

GOLDEN KEY SOUTHERN AFRICA SUMMIT 2021



PROGRAMME

29 MARCH – 1 APRIL



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<INTRODUCTION>

Of course there is no formula for success except perhaps an unconditional acceptance of life and what it brings. – Arthur Rubinstein

Dear delegate

A warm welcome to our 2021 Golden Key South Africa's summit, *Virtual Goes Viral*.

Circumstances compel us to present this year's summit as a virtual event. We believe the themes and programme structure will enable you to meet, connect, and inspire Golden Key members and alumni in South Africa and across the world. Although networking in a physical space has its limitations, technology provides us with numerous tools that enable us to interact in so many different and creative ways. It is funky and fun! Let's make the best of it!

Assessing the global impact of the Covid-19 pandemic remains a moving target. So far, its effect on the economy, health, and education has been devastating. It revealed our vulnerabilities at so many levels, but also showed our resilience and resourcefulness.

We can - and must - reshape the future and circumvent any obstacles that hinder our progress. Technology has been our saving grace in coping with the Covid-19 restrictions, but it is imperative to empower more people and enable broader access to tools that can narrow the digital divide.

GKSA's *Virtual Goes Viral Summit 2021* features seven streams aimed at preparing delegates for a changing workplace environment. The format includes individual presentations by expert in their fields, and interactive workshops. Below are short descriptions of each stream:

1. **Life skills** that assist members in achieving their full physical, intellectual, personal, emotional, and social potential towards independence and efficiency when responding to life's challenges, while playing an active and responsible role in society.
2. **Virtual workplace readiness** comprises skills and behaviours that employers expect from their workforce to succeed in a virtual work environment i.e., effective, and professional communicators with excellent social and interpersonal skills.
3. **Service in a pandemic**, which means to purposefully share experiences such as grief, pain, danger, change, joy, laughter, and achievement. It includes the spirit of Ubuntu, extending a helping hand to others and ask for help when you need it. The key is to live a life of service.
4. **Leadership during a pandemic** requires characteristics that are indispensable in outstanding leaders such as effective communication, motivating team members, adapting to changing environments, delegating tasks, transparency, honesty, confidence, and a positive attitude.

5. **Career development for the future** involves strategies to enhance employability; acquire knowledge; create concepts; improve skills; and adopt attitudes that equip professionals in managing their careers, i.e., their lifelong progression in learning and work.
6. **Communication skills** that are essential in both a virtual and physical environment. Employees in the digital age must know how to effectively convey and receive messages and use communication tools such as phone, e-mail, and social media.
7. **Study skills** are important transferable life skills that are useful in all disciplines, suitable for full-time and part-time students, those returning to education later in life, those engaged in professional development, and anyone that wants to learn how to study effectively.

This 2021 Summit coincides with GKSA's 21st anniversary, which in human years, signifies an important milestone. In many cultures, it is customary to present a key on someone's 21st birthday as a symbol of recognising maturity, placing trust, and assuming responsibility. Therefore, 2021 is a significant year for GKSA, its student members and alumni in embracing our collective responsibilities and applying our leadership skills towards creative solutions for a better future, regardless the circumstances.

Thank you to everyone that made this event possible. Moving from a physical to a virtual environment has been a learning curve for many, but it also presented us with opportunities to learn new skills, embrace technology, and to use space and time efficiently.

I trust your participation will be productive and stimulating. We look forward to your feedback.

Warm regards,

Dr Elmie Castleman
Regional Director



Monday, 29 March 2021

WORKSHOP_1 - Career development for the future / Seize the day: Being ethical in a disruptive world

This engagement focuses on raising awareness and facilitating self-reflection on how ethics influence our decisions, social life, and being human within a VUCA (Volatile, Uncertain, Complex and Ambiguous) world. The four pillars of ethical decision-making – autonomy, beneficence, nonmaleficence and justice – will be presented as core principles underpinning ethical decision-making within a disruptive world, including the digital divide. The following themes will guide the engagement: (1) interconnectivity and interdependence of ethics, human rights and moral development within the VUCA world; (2) using an African lens to consider global ethics and humanity; (3) unpacking diversity, inclusion and wellbeing towards a caring and ethical community; and (4) self-reflection on being ethical to self, others/community, work and society. The engagement format will include interactive presentations, small group discussions, collective solution-finding, and ownership transfer. The small group composition will be automatically randomised using the diversity of the participants. The envisioned output from the engagement will be to produce a draft statement that can be further refined and used as a declaration by this event's participants.

