



Nelson Mandela
Metropolitan
University

for tomorrow

LESSONS IN LEADERSHIP

FROM NMMU'S TOP-ACHIEVING ALUMNI



“There is no passion to be found playing small – in settling for a life that is less than the one you are capable of living.”

Lessons in Leadership

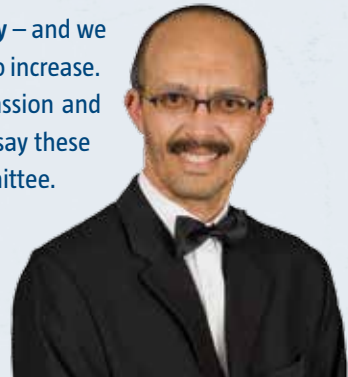
Introduction

This booklet was inspired by the amazing life stories of our alumni and honorary doctorate recipients whose contribution to society is tremendous. We asked some of our top-achieving alumni to share a significant “lesson in leadership” that has been central to their career and life’s journey. The resulting quotes not only make for interesting reading but will hopefully also inspire us to think about what drives us to achieve and whether we are making a difference in society. The lessons have been linked to our institutional values (depicted in the buttons below) to reflect how these values can be lived.

This booklet is an introduction to thousands of other amazing alumni stories. We encourage alumni to share their life and leadership lessons by visiting: <http://alumni.nmmu.ac.za/lifelessons>

We are proud of our alumni and their impact globally and locally – and we are positive that the university’s impact on society will continue to increase. My own contribution is, “Never underestimate the power of passion and commitment to want to make a difference”. And I am proud to say these traits are exemplified by our Alumni Association Executive Committee.

Paul GG Geswindt
Director: Alumni Relations



NMMU'S SIX CORE VALUES



Contents

Derrick Swartz	4
Johan de Nysschen.....	5
Alan Clark	6
Bridgette Gasas	7
Danise Lopes	8
Achumile Majjia	9
Hanningtone Gaya	10
Jenni Button	11
Allan Knott-Craig	12
Leon Crouse	13
Nomkhita Mona	14
David Powels	15
Dave Richardson	16
Stephen Saad	17
Nikki Mbengashe	18
Neil Hart	19
Gaye le Roux	20
Russell Domingo	21
Kevin Hustler	22
Almorie Maule	23
Royden Vice	24
Amber Anderson	25
Randall Jonas	26
Desmond Tutu	27

Lesson #1

It is our responsibility as leaders in South Africa to ensure that those we lead, learn how to embrace and reflect the rich diversity and heterogeneity of our society and, using the well springs of human knowledge, work towards a more equal, socially-just and sustainable world.



Derrick Swartz

Championing education transformation

A sociologist by training, Nelson Mandela Metropolitan University's Vice-Chancellor, Prof Derrick Swartz, has played a leading role in transformation and change management in South African higher education. Raised in Port Elizabeth, Swartz – who obtained a BA degree from the University of the Western Cape, and MA and DPhil degrees in Sociology from Essex University in England – began his working life as a high school teacher, community researcher and project coordinator in the city's northern areas. He is the former Vice-Chancellor and Principal of Fort Hare University – where he is credited for leading a profound turnaround strategy – and was a member of a presidential review commission appointed by then President Nelson Mandela. He has served on several boards and public trusts and as a board member of the Association of Commonwealth Universities.



Lesson #2

Good is the enemy of great – be demanding and set high standards. Feel free to sweat the small stuff with as much enthusiasm as you agonise over the big stuff. ”



Johan de Nysschen

High drive to succeed

Being named President of Cadillac in August 2014 – responsible for all aspects of Cadillac globally – is recognition indeed of the high-calibre leadership of BCom graduate Johan de Nysschen. Prior to his appointment, De Nysschen spent two years as President of the premium brand subsidiary Infiniti Motor Company Limited, headquartered in Hong Kong. In parallel, he was Senior Vice-President of Nissan Motor Limited, headquartered in Japan. De Nysschen started his automotive career with BMW in South Africa, before working for Audi for 19 years in executive positions in South Africa, Japan and the USA.



