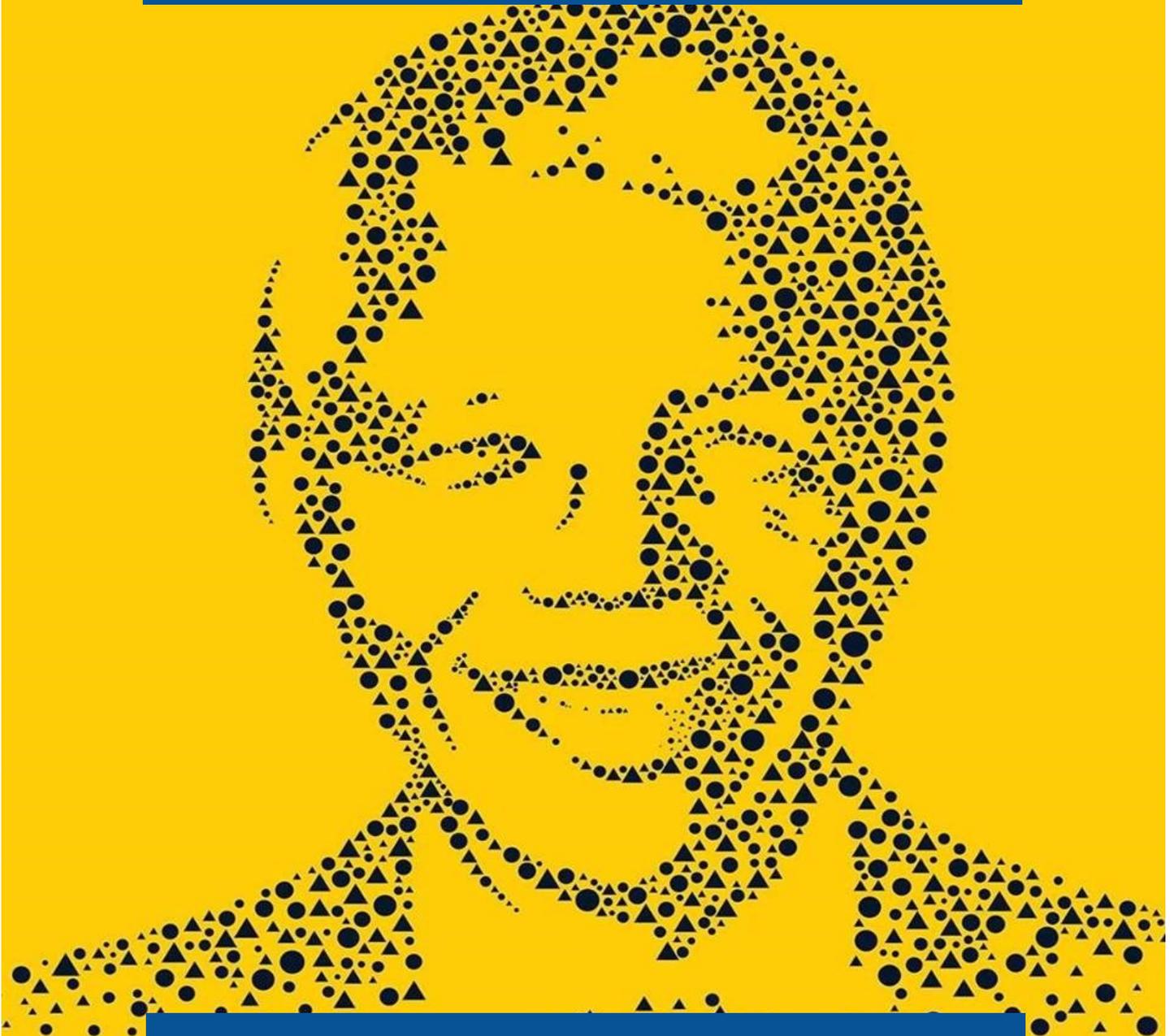


ISSUE TWO // DECEMBER 2019

# NEWSLETTER

SCHOOL OF MANAGEMENT SCIENCES



NELSON MANDELA UNIVERSITY

Change the World | 100 Years of Mandela



## From the office of the Director

Another year has passed...2019 was a challenging year for all of us with the big “O” ... organisational redesign...we had to rethink, review and reflect on the way we do “business”.