09:00 – 12:00



WORKSHOP_2 - Virtual Workplace readiness / Job searching skills

Join this workshop to learn more about the following:

- Job seeking skills
- Interviewing skills
- Etiquette
- CV Building

"The importance of digital tools when making a career decision.

In a post COVID world, the way employers hire and source their talent will largely change due to the adoption of groundbreaking technology. Let's get you ready for the change." - Schalk Burger

14:00 – 17:00



Tuesday, 30 March 2021

WORKSHOP_3 - Study skills / The basics for developing a good academic research proposal

Students who are conducting research at the postgraduate level have to prepare a research proposal at some point, which is not an easy undertaking. We see this from the number of research articles and books that offer advice on how to go about preparing a good proposal. Professor Johan Mouton's book - *How to Succeed in Your Master's & Doctoral Studies* - is a seminal example in this area. Part of the strain with preparing a research proposal is that we are faced with new concepts that we have not encountered before, and many of them are abstract (such as the philosophy of research), which can demotivate and confuse students.

This workshop offers postgraduate students guidance on what a research proposal is, how its components work together, explores its importance, and gives practical tips on developing a good proposal, including working well with a mentor/supervisor. Such an undertaking needs to start with a brief history of philosophy and science. Additionally, we will explore research topics and share good resources that students can consult on their own. Finally, this platform will give us space to connect with people who have similar research interests and possibly establish some inter-institutional research networks.

14:00 – 17:00



Wednesday, 31 March 2021

Keynote_1

Welcome speech by Dr Linda Meyer

09:00 – 10:00



Session_1a

Communication
Commu-networking in the new normal



10:30 – 11:30

Session_1b

Career development for the future
The future of skills, competencies and the process of lifelong learning for Africa



10:30 – 11:30

Session_1c

Virtual workplace readiness
Essential Tools for Virtual Workplace Readiness



10:30 – 11:30

Session_2a

Career development for the future
Golden Key Mentoring Awareness Session (G~MAS)



12:00 – 13:00

Session_2b

Study skills
Study hacks - quick fixes to common problems



12:00 – 13:00

Session_2c

Leadership during a pandemic
Find your higher purpose



12:00 – 13:00

Session_3a

Life Skills
Managing stress in the midst of a global pandemic



13:30 – 14:30

Session_3b

Virtual workplace readiness
The Professional Spider Web



13:30 – 14:30

Session_3c

Leadership during a pandemic
Transformative leadership for resilience



13:30 – 14:30

Session_4a

Virtual workplace readiness
Remote working and safety in the connected world



15:00 – 16:00

Session_4b

Communication
Ways to mastering listening effectively



15:00 – 16:00

Session_4c

Leadership during a pandemic
Building a team via Zoom – How I've empowered our development team during the pandemic



15:00 – 16:00

Session_5a

Communication
You can develop it (and take it online): Communication skills for workplace success



16:30 – 17:30

Session_5b

Life Skills
Time management



16:30 – 17:30

Session_5c

Service in a pandemic
Pay it forward: an opportunity for impact



16:30 – 17:30

Thursday, 1 April 2021

Session_6a

Virtual workplace readiness
Critical Employment Skills



09:00 – 10:00

Session_6b

Leadership during a pandemic
The impact of spirituality on
transformational leadership in an
organisation undergoing change
due to remote working



09:00 – 10:00

Session_6c

Study Skills
Study skills for any situation for
everyone



09:00 – 10:00

Session_7a

Leadership during a pandemic
My nGAP (new generation of academic
professionals) experience: becoming an
academic professional



10:30 – 11:30

Session_7b

Life Skills
Problem solving (critical thinking)



10:30 – 11:30

Session_7c

Virtual workplace readiness
Productivity tools and skills for a
painless adaptation in an online
virtual environment



10:30 – 11:30

Session_8a

Life Skills
System thinking (monitoring and
evaluation indicators)



12:00 – 13:00

Session_8b

Leadership during a pandemic
Find your higher purpose



12:00 – 13:00

Session_8c

Communication
Professional networking in a virtual
world



12:00 – 13:00

Session_9a

Leadership during a pandemic
Coloniality, knowledge, academia and
the decolonisation project in
South Africa



13:30 – 14:30

Session_9b

Study Skills
Kindling a flame or filling a vessel?



