the Bidvest Group Limited and is also on the board of Tiger Automotive Limited. Brand is married to Tillie and they have three sons.

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**GUGU MOLOI:**

Gugu's vision and passion is for the empowerment of individuals, business, governments and civil society to meet the pressing needs of the African continent. Her dream is to ensure that all sectors of society become active participants in the economy. She believes that because she has been fortunate to be where she is, she also bears the responsibility to help others. Gugu was a finalist of the business women of the year in Africa in 2005 and won the Business Woman of the Year Impumelelo award given by ABSA in 2005. She has been nominated by the Mail and Guardian for two consecutive years as one of the leaders of South Africa that will make a huge difference in South Africa.

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**PAOLO CAVALIERI: *Chairman and Shareholder, Hollard Commercial***

Paolo was born and educated in Johannesburg. In 1981 he graduated from WITS with a B Comm degree and received an honours in Business Economics from the University of South Africa a few years later. He speaks Italian, English, French and Afrikaans. Paolo joined Hollard Insurance Group in 1995 and in 1997 was appointed Joint Managing Director followed by Group CEO in 1999. He is currently Chairman & Shareholder of Hollard Commercial (Pty) Ltd. Paolo was national rowing champion for South Africa & France between 1977 and 1989 and was Manager/Coach of South African Olympic rowing team at Barcelona Games, 1992

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**TONY PHILLIPS:**

Tony was born in Edinburgh, Scotland and was educated at Michaelhouse and then the University of Natal, Durban where he graduated in 1967 with a B.Sc.(Eng). His first job in 1968 was at Thos Barlow & Sons Limited where he was a trainee manager and later general manager of tractor division businesses (Caterpillar) until 1988. In 1998 he was appointed CEO, Barlow Limited a position from which he retired in 2006. He was appointed chairman, PPC limited in 2005. Tony is currently the chairman of NOAH, a board member of WWF, trustee of Edutainers and Business Against Crime and is a director of Business Leadership. Tony is married to Elizabeth Jane and has 2 children – Emma 24 and Guido 22.

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**TRACEY DEVONPORT: CEO TRACEY DEVONPORT FINANCIAL SERVICES**

Tracey qualified as a teacher. Whilst teaching she completed her law degree at Wits part-time. In 1991 she became a Liberty Life agent and achieved top salesperson twice. On leaving Liberty she established her own brokerage and is currently ranked number 3 in South Africa amongst all brokers and Agents. In 1998 she was nominated for Business Women of the Year and was winner of Lebone Corporate Women of the year in 1999. Tracey is the author of "Poor No More" and for 12 years has been a Top of the Table producer (0.01% of insurance professionals world-wide). She cites her greatest achievement as being Mommy to Keagan (7) and Kelcey (3). She is also actively involved in breeding Limousin stud cattle on their 1 200 ha farm at Villiers.

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