

MANAGEMENT ADVANCEMENT PROGRAMME



WBS



WBS Wits
Business
School
Sculpting global leaders



WBS'S HISTORY OF EXCELLENCE

1968

Wits Business School is established with a core focus to drive transformation through knowledge development. The first WBS EDP programme is launched in partnership with Stanford University.

1970

WBS enrolls its first MBA intake. Full-time and part-time structures are made available.

1980

WBS launches Post Graduate Diploma in Management (PDM) in response to the market need for specialisation. Two programme structures are available and these are PDM in Business Administration and PDM in Human Resources.

1992

WBS is admitted to the Partnership in International Management (PIM) network. PIM is an international consortium of higher education institutions, outstanding in their field and providing a graduate equivalent degree in management. The PIM network has more than 50 leading international business schools, such as Duke, Cornell, UCLA, University of Chicago, Indiana, North Carolina, HEC Paris and Warwick.

1998

Harvard Business School teaches a series of courses at WBS.

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2000	2000-2006	2008	2010	2011
<p>The Higher Education Quality Committee re-accredits the WBS MBA Programme, awarding the school 8 commendations out of 13 criteria.</p> <p>WBS becomes a member of Graduate Management Administrations Council (GMAC), setting WBS on yet another Higher Education global footing.</p>	<p>Wits MBA is ranked No. 1 in South Africa by the Financial Mail.</p> <p>WBS is accepted as a member of the Association to Advance Collegiate Schools of Business (AACSB).</p>	<p>Centre for Entrepreneurship is established to respond to the growing need for such training in the country, as well as globally.</p>	<p>WBS launched two specialised master programmes, Master of Management in Finance and Investment and Master of Management in Entrepreneurship and New Venture Creation.</p> <p>AMBA (Association of MBAs) accreditation re-awarded for a further 5 years.</p>	<p>WBS launched a further two Master of Management programmes in Innovation Studies and Business Executive Coaching.</p>

MESSAGE FROM ACTING HEAD OF SCHOOL



MAP has grown significantly over the past few years in terms of student numbers, revenue and popularity. It has established itself as one of the most sought-after programmes on the WBS campus. For this, we thank the staff who work on it, as well as those members of the community and corporate world and public service who find value in it. In 2011 MAP will be celebrating its 100th intake on campus since the inaugural MAP 1 started in 1979, thus setting a solid reputation for itself over the years. There is no corner of the world that you can walk to, without bumping into one of our alumni. In addition, there are countless other corporate MAPs run off-campus either as corporate/inhouse or public programmes in the provinces.

In 2011 MAP is set to outdo itself, with bigger projects in the pipeline. It follows its motto: "In the course of doing business we also build relationships that last". This philosophy has been nothing but exceptional for the programme. MAP, as part of WBS, wishes to train and educate patriotic, diligent, upstanding, insightful, visionary, innovative and conscientious leaders for this country. We cannot, for our own and our descendants' sake, stand by and watch our country being plundered by tenderpreneurs, moneygrabbers, crime syndicates and dishonest politicians. Crime is not fought in the streets by the police only. It should be fought tooth and nail right here in the classrooms, boardrooms and wherever it rears its shameless, ugly head. As educationists and people who have influence over those who come into contact with us, we do it by instilling the correct and desirable values, attitudes, skills and capabilities in our students. These efforts will eventually lead to a powerful and respected African country that will be a beacon to the world.

Dr Wendy Ngoma
Acting Director:
Wits Business School

MAP TEAM

HEAD OF MAP: PROFESSOR RASOAVA RIJAMAMPINANINA (RIJA)

DSSC, DECSA (Madagascar), MBA (Otaru, Japan), DBA (Hokkaido University, Japan)

Rija is the Head of the Management Advancement Programme (MAP) at Wits Business School (WBS). Previously, he was the Academic Director at WBS and Director of the Senior Executive Programme for Southern Africa – a joint initiative of WBS and Harvard Business School (USA). Before joining WBS, he was a Senior Research Associate in the Faculty of Economics and Business Administration at Hokkaido University (Japan). He has also been an auditor-consultant at Delta Audit Deloitte & Touche (Madagascar) for many years and the overseas consultant for the Indian Ocean Resources for Quality. Rija's research and teaching interests include multicultural/diversity management; organisational learning; organisational change, and human capital management. His work has resulted in numerous publications in scholarly journals and international conference proceedings.