In the end, it turned out that we are fine...

The School of Management Sciences sets the trend... in so many ways...Learning and Teaching, Research and Engagement. Read for yourself on the next pages...

May you have a blessed festive season and come back energetic and with a zest for life.

*Madéle*

# 31st Annual Conference of the Southern African Institute of Management Scientists successfully hosted by the School of Management Sciences

A successful and well attended 31st Annual Conference of the Southern African Institute of Management Scientists was hosted by the School of Management Sciences (Faculty of Business and Economic Sciences) at the Nelson Mandela University.

This year's conference theme was: Responsible Management in Disruptive Times. A total of **130 papers** from **South Africa, Venda, Uganda, Zimbabwe, Botswana, Lesotho and Illinois (USA)** were presented.

Two well-known **keynote speakers** assisted us in understanding how disruption could be managed both in business and in education. Mr Tommie van Zyl, the CEO of ZZ2 which produces more than half of South Africa's tomatoes and avocados employs more than 10 000 employees. Prof Jonathan Jansen is well known for his research on politics of knowledge in schools and universities. Other events included: the welcoming cocktail function on the Monday evening, sponsored by Oxford; two before-lunch book launches sponsored by Cengage and Pearson respectively on the Monday and Tuesday; our annual gala dinner (sponsored by Juta) took place at the Feather Market Centre, located in Central.

**Chair of the Conference:** Prof Elmarie Venter and **Organising Committee:** Prof Madéle Tait, Dr Paul Tai-Hing, Prof Sandra Perks, Mrs Jasmine Kinsman, Prof Janine Krüger, Prof Shelley Farrington and Dr Shelley Beck, Mr Danie Ferreira, Dr Ayanda Deliwe and Mr Abdul Japie.



# THE IMPORTANCE OF FAMILY BUSINESSES HIGHLIGHTED DURING THE 31<sup>St</sup> ANNUAL SAIMS CONFERENCE

During the 31st Annual Conference of the Southern African Institute of Management Scientists, which was hosted by the School of Management Sciences (Faculty of Business and Economic Sciences) at the Nelson Mandela University, two papers on family businesses were presented.

The one paper focused on **Leadership as a source of heterogeneity among family businesses** and was presented by Mr Robert Izaks and co-authored by Proffs Shelley Farrington and Elmarie Venter. This paper formed part of Mr Izaks' already completed master's study. The second papers focussed on the **Role of values in the transgenerational success of indigenous South African family businesses** and was presented by Mr Welcome Kupangwa and co-authored by Proffs Farrington and Venter. Mr Kupangwa is currently doing his doctoral studies on values in indigenous African family businesses.



# 3rd Annual National Entrepreneurship Development in Higher Education (EDHE) Lekgotla

Prof Shelley Farrington and Dr Riyaadh Lillah attended the third annual national Entrepreneurship Development in Higher Education (EDHE) Lekgotla in Durban from the 25<sup>th</sup> to the 28<sup>th</sup> June.

The event was hosted by the Department Higher Education and Training (DHET) and Universities South Africa (USAf). The Lekgotla was a four-day gathering of leaders in entrepreneurship at universities and focused on the structures, mechanisms and entities that support the development of entrepreneurship in higher education.



# PROF VENTER AND DR BECK ATTEND THE 5<sup>TH</sup> KPMG FAMILY BUSINESS CONFERENCE IN JOHANNESBURG

Prof Elmarie Venter and Dr Shelley Beck attended the 5<sup>th</sup> KPMG Family Business Conference in Johannesburg at Emoyeni Estate on 17 September 2019.

The theme of the conference was **'The impact of technology on people and growth'** and was organised by Alan Barr, KPMG Partner. Prof Venter was also a panel member during the afternoon's session on **'War for talent'**. Family business owners from all over South Africa and Africa attended the conference.

Other keynote speakers included Craig Robinson of Robins Liquors, Catherine Chamberlain of Chamberlain's Hardware and Peter Harvey of Red Alert TSS, Nick Matthews and Monna Monnakgotla of KPMG.



# Logistics students visits VW Plant

Students in the BCom Logistics and Transport Economics course took part in a factory tour of the Volkswagen manufacturing plant in Uitenhage in May. Students were given a tour of the facility and the VW Museum allowing them to add practical experience to the theoretical knowledge gained in the classroom.