Lesson #3

Today, society faces major challenges and the stakes are getting higher: poverty, water scarcity, climate change, food security and alcohol-related harm, all demand urgent attention to secure a prosperous future. These pressing issues are shared by communities, businesses and governments and we must solve them together.



Alan Clark

Driving sustainable practices

Clinical Psychology master's graduate Dr Alan Clark is the Chief Executive of SABMiller – the world's second-largest brewer, with more than 200 beer brands and 70 000 employees in over 75 countries, recognised as a leader for embedding sustainability into its operations. Based in London, he has been a member of SABMiller's Executive Committee since 2003. Before joining South African Breweries (SAB) in an HR role in 1990 – and swiftly climbing its ranks in South Africa and then Europe – he ran his own private practice in clinical psychology and was an Associate Professor at Vista University's Centre for Cognitive Development.



Lesson #4

You have within you the inherent capability to achieve all that you set out to do. Do not at any given point in time adopt the 'external-locus-of-control' attitude which would defer your responsibilities to another for things that lie squarely on your shoulders and within the realm of your influence.



Bridgette Gasá

Building new paths

PhD Construction Management graduate Dr Bridgette Gasá is the founder and Managing Director of The Elilox Group, a respected building consultancy and construction firm. Her string of achievements include being the first woman president and first African president of the Chartered Institute of Building (CIOB), and the first woman in South Africa to receive a Department of Science & Technology Award for a Leading Woman Scientist in Industry. In 2013, she was named South Africa's Most Influential Woman in Business in Basic Industries. In 2010, Gasá was appointed by the President of South Africa to serve as a National Planning Commissioner – and continues to be involved in this work.



Lesson #5

A true leader isn't afraid to fail. Winning is easy, but the people I admire are those who have managed adversity and turned it into an opportunity. ”



Danise Lopes

Legal expert leaps ahead

LLB graduate and trade law attorney Danise Lopes has worked her way up through The Coca-Cola Company ranks to become the Global Head of Intellectual Property. Based in Atlanta, Georgia, her past positions within the company include being Head of the Global Trademarks Group and serving on the Trademark Counsel European Union Group. Prior to this, from 1997 to 2004, she worked as a trademark attorney in the United Kingdom. While completing her studies at the former University of Port Elizabeth, she was the first female president of the Student Representative Council (SRC). Lopes's career awards include the Advocate of the Year Award (Global Supplier Diversity) in 2012 for her work with minority and women-owned businesses and law firms in the United States.



Lesson #6

Nothing is impossible as long as one works hard to achieve it. Continue to strive for great things, challenge the status quo and never leave stones unturned. ”



Achumile "Ace" Majjja

Blazing a global trail

The world has certainly taken notice of UK-based Achumile "Ace" Majjja, who manages operations, risk, compliance and governance for Prudential Africa. Majjja, who obtained a BCom degree from NMMU, was the founding Chairperson of the Black Management Forum Young Professionals (BMFYP) in the Western Cape, and has taken an active role in trying to promote youth empowerment, leadership development and socio-economic growth. Majjja took part in the National Dialogue for Key Thinkers, a forum designed to help shape the future of South Africa, and has been recognised as a "Young Global Shaper" by the World Economic Forum (WEF) and "Rising Star of the Year" by the South African Business Community in the UK. He was named among the top 200 Young Influential South Africans by the Mail and Guardian and voted as one of "13 Young African Business/Economic Leaders to Watch" by Ventures Africa.



Lesson #7

Looking at yourself, are you ready to lead?



Hannington Gaya

Marketing and media guru

Kenya's Dr Hannington Gaya, who holds a PhD in Commerce in Business Management from NMMU, is the founder of seven lifestyle and business magazines in East Africa. Viewed as an authority in country branding, he was appointed by the President of Kenya as the Chairman of Brand Kenya Board, a body charged with managing the image of Kenya internationally. He is an Adjunct Assistant Professor at Riarua University in Nairobi, where he teaches marketing, management, corporate governance and qualitative research in the School of Business, a Council Member of the Marketing Society of Kenya, Honourable Secretary to the Media Association of Kenya and the Publisher/CEO of the Media 7 Group Kenya Ltd.