Rija is a member of several international academic associations, such as Asian Academy of Management (AAM); the Association of Japanese Business Studies (AJBS); Euro-Asia Management Studies Association (EAMSA); Japan Academy of International Business Studies (JAIBS); the Academic Association for Organisational Science (AAOS); Japan Society for Study of Office Automation (OA); the Society for Intercultural Education, Training, and Research (SIETAR); the Southern Africa Institute for Management Scientists (SAIMS); Indian Ocean Resources for Quality (IORQ); the Association to Advance Collegiate Schools of Business (AACSB) and the World Business University Association (WBUA).

PROGRAMME MANAGERS

KHOSI NKOSI

Khosi came to Wits Business School (WBS) in 2008 to work in the MAP office to assist with corporate and regional MAP Programmes, in KwaZulu-Natal and Limpopo. Prior to joining WBS, Khosi worked as a doctor's receptionist and for the Department of Education (Gauteng) as an administrator. She has a background in IT and data capturing and is currently studying for a BA (psychology) degree at UNISA.

RUTENDO NXUMALO

Rutendo holds a Bachelor of Business Administration (BBA) from UNISA, a certificate in Management Advancement Programme (MAP) from Wits Business School (WBS); Diploma in Public Relations, and an Executive Secretarial Course certificate. Rutendo has wide-ranging skills including administrative skills, exceptional organisational and communications skills, excellent interpersonal skills, dealing professionally with a wide range of people, working in a variety of teams. Her strengths are also in her ability to turn ideas into practical actions and meet set deadlines. Rutendo joined the MAP office from the Marketing Department at WBS, where she gained intimate knowledge with regards to the operations and administration requirements of business. Rutendo has built up good relationships with the school's internal and external clients and is well versed with the WBS brand.



MAP TEAM CONTINUED

NATANYA ALEXANDER

Natanya joined WBS in August 2009 as an Administrator and later became the Secretary to the Director: Executive Education. In the Executive Education Department she worked very closely with the Director: Corporate Programmes and also did all the Administration for Infochoice, our Cape Town office. She also at the same time assisted in the Operations Department and Marketing Department as Events/Functions Coordinator. Natanya also worked on the New Managers' Programme and the BBBEE programme within the same department and therefore gained useful experience of the WBS and its operations within a short space of time.

Prior to joining WBS Natanya worked in the Motor Industry for several years. She has a Secretarial Diploma and is a very enthusiastic, energetic and professional person.

ALUMNI AFFAIRS, COMMUNICATIONS

THEMBA MISSOUW

Themba first came to Wits University in 1992 to study for a BA degree and remained with the University ever since. He joined Wits Business School (WBS) in 1998 to work as an administrative assistant. Prior to that he held several positions in various capacities including receptionist, faculty secretary and tutoring. Themba worked for Prieska Copper Mines as an artisan's assistant in 1985. He was also involved in teaching as an assistant teacher in 1984 at the Thembelihle Combined School, Prieska, Northern Cape. Themba started working as a tutor from 1994 to 1996 in the English Department at the University of the Witwatersrand. He worked at the Technikon, Witwatersrand, in 1997 with students from previously disadvantaged backgrounds who were in dire need of academic support. He also worked and studied at Khanya College, attending bridging courses before enrolling at Wits University as a full-time student.



PROGRAMME

COURSE OBJECTIVE

The Management Advancement Programme (MAP) is a part-time course designed to assist managers whose experience and primary activities have been in a specialised functional area. The objective is to give managers broad exposure to the fundamental nature of the management process and human behaviour within organisations.

SPECIFIC OBJECTIVES

- To broaden the perspective of participants whose previous experience has been mainly in a specialist area
- To provide directors, executives and managers with knowledge, skills and techniques that will lead to more professional management
- To develop the ability to make sound and informed decisions
- To increase effectiveness in working with people of different cultures and values
- To increase awareness of the economic, political and social factors which affect business management in South Africa and globally

WHO SHOULD ATTEND?