This was organised as part of ongoing efforts by the Logistics Department of NMU to engage students in the practicalities of the industry, as well as to ensure that students are job ready and employable after graduation. The Logistics Department also offers Short-Learning Programmes and experiential training on selected courses.

22 students, including five German and two Swiss students took part in the tour, overseen by Mr Abdul-Gasiep Jappie, lecturer in the Department of Logistics.

“I found the VW visit very enlightening in terms of what goes into the logistics functions of the automotive industry. What was most fascinating to me was the cooperation between different departments to achieve an end product. It was a great experience for me.” Tsakane Khoza

“My experience in the VW factory was really interesting and informative. It was great to see that the theory we learned about in class is relevant and up to date with industry. The tour was a perfect example of the importance of Supply Chain Management in a practical manner. Thank you Mr Jappie and the Logistics Department.” Martina Reichsteiner (Swiss international student).



# DR SHELLEY BECK RUNNER-UP OF CLEARWATER BEST MASTERS AWARD WINDESHEIM UNIVERSITY, THE NETHERLANDS

Dr Shelley Beck was the Runner-up of the Best Masters Award during the Annual Clearwater competition. The title of her doctoral thesis was: Parental influences on the next generation's intention to join the family business. Prof Shelley Farrington was the main supervisor and Prof Elmarie Venter the co-supervisor. Prof Venter was at the handing over of the award together with the Runner-up from the Nyenrode University and Dr Martha Berent.



# International Conference on Business and Management Dynamics (ICBMD) 2019

Mr Hassan Mohamed and Dr. Roger Muller from the Department of Management Practice and Prof Chantal Rootman from the Department of Business Management recently attended the International Conference on Business and Management Dynamics (ICBMD) held in Swakopmund, Namibia from 2 – 4 September 2019.



# DR SHELLEY BECK ATTENDS THE SIYAPHUMELELA CONFERENCE

Dr Shelley Beck attended the Siyaphumelela conference at the Wanders Club between the 25<sup>th</sup> -27<sup>th</sup> of June 2019 in Johannesburg. The conference focused on sharing knowledge on current teaching and learning activities that have been undertaken at various Universities in South Africa as well as focusing on student support programs that have had a positive impact on student success.



# PROF VENTER ATTENDING AND PRESENT DURING THE 10<sup>TH</sup> YEAR CELEBRATION OF FAMILY BUSINESS UNIT IN THE NETHERLANDS

On Thursday, 26 September 2019, Prof Venter was invited to celebrate the 10<sup>th</sup> year anniversary of the Windesheim Family Business Unit in the Netherlands. The Nelson Mandela University Family Business Unit is a STEP research (global Successful Transgenerational Entrepreneurship Practices project) partner of the Dutch FBU. As part of the occasion a seminar was organised around the importance of family businesses for the success of regional, national and international economies. Several well-known researchers from various parts of the world, as well as, the editors of two top journals in the field of family businesses, were invited to join this seminar. A round table discussion on transgenerational succession was also held.

Prof Venter did a presentation on Friday, 27 September 2019 on the research and succession challenges facing South Africa.



# Financial literacy workshop – 13 August 2019, 17:00-19:00 @ Senate Hall, North Campus

During the month of August, the Financial Planning Society hosted the Opening Function themed Financial Literacy Workshop. The event was aimed at providing more information to members on the effects of saving and budgeting. Each attendant received a budget booklet and workbook from the FPI (Financial Planning Institute).

Our guest speaker, Jackie Palframan CFP®, a senior financial planning lecturer started off by sharing the mystery of money and asked the audience where our money tend to go every month.

She further explained the power that money holds and recommended for the attendees to make use of a piggy bank to help with the discipline of saving. She mentioned, “people spend more time planning their birthdays but not their financial future”. She further provoked the attendees to imagine reaching the age of retirement and not having enough money to sustain them throughout retirement. She recommended for every attendee to make use of the budget planner and keep track of all expenditures. She further went on to discuss the importance of building a good credit record. It is important to consider the cost of debt when thinking of purchasing something on credit because you may end up paying more money over the long term as compared to how much you would have paid if it was a once-off payment. Sometimes it might be better to delay the immediate gratification and save money for the item you wish to purchase rather than taking the item on credit and end up paying more for it. The amount paid over the 12-month or 24-month period of taking something on credit is usually higher than the money you would have paid as a once off payment.