Lesson #8

If you don't have absolute passion and pure conviction about your business venture, don't bother doing it. ”



Jenni Button

Dynamic designer

Jenni Button, a graphic design graduate from the former PE Technikon, is one of South Africa's foremost fashion designers. The Cape Town-based designer is the founder of Jenni Button (Pty) Ltd in South Africa, with individual retail outlets in the top shopping centres. Jenni Button International is her export label. She also heads up Jenni Button Interior and Philosophy Bride.



Lesson #9

Quotes from other people that have kept me on the right path are: 'Don't let the world squash your cheesiness' (Brand Pretorius); 'Success is the consequence of hundreds of mistakes' (Gianni Ravazzotti); and 'Everything will be ok in the end. If it's not ok, it's not the end' (GT Ferreira).



Alan Knott-Craig Jr.

Wired for success

Trailblazing South African entrepreneur Alan Knott-Craig Jr. has co-founded and/or funded 21 companies in the telecommunications, media and technology sector in Africa. He has also published two books and co-authored another. The BCom graduate is the CEO of Project Isizwe, a non-profit company managing the deployment of the largest public free WiFi network in South Africa. Past positions include CEO of social media company MXit and MD of broadband company iBurst.



Lesson #10

As an industry leader, your biggest asset is your integrity, which is built up over a lifetime, but can be destroyed in a day. Always treat your peers and subordinates with respect, because your success in business is to a large extent dependent on them. Make integrity, respect for others, impeccable work ethic and loyalty, the four pillars on which to build your career.



Leon Crouse

You can count on this finance guru

Chartered accountant Leon Crouse, the Chief Financial Officer of South African investment holding group Remgro Ltd, has held a string of top financial management positions in the sectors of telecommunications, luxury goods, chemicals, and clothing and textiles. He was a founder member of the Vodacom Group executive team and served as Chief Financial Officer during his nearly 15-year career at the cellphone giant. He obtained a BCom (1974) and a Certificate in the Theory of Accountancy (1976) at the former University of Port Elizabeth.



Lesson #11

My leadership style is largely inclusive and recognises the value of each team member in ensuring that the goals and objectives of the organisation are attained. I employ a people-centred style of leadership which understands the uniqueness of the people I lead, and allows them to exercise their creativity and strengths. ”



Nomkhita Mona

People-centred leader

South African Forestry Company SOC Limited (SAFCOL) Group CEO Nomkhita Mona has a knack for people-centred leadership, team development and stakeholder engagement – and a keen eye for business. Now based in Gauteng, she was the first black woman to be appointed to the board of Goodyear Tyre and Rubber Holdings in South Africa and has a string of other achievements behind her, including being a Registrar of the Commission for Conciliation, Mediation and Arbitration (CCMA) in Mpumalanga and CEO of Inkezo Land Company in Durban. She is the former CEO of both the Eastern Cape Tourism Board and the Uitenhage Despatch Development Initiative (UDDI). Her qualifications from the former University of Port Elizabeth include a BA Honours degree in Industrial Relations and Human Resources and a master’s degree in Labour Relations and Human Resources. She also has an MBA.



Lesson #12

Leadership roles always bring with them great responsibility and often significant privilege. Leaders who are preoccupied with the privileges of leadership instead of being concerned with the responsibility of leadership, and particularly the responsibility for those they lead, will never achieve true greatness. ”



David Powels

Global car industry experience

Volkswagen's Managing Director David Powels – who obtained a BCom (*cum laude*) (1982) and a Certificate in the Theory of Accountancy (1983) from the former University of Port Elizabeth – has spent 24 years of his career with the Volkswagen Group, gaining global automotive industry experience in South Africa, Brazil and Germany. He was President of the National Association of Automobile Manufacturers of South Africa (NAAMSA) from 2009 to 2012.