Directors, executives and managers currently employed in managing a functional (specialised function) area, such as marketing, finance or human resources management, in commerce, industry or service organisations, working to prepare for transition to a more generalised managerial function where they are expected to look at business holistically.

Typically, applicants will have at least FIVE years' work experience, preferably in a management-related function, or recently promoted to management, or tipped for promotion and be at least 25 years of age. Applicants should also have post-matric qualifications, in addition to the required managerial experience. Those selected should demonstrate commitment to self-development and a desire for improving their organisation's performance.

The profile of MAP students ranges from directors, executives to middle managers and CEOs.

The programme is also open to those within industry, struggling to make a transition into the world of business from specialised areas or functions such as entrepreneurs, as well as those in the medical profession, including medical doctors.

PROGRAMME STRUCTURE

The programme has a modular structure of six courses of study, two non-examinable, but compulsory modules, Group Dynamics and Business Simulation. The course commences with a compulsory two-day full-time Group Dynamics Programme. Thereafter, students begin the programme itself, completing two courses at a time – in sequence. Part-time students will attend lectures on Saturday mornings or twice a week after work. Students on the full-time option will attend the four study blocks.



PROGRAMME CONTINUED

PROGRAMME CONTENT

GROUP DYNAMICS [BUSA 5062]

This course develops skills with regard to team building, group and team interaction; with issues of diversity and diversity management being emphasised. Group dynamic theory is interspersed with interactive learning. This course also serves as an introduction to adult education and the philosophy of life-long learning as well as the principles of interactive and participatory learning processes.

PRINCIPLES OF HUMAN RESOURCES MANAGEMENT [BUSA 5059] INDUSTRIAL RELATIONS [BUSA 5050]

This course develops an understanding of the human aspects of business management and work organisation. It also provides insight into the factors influencing attitudes in the workplace as well as individual and group behaviour in organisations. Strategies for handling, designing and supervising work, communication in the organisation, managing change, work performance levels, organisation design and managing diversity in organisations are also covered. The Human Resources Management (HRM) module is divided into HRM, Industrial Relations (IR) and Diversity Management.

PRINCIPLES OF ECONOMICS [BUSA 5058]

This course will give an overview of business and the economy as well as an analysis of consumer demand and production costs in competitive environments. It will also develop an understanding of pricing strategies in the micro-economic environment, introduction to the political economy of South Africa and internationally, concepts in micro- and macro-economics, alternative economic policy frameworks, future scenarios and challenges for the South African political economy. The domestic macro-economic environment will be assessed in terms of the economy and fiscal and monetary policy. International trade and exchange rate policy and economic growth and development within an international macro-economic environment will be discussed. This includes an integrated, social-scientific analysis of the global, African and South African business environments.

PRINCIPLES OF ACCOUNTING AND FINANCE [BUSA 5057]

The purpose of this course is to develop candidates' skills with regard to fundamental principles in the broad area of financial management. At the end of this course, candidates are empowered with managerial accounting and financial management skills. Topics covered include financial statements, break-even analysis, financial statement analysis, cost allocation methods, the concept of 'the time value of money', share valuation, investment criteria, project analysis, and short-term finance and planning. The knowledge underpinning the above-mentioned outcome is: the sequence of events in preparing financial statements, the use of financial statements' frameworks in conducting break-even analysis and setting business performance targets, the role 'time value of money' plays in promoting the efficient allocation of scarce resources (mostly money) within an organisation, how strategic planning for an entity integrates with financial management and the link between financial management and performance management.

PRINCIPLES OF MARKETING [BUSA 5060]

This course introduces candidates to the marketing concept, development and techniques with regard to market research, market segmentation, product strategy, distribution strategy, promotion and price strategy, development and implementation of marketing plans.



PRINCIPLES OF OPERATIONS MANAGEMENT [BUSA 5061]

The ability to use good judgement in any type of operating environment is important for service or manufacturing, through to continuous type operations. A system view of operations, the concept of productivity, total quality control (TQC), operations planning and control, time-based competition, inventory control and operations strategy will be included.