The effect of compounding is very powerful and can be very beneficial for an individual.

She concluded by encouraging everyone to start investing for retirement from the age of 25 by investing 17% of your salary. Retirement is something that not many young people think about but it is very important to start working on it now rather than leaving it to a later stage in life.

# Financial literacy workshop – 13 August 2019, 17:00-19:00 @ Senate Hall, North Campus (Cont.)

The event was a success, and we are grateful for all who took their time to attend and also participate via our social media platform – Facebook Live. Special thanks to the whole executive team for their hard work in planning the event and a huge thanks to Mr Matchaba-Hove and Mrs Kinsman for their help and unwavering support.

We look forward to seeing you at our upcoming events.



# FINANCIAL PLANNING SOCIETY LUNCH HOUR TALK

## USING INVESTING FOR WEALTH CREATION

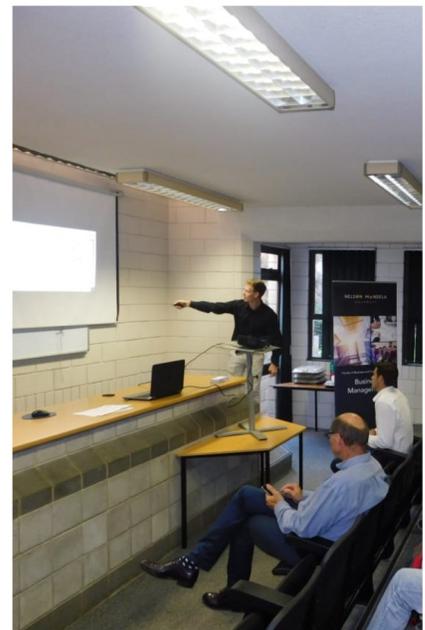
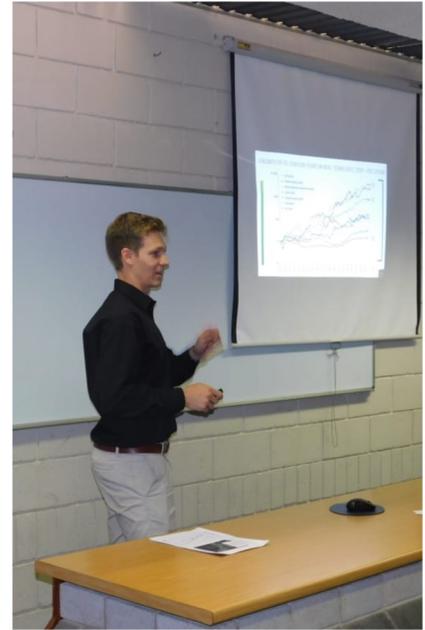
During the month of May, the Financial Planning Society hosted a lunch hour talk themed Investments. The event was aimed at providing informative information to students on the relevance of investing, using investing for wealth creation and investing from a young age. Three speakers were invited to the event, Mr David Rigby and Mr Greg Louw, both Financial Advisors from PW Harvey & Co accompanied by Mr Gavin Harvey, a co-director at PW Harvey & Co.

The Human Resources Officer, Khayaletu Khoza, greeted our audience and introduced the guest speakers of the event. The speakers, David Rigby and Greg Louw shared insights on the importance of investing. They started to speak about how to establish holistic relationships with clients and helping them achieve their financial goals through investing. A risk profile is necessary to determine the client's appetite for risk tolerance and risk capacity to align them with favourable investments. Various fact fund sheets were displayed, showing the returns from different asset managers over the years. There are certain factors, like inflation, which have an effect on client's investments and they need to be aware of such. They also spoke about the costs involved which is a fixed percentage according to the performance of the investments. One of the advantages of long-term capital growth is a client's time horizon. The younger that people start to invest, the better they can live comfortable lives financially.

The afternoon was concluded by the Public Relations Officer, Thandolwethu Mboniswa, giving thanks and presenting the guest speakers with gifts. Refreshments were served and one audience member won a prize after answering a question correctly.