Lesson #13

From a young age, a vivid imagination allowed me to imagine playing cricket for South Africa. On the front lawn, I was always Graeme Pollock, Barry Richards or Mike Procter ... I always knew I did not have the natural talent of the superstars but worked at being the best I could be. My imagination did the rest. ”



Dave Richardson

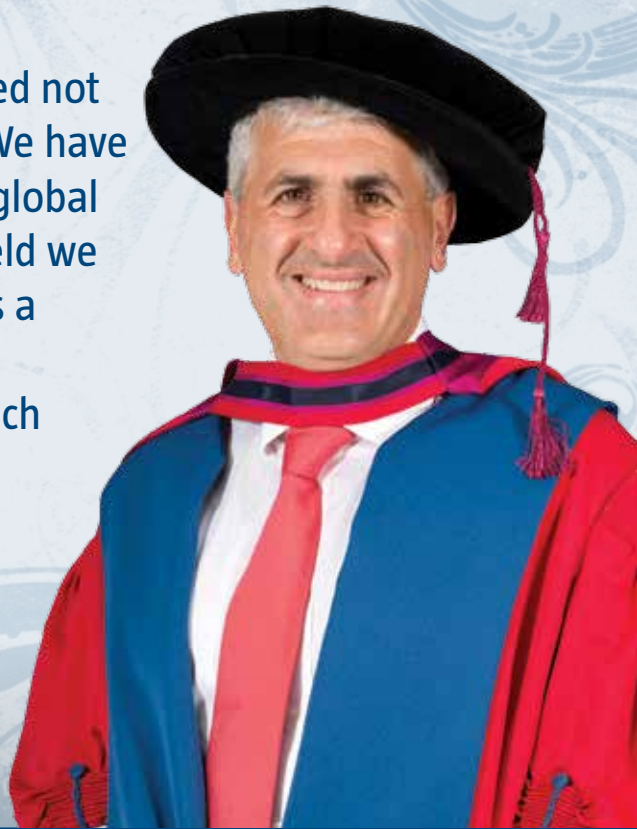
Leader in sport, leader in life

Former Eastern Province and South African wicketkeeper Dave Richardson is the CEO of the International Cricket Council (ICC). Richardson represented South Africa as a wicketkeeper in 42 test matches and 122 one-day internationals. A qualified lawyer, he obtained his BCom LLB from the former University of Port Elizabeth. Upon retiring from international cricket in 1998, he was a Business Director with Octagon SA and a media commentator with SuperSport in South Africa. In 2002, he became the ICC's first General Manager: Cricket, a position he held until his appointment as CEO in 2012.



Lesson #14

“We in South Africa need not aspire to mediocrity. We have the capability to be a global player in whichever field we choose. It just requires a vision that recognises the realities – and which is then executed with discipline, focus and passion.”



Stephen Saad

‘It can be done – and it can be done in South Africa’

Stephen Saad – who received an honorary doctorate in commerce from NMMU in 2014 – is the co-founder and Group Chief Executive of Aspen, the fifth largest generic pharmaceutical manufacturing company in the world. The Group supplies an extensive basket of products to more than 150 countries around the world. Aspen has 26 manufacturing facilities at 18 sites on six continents and more than 10 000 employees. Saad was recognised as the 2012 Sunday Times Business Man of the Year and, seven years earlier, was inducted into the international Ernst & Young World Entrepreneur of the Year Hall of Fame.



Lesson #15

I am driven by my Christian beliefs ... The Bible verse I always go back to when things are tough is: 'Trust in the Lord with all your heart and lean not on your own understanding; in all your ways submit to Him, and He will make your paths straight.' ”



Nikki Mbengashe

Going places – and quickly

NDip Industrial Engineering graduate Nikki Mbengashe was the first woman to run a full port terminal operation in South Africa – and was instrumental in turning around the loss-making terminal in just 12 months. In her five years at Transnet, she was promoted five times – before being headhunted by Absa, where she has quickly climbed the ranks to Chief Operating Officer: Personal Lending.