PRINCIPLES OF STRATEGIC MANAGEMENT [BUSA 5056]

The purpose is to give candidates a basic understanding of the role of strategy in an organisation, as well as issues that affect competition locally and globally. Basic tools for the strategic analysis of the external and internal environment of the organisation will be presented.

ADDITIONAL MODULES

The MAP is the only course in Executive Education that offers supplementary (additional, non-examinable modules) modules for the holistic personal and professional development of students. These modules complement and round off the knowledge gained in the six, core assessment modules and zoom in on the latent leadership qualities/ potential residing in each individual.

The University will determine on a case-for-case basis as to which three modules to offer at the appropriate time, for a particular class.

The programme runs over three days after the final MAP examinations and attendance is **compulsory and non-negotiable**.

PROGRAMME TIMING

The programme is offered quarterly in the following two formats: part-time students are required to attend lectures on Saturday mornings or two evenings per week. Full-time (block release) students are required to attend the four study blocks.

Each student will be assigned to a syndicate group and syndicate meetings will normally be organised by its members at a time and place which suits them or, in some cases, as directed by the programme director. The programme is now offered in Durban and Polokwane.

WORK LOAD

In addition to classroom work and syndicate meetings, full-time students will be expected to complete assignments and prepare for classroom sessions during the breaks. Part-time students will be expected to devote an additional eight hours per week for syndicate work, assignments and classroom preparation. Students will be required to submit an individual assignment, a syndicate assignment or presentation, and a final written examination which may be an open or closed book examination.

PROGRAMME CONTINUED

Attendance at all classes and syndicate sessions is compulsory to ensure full participation and contribution to the group learning process.

APPLICATION AND CLOSING DATES

Application forms are available from the WBS webpage (www.wbs.ac.za) or can be requested from the MAP Office (+27 11 717-3132/3628/3113) or email: themba.missouw@wits.ac.za, khosi.nkosi@wits.ac.za, lehlohonolo.mphuthi@wits.ac.za. They may be emailed or faxed back to the office.

Please complete all three parts of the application and submit copies of certificates obtained and copy of ID, and ensure that all the relevant parties i.e. Supervisor/ Manager/ Mentor or HR department have all signed their respective sections. Incomplete application forms **will not be considered**. Places will be offered to suitable candidates on a first-come, first-served basis. Those applicants who are accepted will be notified, at which time the full course fee must be paid. Registration will be completed only on receipt of the fee.

Cancellations will be accepted with no charge up to one month before the course starts. Cancellations after that time will incur a cancellation fee of R3 000. However, cancellations will be accepted a week before the start of the programme. Students who wish to cancel within the week on which the programme begins will be liable for the full amount of the course fee. No refund can be paid after the first attendance of the programme.

COURSE FEE

Fees must be paid upfront on registration. Otherwise, funder's/ employer's letter must be provided on registration, in which case fees must be paid within 30 days of registration. The all-inclusive course fee that covers tuition, textbooks, course packs, examinations, refreshments and appropriate lunches is **R41 300**. Fees are to be paid within 30 days upon receiving the invoice.

SELECTION

Applicant must have obtained a minimum of Matric accompanied by some post-Matric level studies i.e. certificate, diploma or degree or postgraduate. The Management Advancement Programme is a postgraduate certificate. Participants will be selected on the basis of their management track record and their commitment to career development. Previous academic or professional qualifications are a positive advantage but are not a prerequisite for the programme.

LIBRARY AND COMPUTER FACILITIES

The Faculty of Management Library, known as the John S Schlesinger Library, contains more than 10 000 volumes and subscribes to over a hundred journals.

THE LIBRARY IS OPEN FROM:

09:30-22:00 Monday to Thursday
09:30-17:00 Friday
09:00-13:30 on Saturday

During the period of the course the library and computer lab facilities are available to all participants.



ALUMNI AFFAIRS

Completing the Management Advancement Programme (MAP) entitles you to become a member of the Wits Business School Alumni. The aim of the Alumni is to provide continuing opportunities for the exchange of knowledge between business leaders, faculty and former students, as well as to promote an ongoing relationship between its members. By joining, students are kept informed on regular meetings, talks and discussions, as well as information on activities at the School.