The lunch hour talk was a splendid success. Special thanks to the executive team for participating and putting the event together. The executive would also like to thank the Department of Business Management, Mr Matchaba-Hove and Mrs Kinsman for their support. We look forward to seeing you at our future events in the second semester.

# FINANCIAL PLANNING SOCIETY LUNCH HOUR TALK USING INVESTING FOR WEALTH CREATION (Cont.)



# Department of Management Practice Students - Muenster Summer School

Two students from the Department of Management Practice is currently attending a Summer School in Muenster, Germany.



Students with Martina Rautemann from the Muenster International office and Claudia, the Summer School co-ordinator.



# Department of Logistics visited the Shatterprufe plant



**From left to right:** Mr. Y Mkumatela from the Department of Logistics; Mr. Rayhaan Liberty (Shatterprufe); Sisipho Maguga (3<sup>rd</sup> year Inventory and Stores student); Asiphe Pato (3<sup>rd</sup> year Inventory and Stores student) and Mr. Melvin Klassen (Shatterprufe).

On 22 July 2019, Mr. Mkumatela from the Department of Logistics visited the Shatterprufe plant in Struandale, where two of the Inventory and Stores 3<sup>rd</sup> year students are busy completing their experiential training.

During training, students are exposed to and participate in stores, warehouse and logistics-related activities. Employers are requested to ratify and evaluate all work done by the student, as described in the logbook reports. Mentors must confirm the nature of the tasks completed and evaluate students by completing the logbook report form contained in the logbook. Students doing their formal experiential training (400 hours compulsory training) need one report per month as well as a final report and evaluation, which is to be completed at the end of the training period.

# Department of Logistics visited the Shatterprufe plant (Cont.)

*“It was such an honour to represent our department and the institution as a whole at my visit to Shatterprufe. What was very important for me was the feedback I got from the mentors of the students, saying the students are able to link theory with practice in the warehouse and logistics-related activities that they are exposed to. In addition, the positive response from Mr. Rayhaan Liberty (Logistics & Planning Manager) in terms of building a collaborative relationship with Shatterprufe and the Nelson Mandela University, that will benefit the students.” – Mr. Y Mku-matela*

## The beyond the Classroom Leadership 2019 celebrations

The beyond the Classroom Leadership 2019 celebrations ceremony was held on Friday 25<sup>th</sup> October at the Indoor Sports Complex. The beyond the classroom is a year-long programme that equips high achieving students from across different faculties with leadership skills while at the same time encouraging them to dedicate some time in serving the community. Most notably, the programme prepares the high achievers for the world of work with career readiness skills like CV writing, emotional intelligence and interviewing skills.

For the big day of Awards ceremony, the students were asked to invite the person who has been their most inspiring lecturer during the year.

Captioned in the photo are the two students **Lana Erasmus** and **Lukholo Falake**, who nominated **Mrs. Alice Makochieng** as their most inspiring Lecturer (Management 2). There were different lecturers who came to celebrate and support their students during the event. The Faculty of Business and Economic Sciences has the most participating students in the



# **Financial Planning Society Closing Function, 14 October 2019, Council Chambers, South Campus@16:30 – 19:00**

During the month of October, the Financial Planning Society hosted their closing function. The purpose of the event was for the guest speakers to share their knowledge of the financial planning industry and how to handle money. The first guest speaker was Jon-Paul Raper, a Financial Planner and business owner of ITSHE Business Solutions. The second guest speaker in attendance was Sive Loyilane, an executive Financial Planner at Standard Bank.

The outgoing vice-president, Mr Choonga Mudenda started off by greeting everyone in the audience. The MC, Sakhumzi introduced the first guest speaker.

The topic for Mr Raper's presentation was – Invest in your dreams. He first explained the difference between savings and investing. People must know the reasons for investing and there will always be obstacles stopping them from achieving their goals. To grow one's wealth, long term investing is essential such as investing in equities. A client must have short, medium and long term goals in order to increase their wealth. The poor working class has a dependant mind set with no assets and always first spending their income on expenses. The middle class has many liabilities but at least they have small amount of income left. The high working class has assets which are greater than their liabilities. Mr Raper suggested that clients download the 22 Seven App, where it tracks their spending habits and assists in budgeting. As one of the owners' of ITSHE Business Solutions, they desire is to focus on providing holistic client advice, innovation and encourage forward thinking.