13:30 – 14:30

Session_9c

Virtual workplace readiness
Hello Coach – personal and business
growth in a digital world!



13:30 – 14:30

Session_10a

Service in a pandemic
Ways to serve



15:00 – 16:00

Session_10b

Communication
Communication for workplace
success



15:00 – 16:00

Session_10c

Leadership during a pandemic
Inspire others



15:00 – 16:00

Session_11a

Leadership during a pandemic
The leaders burden, looking within in
order to lead better



16:30 – 17:30

Session_11b

Career development for the future
Leveraging Strategic Intelligence



16:30 – 17:30

Session_11c

Leadership during a pandemic
Self-mastery, the key to sustainable
Leadership



16:30 – 17:30

Keynote_2

A viral virtual reality by Rudi Bower

18:00 – 19:00





Keynote

Welcome speech



Dr Linda Meyer

Universities South Africa - Director: Operations and Sector Support

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PROFESSIONAL PROFILE

An accomplished executive with extensive experience in the NPO, private and public sectors, specialising in higher education management, strategic leadership, talent management, governance, enterprise risk management, innovation and performance monitoring and evaluation. Currently employed as the head of operations and sector support at Universities South Africa (USAf), a serving member of the SAQA & ETDP SETA (HE - Chamber) boards, and a member of the Audit & Risk Committee of the DoJ&CD, and Council for Higher Education (CHE) Peer Academic Researcher.

Academic Qualifications include Doctor of Philosophy: Management of Technology and Innovation (SA), Doctor of Business Administration: Business-Management & Global Entrepreneurship (USA), Masters of Business Administration (UK), Post Graduate Diploma in Management Studies (UK), Bachelor of Business Administration, B.Com Law (*part*) and a range of Diplomas and Higher Certificates in the fields of Occupationally Directed Education and Training Development Practice, Labour Relations, Human Resource Management, Human Resource Development, Labour Law *etc.*

Appointed to various governance structures including, the South African Magistrates Commission, the Department of Justice & Constitutional Development, the Commission for Conciliation, Mediation and Arbitration (CCMA), SAQA, Services SETA, SA SMME Foundation, South African Private Higher Education (SAPHE), ETDP SETA *etc.* Former positions include Dean; Academic Executive; the Head of Justice College (DoJ&CD); Chief Director: Corporate Services (DoJ&CD); CCMA Commissioner and various other senior and executive management and consulting positions.

Continental, Country & Regional winner for the 2019/2020/2021 Pan African Awards (CEO Global) - Africa's Most Influential Women in Business and Government (Programme Education & Training Sector). A published author, thought leader and a regular media guest and speaker at industry conferences.



Keynote



A viral virtual reality



Rudi Bower

The Wealthroom - Lifestyle Financial Planner

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BIO

Rudi has been fortunate to be on the receiving end of sound mentorship. This has served his clients well during his career of almost a decade in the financial services industry. He offers them an experience that not only changes their financial position but also their way of thinking. In a volatile economic environment, he understands the importance of staying focused and knowledgeable. Rudi strives to add value to every step of his clients' journey towards financial freedom.

What do I Love?

- *My wife, man I really love my wife!!!
- *I love what I do because I understand the immense purpose behind adequate financial planning. "Failing to plan is planning to fail" is not a cliché for nothing.
- *Jesus
- *I love cooking amazing food, it's my creative outlet.
- *Being active and keeping healthy and fit. (Absolute endorphin junky.)
- *I Love Champagne- They don't call me Champagne Rudi for nothing. (The idea is more that I tend to celebrate life, but man I do love drinking the stuff)

The future of financial planning is not about dispensing expert financial advice, but helping clients engage in healthy behaviour regarding their finances. This starts by identifying them with their relationship with money and how that affects their decision making around finances.

SESSION DESCRIPTION

An insight into shaping your current reality and navigating the ever-progressing virtual reality.

- The year the world realised the significance of going viral. Not only have we been faced with life altering viral health risk, but our new reality exists predominantly in a digital realm. Humanity is at a crossroads, the choices we make now unlocks a vastly unpredictable new normal. Now more than ever, it requires us as a species to find a truth within ourselves that will be able to sustain our essence of being human in this unfamiliar new reality.