Lesson #16

Compare yourself only with the best in your industry internationally, not locally; this drives us to be exceptional at whatever we do. ”



Neil Hart

Developing best brands

BTECH Graphic Design graduate Neil Hart is the founder and Chairman of one of South Africa's best-rated advertising agencies, Boomtown Strategic Brand Agency, which has notched up a number of international wins for creativity at the world's top awards shows. Hart has held many leadership roles including Chairman of the Marketers Executive Forum, Vice-President of the Nelson Mandela Bay Business Chamber and trustee of the Raymond Mhlaba Trust, where he worked personally with Nelson Mandela on projects to make a difference in South Africa. He is also Senior Leader of All Nations, an organisation that trains missionaries and carries out humanitarian work in Africa, the Middle East and beyond.



Lesson #17

I am driven by fear of failure on the one hand and, on the other hand, an overriding sense of obligation to pass on the tremendous encouragement, support and kindness that I have always received. ”



Gaye le Roux

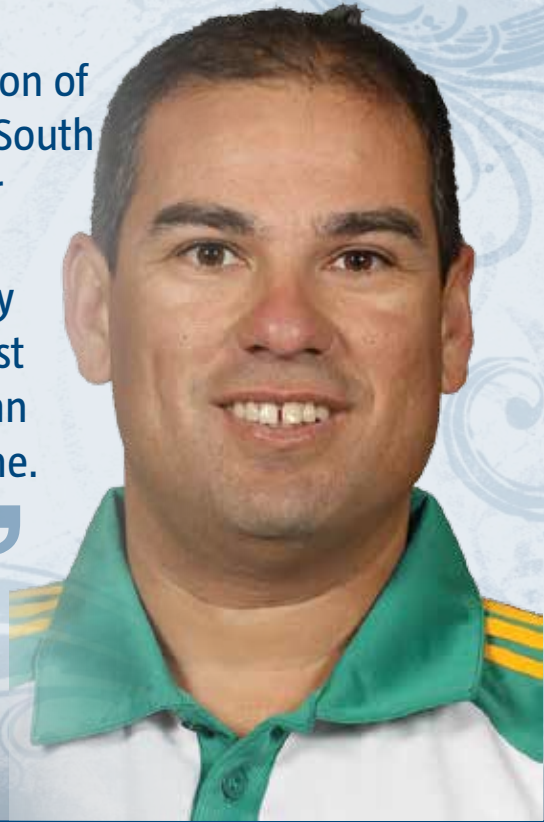
Landmark achievement for women worldwide

When Prof Gaye le Roux took up her appointment as Head of the Department of Quantity Surveying at the former University of Port Elizabeth in January 1983, she made history as the first woman worldwide to head up a tertiary Built Environment Department. Le Roux, whose academic career at UPE spanned from 1970 to 1999, was awarded a doctorate in Construction Economics from the university in 2004 and, her most treasured achievement, an honorary doctorate from NMMU in 2010. Since leaving the university, she has continued to serve the Built Environment Professions (BEP).



Lesson #18

“It was never a major ambition of mine to one day coach the South African cricket team. I never really set personal goals for where I’m going with my coaching career. I always just try to do things the best I can where I am at any given time.”



Russell Domingo

Being the best at any given time

Proteas coach Russell Domingo is the first coach of colour to be in charge of the South African national cricket team – and the first who got the job without a long playing career. Domingo started coaching at 22, after a short stint playing the game. He worked within Eastern Province’s age-group structures before taking over from Mickey Arthur as head coach of the Warriors in 2005. In just four years, he took the Eastern Cape franchise from perennial strugglers to a trophy-winning side. In 2011, he was appointed as assistant national coach. He was named South Africa’s T20 coach in December 2012 and national coach in May 2013.