Zuko, the IsiXhosa poet, gave an uplifting performance to energise the audience.

The second guest speaker, Sive Loyilane started off by mentioning values for his clients. The values are to provide simple, honest, accurate information and great service to clients. He advised that financial planning graduates must first be part of a graduate programme to gain the necessary skills to operate.

# **Financial Planning Society Closing Function, 14 October 2019, Council Chambers, South Campus@16:30 – 19:00 (Cont.)**

The financial services industry needs to have competent and qualified financial planners. According to Mr Loyilane he achieved his five year plan resulting in the CFP designation being financially rewarding. The negative part of this industry is the many FAIS complaints due to the wrongdoing of financial planners. He ended off by stating that a financial planner's job is satisfying customers simply.

The MC facilitated the Question and Answer Session. Mainly the questions were about how to present oneself as a potential financial planner and be a better competent employee over others. The guest speakers answered all the questions to the best of their ability and the people who asked were happy with the responses.

The president, Elizabeth Banda and treasurer, Digansh Sanassee of 2019 addressed the audience with how the year was for the society followed by the gifts ceremony, with the events planner, Nikitha Mtsi, the facilitator. The announcement of the 2020 executive committee was done by the secretary, Vuyolwethu Nyati and marketing relations officer, Thandolwethu Mboniswa of 2019. Miss Sambesiwe Mbewu, the new president of 2020 addressed the audience with her presidential speech. The current executive received certificates for diligence, commitment and service in growing the society. Lina, the singer mesmerised the audience with her sweet voice. Ending off a successful year for the society, Khayaletu Khoza, the outgoing human resources officer thanked everyone for coming to the event.

# Financial Planning Society Closing Function, 14 October 2019, Council Chambers, South Campus@16:30 – 19:00 (Cont.)



# PROF VENTER AND MR MATCHABA-HOVE PANELISTS AT 2<sup>ND</sup> PWC FAMILY BUSINESS CONFERENCE IN JOHANNESBURG

Prof Elmarie Venter and Mr Tony Matchaba-Hove attended the 2<sup>nd</sup> PWC Family Business Conference in Johannesburg on 17 July 2019 at Southern Sun ORT Airport. The conference was organised by Des Fourie (a Director of PWC), Jenni Kitching (Associate director of PWC) and Andrea Benkenstein (Senior Management of PWC).

The theme of the conference was **Embrace diversity. Create a legacy**. Elmarie was a panellist for the discussion on **Mothers, fathers and family dynamics** together with Danelle du Toit (Managing Director of De Keur Group), Catharine Prim (PWC) and Des van Rooyen (PWC). Tony was a panellist on **Doing business as a family business in Africa** with Dr Keval Elikem and Peter Englisch of PWC.

Dr Elikem Tamaklo was also one of the keynote speakers and is the Managing Director of Nyaho Medicle Centre. Nyaho Medical Centre was established in March 1970 by the late Dr. Kwami Nyaho Tamaklo whose vision was to give the best in nursing and medical care in Ghana and outside of its borders. Nyaho Medical Centre has always been committed to having an intense focus on the patient care while bringing the best of International standards to Ghana. In April 2015 Dr. Elikem C. Tamaklo assumed the position of Managing Director and now serves the hospital in striving to achieve the vision of providing the best medical and nursing care in Ghana. Peter Englisch of PWC reflected **on diversity and family businesses from a global perspective**. Other topics included **Passing the baton** and **Cyber security**.

During the gala dinner Peter van Kets, professional adventurer and inspirational speaker, delivered the inspiring keynote address.

His message was **Impossible is nothing and that one needs to have Passion, Commitment and Surround yourself with +1 People** to succeed in life. From what we heard from the other speakers and panellists, the message was clear that **families should professionalise their business and their family**, and this process should be started as early as possible.



# Congratulations

## **Congratulations to the following staff members:**

- |                       |   |   |
|-----------------------|---|---|
| Mr Abdul Jappie       | - | Permanently appointed in the Department of Logistics                      |
| Mr Raaiq Pandie       | - | New staff member in the Department of Business Management                 |
| Ms Ntsundeni Madzunya | - | New staff member in the Department of Business Management (George Campus) |

*Happy Holidays*