Workshop_1

Career development for the future
Seize the day: Being ethical in a disruptive world



Retha Visagie

University of South Africa, Manager: Research Integrity

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BIO

Retha is the chairperson of the EthiXPERT board of Directors. This Not for Profit Company's specific focus and contribution is to enhance responsible and ethical research capacity in and for Africa. She is a founding member and the former chairperson of the Executive Board of the Research Ethics Committee Association of Southern Africa (REASA). She is best known for her outstanding work in the field of research ethics and integrity management. As the Head of the Research Integrity Office at Unisa, she fulfills numerous leadership activities. She is the Academic Integrity Committee chairperson, deputy chairperson of the Unisa Research Ethics Review Committee, and an advisor to the Unisa Social and Ethics Committee of Council. She leads inquiries into alleged cases of research misconduct and represents the university as an expert witness during disciplinary hearings. She holds a doctorate in Advanced Psychiatric Nursing Science.

Retha completed a postgraduate diploma in Health Research Ethics (Cum Laude) in 2015 through the University of Stellenbosch, receiving the prestigious title of Fogarty Fellow. In 2014 she completed the UNESCO Ethics Teacher Training Course at the Inter-University Centre, Dubrovnik, Croatia. Since then, she was instrumental in customising the course to address the unique needs of ethics educators in Africa. She is the 2018 recipient of the DST/SARIMA Award for Professional Excellence in Research Management. Her research niche area focuses on research ethics and integrity scholarship, and she remains active as a research supervisor. She has published ten articles in national and international scholarly journals and two chapters in a scholarly book. She is a co-editor of a recently published book on Social Science Research Ethics in Africa. As a sought-after research ethics facilitator, she has trained more than 2000 academics and members of research ethics review committees since 2014.



Workshop_1

Career development for the future
Seize the day: Being ethical in a disruptive world



Leon Roets

University of South Africa, Lecturer: Sociology

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BIO

- Programme convener, Postgraduate Programme of Social and Behaviour Studies (HIV/AIDS), Department of Sociology, UNISA
- Award holder – Teaching and Learning Award for Innovative Teaching 2019
- Project leader, Tirisano Collaborative Projects on social justice and social diversity
- Project leader, HIV, social diversity and inclusion curriculum integration project
- Project leader, Higher Health UNISA Student Peer Education Project
- Holds an MA Sociology; currently a PhD-candidate, UNISA, on the topic of men's health
- Strategic advisor to several national and regional organisations (e.g. SAfAIDS, Swedish Workplace HIV/AIDS Programme, South African Business Coalition for Health and AIDS)
- Programme director and facilitator: Ethics Educator Course, UNISA, Pretoria, 2016- now
- Member of the PSYREC committee between 2019-2020
- Member of Unisa College of Human Sciences Research Ethics Committee between 2017-2019
- Member of the South African Monitoring and Evaluation Association



Search



Workshop_2

Virtual Workplace readiness

Job searching skills



Elegance Gozo

Vodacom (Pty) Ltd - Emerging Talent Lead

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BIO

Elegance is an experienced professional in Talent Development Management with over 15 years corporate experience having worked in multi-faceted environments that include banking, telecommunications and FMCG.

Her key expertise includes multi-industry experience of marketing, advertising, product management, programme management, leadership development, resourcing and talent management at all levels. Her expertise has focused on building or turning around functions whilst ensuring both internal and external recognition.

Elegance has gained extensive experience working across various geographic divides and excels in four primary key themes which includes her experience; innovation, delivery, commitment and influencing. These have been played out in industries as diverse as financial services, non-governmental organizations, food manufacturing and Telecommunications.

She has successfully led and influenced continental and global functions at multiple levels where she is a natural leader in operating both at a strategic and hands-on capacity.



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Workshop_2

Virtual Workplace readiness

Job searching skills



Debbie Marshall

Owner and Managing Member of The Development Link

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BIO

Debbie is currently the Owner and Managing Member of The Development Link, a consulting firm specialising in the field of learning and development and individual and organizational transformation. Prior to this role she held several roles in large corporates including Head of Learning and Development: Barclays Africa and Middle East and Divisional Human Resources Manager: Edcon.

With over 20 years' experience Debbie has developed a diverse set of skills within the generalist field of Human Resources as a foundation to a more specialised career in learning and development.

Debbie is a certified integral coach (University of Cape Town's Business School in 2010) and supports personal growth and transformation in alignment with organisational growth and performance. Her personal passion is the development of young talent.