Lesson #19

Put your family first to ensure a balanced life. Remain teachable ... Take yourself from good to great, and take others along with you ... Do not underestimate the importance of good values and ethical anchors ... Impart your knowledge and experience to leave a legacy in the hearts and minds of people. ”



Kevin Hustler

Change agent in the Bay

As CEO of Nelson Mandela Bay Business Chamber, Kevin Hustler has led the organisation's metamorphosis into a more inclusive and representative organisation, closely aligned to the brand of Nelson Mandela Bay. Hustler, who obtained his BSc in Quantity Surveying at the former University of Port Elizabeth, has harnessed his entrepreneurial spirit and deep desire to make a difference in the community in the various positions he has held, which include Managing Director of the NPO Business Against Crime (BAC) Eastern Cape and Retail Operations Manager at Spar Eastern Cape.



Lesson #20

“My working career spanned three major sectors of the economy – brewing, mining and energy – none of which were particularly female friendly. It took time and perseverance to build credibility with my peers ... I also discovered early in life that many a difficult situation can be retrieved with the introduction of humour.”



Almorie Maule

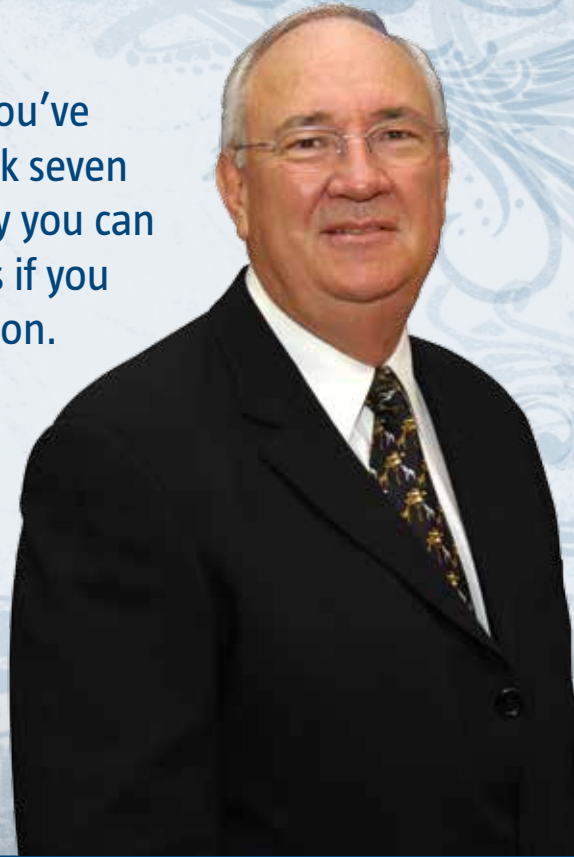
Passionate about empowering others

Former Engen CEO Almorie Maule is passionate about promoting the empowerment of previously-disadvantaged individuals, and women. Maule completed both her BSc Honours (1969) and later her master's degrees (1978) in Mathematical Statistics at the former UPE. During her career, she held a number of top positions at Gencor and later Engen, culminating in her appointment as MD and then CEO. Since retiring from corporate life in 2002, she has served on a number of boards and been involved in various entrepreneurial ventures, mostly in the energy sector. She still serves on the boards of Impala Platinum Limited and the NMMU Trust.



Lesson #21

If you want to be a CEO, you've got to be prepared to work seven days a week. The only way you can work seven days a week is if you enjoy it and it's your passion. Otherwise, forget it. ”



Royden Vice

Global business leader

Royden Vice, who holds a Certificate in the Theory of Accountancy (CTA) from the former University of Port Elizabeth, has extensive global leadership experience. Previously based in New York and London, he was CEO of Waco International for 10 years, and now chairs the company. He also chairs Puregas, a South African company in which he has controlling interest, and is a Non-Executive Director of three JSE-listed companies: Hudaco (where Vice is also Chairman), Murray and Roberts and Life Healthcare. Before this, Vice was CEO of industrial and Special Products of the UK-based BOC Group, which is responsible for operations in over 50 countries. He was also Chairman of African Oxygen Limited (Afrox) and Consol Glass.