ENQUIRIES

Should you wish to obtain an application form, you can download copies off our website. Alternatively, please contact one of our programme managers below. For any further inquiries, please contact the relevant programme managers.

PROGRAMME MANAGERS:

KHOSI NKOSI

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THEMBA MISSOUW

Alumni Affairs, Communications & Quality Assurance
Telephone: (011) 717 3132
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NATANYA ALEXANDER

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Web: www.wbs.ac.za

JHB TIMETABLE 2011

JHB	DATE	CLASS
MAP 101 FULL-TIME	15 July - 19 November 2011	
Weekend Block Release Thursdays, Fridays and Saturdays Times: 08:00-17:00	15 and 16 July 2011	Group Dynamics
	21-23 July 2011	Principles of Human Resource Management
	28-30 July 2011	Principles of Economics Management
	31 August 2011	Examination: Principles of Human Resource Management and Principles of Economics
	01-03 September 2011	Principles of Marketing Management
	08-10 September 2011	Principles of Accounting and Finance
	05 October 2011	Examination: Principles of Marketing Management and Principles of Accounting and Finance
	06-08 October 2011	Principles of Strategy Management
	13-15 October 2011	Principles of Operations Management
	16 November 2011	Examination: Principles of Strategy Management and Principles of Operations Management
	17-19 November 2011	Strategic Business Simulation: Golf



JHB	DATE	CLASS
MAP 102 PART-TIME	09 September 2011 - 20 May 2012	
Mondays and Wednesdays Times: 17:45-20:30 or Saturdays Times: 08:00-13:30	09 and 10 September 2011	Group Dynamics
	12 September - 12 November 2011	Principles of Human Resource Management and Principles of Economics Principles of Economics Management
	14 November 2011	Examination: Principles of Human Resource Management and Principles of Economics
	09 January - 10 March 2012	Principles of Marketing Management and Principles of Accounting and Finance
	12 March 2012	Examination: Principles of Marketing Management and Principles of Accounting and Finance
	19 March - 12 May 2012	Principles of Strategy Management and Principles of Operations Management
	14 May 2012	Examination: Principles of Strategy Management
	15-20 May 2012	Strategic Business Simulation

LECTURERS

MARKETING LECTURERS



PROFESSOR GEOFF BICK

BSc (Elec Eng) (UCT), BCom (UNISA), MBA (UC, Berkeley, United States of America), DPhil (University of Johannesburg), CM (SA)

Professor Geoff Bick is Academic Director and Associate Professor of Marketing at Wits Business School (WBS). Geoff initially worked in engineering on the mines and in industry. After completing his MBA in the United States of America, he joined Hayes/ Hill, a firm of management consultants, specialising in marketing and strategy assignments in the engineering industry. After four years of consulting, Geoff joined ASEA Electric as Group Marketing Manager, which subsequently merged with Brown Boveri to become ultimately ABB. He then moved to XeraTech (now Xerox SA) to head their Marketing operation, which he ran for several years before moving into Business Development during sanctions, and then to managing the Engineering Systems division.

He has been lecturing part-time since 1982 on various adult education and post-graduate programmes in the fields of marketing, economics, and business policy. He joined WBS full-time in 2000, where he lectures Marketing to the MBA, PDM, MAP and executive students. His areas of specialisation include industrial marketing, the measurement of marketing effectiveness, and the impact of technology on marketing. His doctorate was in the field of Customer Equity, the lifetime value of an organisation's customer base. In 2005, Geoff was the recipient of the Wits Business School Lecturer of the year award, this was re-awarded in 2007 and 2008 for the core lecturing modules.



LAURENCE BEDER

MCom (Witwatersrand), BCom (Hons) (UNISA)

Laurence's work experience has been in the area of service/retail marketing management. He has held managerial and directorship positions in the home-building, property development and management and financial services sectors and more recently with Sage Financial. He is currently a Marketing Consultant, specialising in marketing planning and the roll-out of customised design and branding solutions for a wide range of clients. In addition he is a Director of a new product venture company.