Workshop_2

Virtual Workplace readiness

Job searching skills



Vimbai Schwalm

Healing with Trust - Social Economic Developer

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BIO

Vimbai is a Social Economic Developer and Internationally Certified Hatha Yoga Instructor. She has over 13 years experience in behavioural development and growth. She does this through; behavioural diagnostics, programme design, programme development, programme implementation, facilitation, coaching, training and yoga classes. She has work experience in various industries in South Africa, Canada, Germany, Switzerland and DRC.

Vimbai's work over the past couple of years has been focused on coaching and facilitation for social and economic empowerment. After University, in her role as Director of Education without Borders, she had to harness and apply skills in leadership, leadership development, sustainable empowerment, buy in and ownership of initiatives/projects/programmes. She was simultaneously and is still currently a Non-Executive Director at Vukani Gaming Corporation. This has given her in depth understanding of Corporate Governance and operation with specific reference to Social Ethics and Corporate Social Responsibility, ROI and business growth.

After Education without Borders she went on to found Eagles of Tomorrow Africa, an NGO that facilitates educational development through a Mathematics programme that grows mathematical skills of high school learners and teachers. This role afforded her the opportunity to work in Germany where she learnt to read, write and speak German. When she moved back to Johannesburg four years ago, Healing with Trust was born, this is where Vimbai really harnessed her entrepreneurial self-starter skills and expanded her coaching and skills. Overall, Vimbai is a team player and would be a great asset to any opportunity that is looking for a hardworking, positive, energetic and diligent individual.



Workshop_2

Virtual Workplace readiness

Job searching skills



Schalk Burger

CA(SA) | Managing Director and Co-Founder, Xhuma

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BIO

Schalk Burger is a former investment banker turned technology entrepreneur. He's qualified as a CA(SA) with an LLB and has a great passion for technology and educating the youth. He was a CEO of the Year finalist at Africa Tech Week 2020 with his business, Xhuma, winning several awards on the global stage including being nominated AppsAfrica Innovation Week Winner (EdTech) and being ranked as a top 3 Global Finalist at the Global Edtech Startup Awards (2020).



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Workshop_3

Study skills

The basics for developing a good academic research proposal



Neo Refiloe Mofokeng

University of Zululand, Lecturer (Development Studies)

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BIO

Neo Refiloe Mofokeng is a Development Studies lecturer and Community Engagement representative in the University of Zululand's Department of Anthropology and Development Studies. He started his career at the University of Johannesburg (UJ), he became a tutor and a senior tutor, working with all undergraduate levels. Over time, Neo has worked in designing and conducting research in the private sector with a focus on youth development, health, gender-based violence, education, and other areas.

He currently lectures at undergraduate and postgraduate levels specialising in development theory, and development planning (Monitoring & Evaluation, and Project Management). Moreover, he supervises at Honours (where he has successfully supervised over 20 research reports) and Master's (where he has co-supervised 3 completed dissertations and is currently supervising a number of students) levels. His research interests include understanding how different people view the phenomenon of development, post-development theory, social entrepreneurship, Monitoring and Evaluation, Afrocentricity, the history and philosophy of science, and local economic development. Neo is currently pursuing his doctoral studies (Ph.D.) at the University of Zululand, focusing on how the practice of social entrepreneurship affects the development trajectory of Johannesburg.



Workshop_3

Study skills

The basics for developing a good academic research proposal



Dr Simphiwe Nojiyeza

University of Zululand, Senior Lecturer (Development Studies)

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BIO

Dr Simphiwe Nojiyeza holds a B.A(History and Education) from UNISA, Postgraduate Certificate in Management, Postgraduate Diploma in Management Studies and Master of Business Administration from the Management College of Southern Africa (MANCOSA) and Doctor of Philosophy degree in Development Studies from UKZN. His PHD thesis is entitled "Integrated Water Resources Management and the Manufactured Scarcity of Water in Africa". In his PHD thesis he covered case studies of Ghana, Malawi and South Africa. He is currently a Head of Department and Senior Lecturer at the University of Zululand's Department of Anthropology and Development Studies. He recently worked at University of Johannesburg's Department of Anthropology and Development Studies from 2014 to May 2018 as Head of Department and an academic. He previously worked at O P Jindal Global University's School of International Affairs as an assistant professor and an assistant director in the Centre for African, Caribbean and Latin American Studies, Regenesys School of Public Administration, Management College of Southern Africa, Rosebank College and the Department of Basic Education. He has over two decades of environmental and climate change activism as chair of the KZN Environmental Justice Networking Forum (mid-1990s), chair of Earthlife Africa Durban (early 2000s) and founder-member of the South African Water Caucus. He was recently Chair of South African Water and Sanitation, a board member of the Freshwater Action Network and Network for Advocacy in Water Issues in Southern Africa. Dr Nojiyeza is a member of both Anthropology Southern Africa (ASNA) and South Africa Development Studies Association (SADSA)