Lesson #22

A bird sitting in a tree is never afraid of the branch breaking, because her trust is not in the branch but in her own wings. Always believe in yourself. ”



Amber Anderson

Putting people first

“People strategy” expert Amber Anderson, who holds a doctorate in Human Resources Development from NMMU, is the Human Resources Executive of Coca-Cola Fortune – the culmination of a string of leadership positions she has held over the years. Her many accolades for leadership include Coca-Cola Fortune’s team CEO Award for Excellence in Business for 2013 and 2011, CEO Magazine’s Most Influential Woman in Business and Government Award in 2012, the Businesswomen Association’s Regional Business Achiever’s Award in 2009, and a finalist in the National Businesswoman of the Year Award in 2014. Anderson is relentless in her pursuit to empower women.



Lesson #23

Leaders are passionate about people. They represent an instrumentality for people, elevating them above their needs and wants, focusing on the worthy and switching on the power to find purpose in whatever they do. Ultimately, leadership is ministry. ”



Randall Jonas

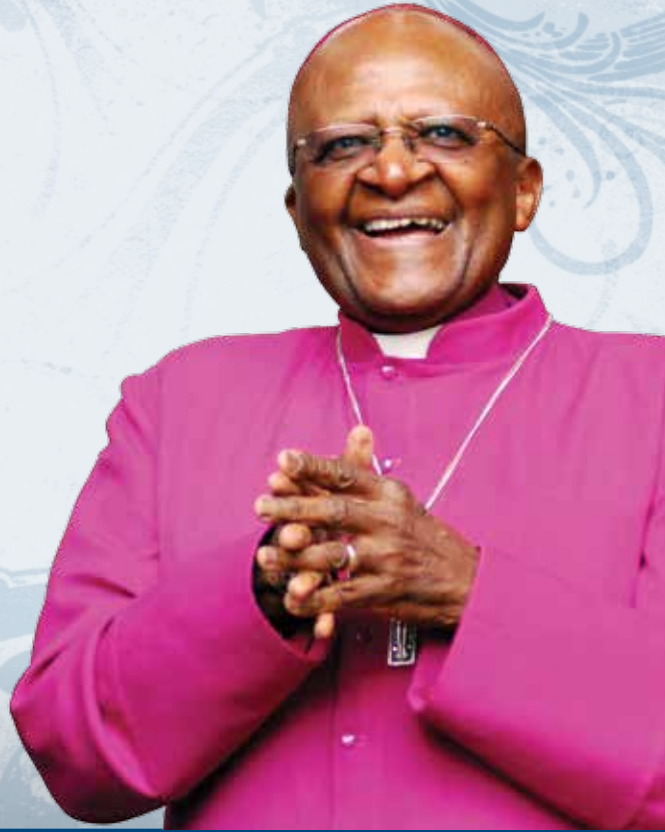
Passionate about education

Randall Jonas, President of NMMU's Alumni Association, is the CEO of Eastcape Training Centre (ETC), a leading private further education and training service provider in the Eastern Cape. Jonas, who obtained an MA (Sociology) from the former University of Port Elizabeth in 1999, previously served on the University Council as a Convocation representative and chaired the Governance subcommittee. Before joining ETC, he was principal of Chapman High School in Port Elizabeth. He is passionate about the role of education and training in developing South Africa.



Lesson #24

Do your little bit of good where you are; it's those little bits of good put together that overwhelm the world. ”



Desmond Tutu

Global activist for change

Archbishop Emeritus Desmond Tutu – who received an honorary doctorate from NMMU in 2007 – achieved worldwide fame for his firm stance against apartheid and belief in the possibility of interracial harmony. Winner of the Nobel Peace Prize in 1984, he retired as Archbishop of Cape Town in 1996 to chair South Africa's Truth and Reconciliation Commission. He coined the term "Rainbow Nation" as a metaphor for post-apartheid South Africa.



Physical Address:

Alumni Relations Office
Building A, Room 0003, North Campus, Summerstrand
Port Elizabeth

Postal Address:

PO Box 77000
Nelson Mandela Metropolitan University
Port Elizabeth, South Africa, 6031

Contact details:

Tel: +27 41 5043935
Fax: +27 41 5041417
Email: alumni@nmmu.ac.za
Website: <http://alumni.nmmu.ac.za>