Since 1998, he has lectured on a part-time basis in the field of marketing on numerous programmes at institutions such as Wits Business School (WBS), the IMM's Graduate School of Marketing and the Services SETA. In addition, he is an External Examiner for MBA and PDM at WBS. He has been involved in the lecturing of executive education courses: amongst others, Nedbank, Amplats, Sun City, BMW, Celtel, SABC, FNB, British Airways, VW/Audi and Goldfields.

Laurence, who is a Trustee of the Forest Town Foundation for Cerebral Palsied children, has developed an interest in marketing planning for non-profit organisations. Under the auspices of the Services SETA, he has also presented a two-day workshop on this subject around the country.

Laurence has also acted as a judge for the prestigious Magazine Publishers' Association PICA Awards.

HUMAN RESOURCES LECTURERS



PROFESSOR RASOAVA RIJAMAMPIANINA (RIJA)

For full CV see page 4.



CONRAD VIEDGE

BA (Hons), MA (Psychology) (Witwatersrand)

Conrad is a Senior Lecturer in the Human Resource Faculty at Wits Business School (WBS).

Previous experience includes positions as a Unit Leader in the Division of Management Studies at the National Institute for Personnel Research, Lecturer in Economic History at Wits, and an Administration Manager for a consumer goods company.

He is a registered Industrial Psychologist and consults in the areas of organisational effectiveness, human resources management, time management and creative problem solving. He has published articles on Management Development, Learning within Organisations, Group Dynamics and Time Management.

He is currently studying towards a doctorate on the topic of Leadership.

Lecture and research interests: Human Resources Management, Learning Organisations, Self Management, Performance Management, Leadership and Knowledge Workers.

INDUSTRIAL RELATIONS LECTURER



MICHAEL NDI MCETHE

BAdmin (UNISA), BEd (Witwatersrand), HipEd (Witwatersrand), LLM (UPE), MA (HR&LR) (UPE)

Michael has worked in the field of human resources and industrial relations as an Internal Consultant or Executive Manager for the past 20 years. He is the Founder and Managing Partner of Chizama and Associates, a Human Resources Consultancy, specialising in Labour Law, Human Resources, Industrial Relations and ABET. He is now a full-time Lecturer at Wits Business School (WBS) and an External Examiner for the University of KwaZulu-Natal School of Management.

Michael also holds a Postgraduate Diploma in Labour Law (Rand), Postgraduate Diploma in Management (Public Policy and Development Administration), Higher Diploma for Educators and Trainers of Adults, Management Advancement Programme and Certificate Programme in Industrial Relations from WBS. He has also studied at international institutions in the following disciplines: Harvard Graduate Business School (United States of America), where he studied Labour Management Relations and was cross registered at the JFK School of Politics and Public Policy. He studied Human Resources at Stanford Graduate Business School (United States of America), Mediation and Conciliation at Labour College (Turin, Italy) and at the Sinnea School of Comparative Labour Relations (Bologna, Italy). Michael has expressed an interest and submitted a research proposal to WBS to commence his PhD, concentrating on Human Rights Law (State Obligations) and Social Security Systems (State Aid Law).

LECTURERS CONTINUED

ACCOUNTING & FINANCE LECTURERS



DAVID ZIDEL

Bcom(Hons), MBA

David joined the family financing business and later joined an IT company as an Account Manager: taking clients through the sale and implementation of various products. He then joined a consulting company and specialised in value creation. He developed financial models that reflected the operation of the company. This enabled the company to do “what if” analyses to measure the effect certain decisions would have on value created in the business.

David, at the request of Wits Business School (WBS), agreed to lecture on their Certificate Programme for Management Development, which he has been doing on a free-lance basis since 1997. He has also lectured at the Graduate School of Business in Cape Town on their Executive MBA and other programmes. He runs courses tailored for various companies’ needs in association with various training practices.

David is the author of the book, *Basic Business Calculations* published in 2001. He specialises in ridding delegates of their fear of numbers and understanding how numbers work in business and in the sales process.

He has expanded his focus to include the Principles of Accounting and Finance, which he currently lectures on the Management Advancement Programme for WBS.



DR THABANG MOKOALELI-MOKOTELI

PhD(Finance), MA(Accountancy), BComm(Accounting)

Dr T Mokoaleli-Mokoteli is a Senior lecturer in Finance at Wits Business School (WBS). She has been involved in lecturing Finance and Accounting for over ten years. Prior to joining WBS, she was a Lecturer and Head of a Department at the National University of Lesotho, a Senior Lecturer at Wits School of Accountancy and a Finance Officer at Standard Chartered Bank.

Her research interests include Broad-Based Black Economic Empowerment (BBBEE) policy and its effectiveness; behavioral issues in finance and investment; capital markets; financial reporting and disclosure; market-based accounting research and content analysis of accounting narratives. Dr Mokoteli’s most recent publication was in the *Journal of Business Finance and Accounting Research*. She is currently a reviewer of *African Finance Journal* and *Afro-Asian Journal of Finance and Accounting*.

Dr Mokoteli has won several academic awards including Fulbright Scholar, Commonwealth Scholar and Lesotho Institute of Accountant award for the best student in Accounting. She is a member of the Institute of Directors (IOD) in Southern Africa.



STRATEGIC MANAGEMENT LECTURERS



MIKE CLARE

BCom (University of Natal), MBA (WBS)

Mike Clare has been working in the financial services sector for 17 years. He is currently with Alexander Forbes where he heads a subsidiary company called Alexander Forbes Intermediary Services. Previous experience includes management roles at Liberty Life, Stanlib and mCubed Capital.

Lecturing is one of Mike's passions and he has focused on Strategy over the past ten years. He constantly updates his programme to include the latest thinking and supplements his material with practical business examples.

He is keen on golf, squash, fishing and quality family-time.



ASSOCIATE PROFESSOR GILLIAN MARCELLE

DPhil (University of Sussex, United Kingdom), Postgraduate Certificate, International Economics, Kiel Institute of World Economics, MBA (George Washington University), BSc (Economics) (Hons) (University of the West Indies)

Gillian focuses her research and teaching on strategy, innovation and capability building. She is an active policy and academic research scholar with more than 20 years experience gained in developed and developing country settings. Her research interests include firmlevel capability building and learning, industry dynamics, telecoms and IT sector, contemporary South African business and investment climate, corporate social responsibility and social entrepreneurship. She provides academic leadership for the NEPAD Consortium on Science, Technology and Innovation Policy programme, and supervises Masters and Doctoral students interested in strategic management of innovation and industry analysis. Gillian teaches courses on strategic management and competitor and industry analysis.

Prior to Wits Business School (WBS), she has held teaching and research positions at City University (United Kingdom), University of East London (United Kingdom), University of the West Indies and University of Sussex (United Kingdom). Her publications include several articles in peer reviewed journals, book chapters and technological learning, "Strategic Imperative for the Developing World", published by Edward Elgar in December 2004. Her finance background includes equity and capital markets experience with JP Morgan Chase, mergers and acquisitions with BT plc and development finance with the International Finance Corporation (IFC), part of the World Bank Group.

LECTURERS CONTINUED



CRAIG MANNING

BSc (Geology) (UCT), MBA, Postgraduate Diploma in Management (Marketing) (UCT)

Craig received two Loerie scholarship grants while at UCT, from the Association of Marketers, for his performance on the Management Programme and the Pfizer Top Marketing Student Award 2004. He holds an MBA awarded with distinction from Wits Business School, University of the Witwatersrand, where he was awarded the Old Mutual Gold Medal for the top graduating part-time MBA student. He has recently completed the Advanced Management Programme at the Saïd Business School, University of Oxford, for which he received a partial scholarship grant.

Craig started his working life with Procter and Gamble, where he spent eight years in a variety of management roles. He is currently a Category Executive within a division of Tiger Consumer Brands. His interests are in general management, with a particular emphasis on strategy. Craig's primary lecturing goal is to challenge the participants in their thinking so that they can make a significant contribution to their working environment.



DR THABO MOSALA

PhD (Rushmore, United States of America), MPhil (Pretoria), MBL (UNISA), MSc (Rhodes), BSc (Hons) (Rhodes), BSc (Lesotho)

Thabo has held several positions, including a Managing Consultant position at WrenJos Consulting, which included Director of Investment Holding with an IT portfolio, Executive Director Retail Banking, Standard Bank Lesotho.

His teaching background includes guest lecturing at the Gordon Institute of Business Science (GIBS) around leadership issues and teaching at the School of Business Leadership. Thabo joined the Management Advancement Programme as a part-time lecturer in 2006, teaching the Principles of Accounting and Finance as well as the Principles of Strategic Management.



KHOMOTSO PHIHLELA

BSc (Eng), MBA

Khomotso is Chief Executive Officer for the National Port Authority, a division of Transnet Limited. He joined Transnet in July 2003 as Group Executive: Portfolio Management. His responsibilities were overall executive management of a portfolio for Transnet's subsidiary companies in aviation, transportation, projects and engineering. As an Executive and Corporate Officer in South African and United Kingdom businesses, Khomotso developed functional and general management expertise in directing large staff and line positions in engineering, production, information technology and sales. He has implemented turn-around strategies as Managing Director of Tolcon, a transport infrastructure company within the Murray & Roberts Group. Khomotso operated as an Operations Executive Director for the African Bank Limited and was a past Board Member of the CSIR. He is a Director of SA Express Airways (Pty) Limited and VAEPerway South Africa (Pty) Limited.

Today he serves on the finance committee of the Education Africa Investment Committee, Education Africa and Tembisa community projects involving career counselling and teaching.

ECONOMIC LECTURERS



PROFESSOR FREDERICK AHWIRENG-OBENG

BSc (Hons), PhD (Leeds, United Kingdom), Ag Econ (Ghana)

Fred is a tenured full Professor of Business Administration (Economics) and Director of Research at Wits Business School (WBS). Between 1973 and 1977 he was a project officer for the Agricultural Development Bank and Regional Business Promotion Representative for the Ghanaian Enterprises Development Commission. During this period he consulted extensively for the World Bank and the International Labour Organisation.

After completing his doctoral studies in 1981 he taught Economics at a number of Universities in Nigeria and South Africa before joining the Department of Economics, the University of the Witwatersrand, as Senior Lecturer in 1990. He joined WBS in 1995 as a full-time professor. Fred has published widely, locally and internationally, including the United Kingdom, United States of America, France, Canada, the Netherlands, and Australia in the field of development economics, entrepreneurship and small business. His teaching interests include: personnel economics and the economics of strategy.

He was awarded a gold medal by the SA Association of Business Managers for publishing the best paper in the South African Journal of Business Management in 2001. Fred serves as a specialist reviewer in eight local and international academic journals.



PROFESSOR CHRISTOPHER MALIKANE

PhD (New School for Social Research, New York), MA Economics (Fordham University, New York)

Christopher's main academic discipline is economics. In 2000 he was awarded a Fulbright Scholarship to pursue his studies in the United States of America. He obtained his Masters degree from Fordham University in 2002, with specialisation in monetary and financial economics. He subsequently pursued his PhD studies in New York's New School for Social Research, with specialisation in macro-economics and finance.

Christopher received several awards during the course of his studies. He was awarded the Presidential Scholarship at Fordham University. At the New School, he received the David M. Gordon Award for the best post-graduate economics paper: the Gellert Scholarship, the Genway Scholarship and the Edith Henry Johnson Memorial Award for an outstanding PhD Dissertation in Economics. Christopher also received the Ernest Oppenheimer Memorial Scholarship to complete his PhD studies.

His research interests are in macro-economics, financial economics, political economy, growth and business cycles. He has several publications to his name, which include: "Income Distribution and Monetary Policy in Small Open Economics" which appeared in ICAI Journal Monetary Economics, "Monetary Policy in Small Open Economies: A Keynesian Perspective", which appears in Essays in Honour of Richard M. Goodwin, Flaschel P. and M. Landesmann (editors).

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PROFESSOR RASOAVA RIJAMAMPIANINA (RIJA)

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