His research interests include water resources management, water supply, sanitation, climate change adaptation & mitigation, trade liberalization, African political economy & development and entrepreneurship. His recently published peer reviewed book chapters cover issues such as water resources management, climate justice, use of excessive social media platforms on academic performance and the political economy of BRICS countries. His recently published peer reviewed journal articles cover topics such as water security and sub- catchment stabilisation and land issues. His latest edited books cover issues such as the political economy of the BRICS countries and water resource management, energy and mineral resources development. He also conducts peer reviews for journals and book projects in his field of research.

His university teaching experience includes broad areas of Development Studies, such as Economics of Development, Industrialisation, Research Methods, Civil Society and Environmental Justice, Gender and Development and Development Theories. He also taught International Relations, Politics, Political Economy of Africa, various Business Management courses such as Finance, Strategy and HR and various Public Administration courses such as Public Sector Budgeting and Municipal Finance. He successfully supervised postgraduate students which includes 4 PHDs, over 40 masters and over 60 honours projects in Development Studies, Public Administration and Business Management.



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Workshop_3

Study skills

The basics for developing a good academic research proposal



Prof Muzi Maseko

University of the Witwatersrand, Assoc. Professor (Physiology)

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BIO

Prof Muzi Maseko is currently employed as an associate professor in the School of Physiology, Faculty of Health Sciences, University of the Witwatersrand. He obtained his BSc (honours) degree from the University of Limpopo and went on to do his Master of Science in Medicine at the University of the Witwatersrand. He later obtained in PhD in physiology in the same institution. He lectures to undergraduate science, medical and allied medical students. He also supervises honours students, MSc and PhD students. His research interest is in the field of cardiovascular physiology and nutrition. He is the leader of the Human Nutrition Laboratory where he is currently running a number of studies including the South African Hypertension and Diet Study (SAHDS). He is also the President of the Physiological Society of Southern Africa. He has collaborated with a number of international institutions which include the University of Leuven in Belgium, University of Glasgow in the UK and University of Wollongong in Australia. Besides his academic interests, Prof Maseko is also involved in issues of social justice. He served as an executive member of the Academic Staff Association of Wits University (ASAWU) from 2017 to 2020 and he is currently the chairperson of the Physiology Transformation Committee.



Session_1a

Communication

Commu-networking in the new normal



Phakamile Mazibuko

University of KwaZulu Natal - Masters in Education - Academic Development Officer

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BIO

Phakamile Mazibuko is a young enthusiastic female from a small town called Ulundi in KwaZulu Natal. She holds two degrees, Bachelor of Education as well as Honours in Curriculum Studies, which were both completed with SUMMA CUM LAUDE including numerous Dean's commendations and Certificates of Merits at UKZN. She has led in great leadership roles namely: UKZN Golden Key President of Edgewood Chapter, Mentor Leader for AMS Mentorship programme, Resident Assistant at DSRA, a tutor as well as Head of Department (languages) at EETP. Phakamile has received a great number of awards in the School of Education Excellence Awards and UKZN Scholarships Awards for her academic excellence. Also, she was selected to represent UKZN in Germany on an exchange programme based on her academic merit, leadership, and community engagement roles. Subsequently, she was recognised as one of UKZN's TOP 40 student for 2018 and 2019, consecutively. Currently, Phakamile is doing her Master's in Education degree and working within the Academic Development Office at UKZN, Edgewood Campus. Also, she is passionate about taking an active role in progressive movements. This is evident in her role as an Editor of a Creative Network Magazine that offers educational support and engagements to promote sustainable living within communities. Moreover, Phakamile is a founder and CEO of the Phakamile Mazibuko Foundation that aims to positively enhance the lives of young people by implementing developmental initiatives that focus on academic, leadership, and community engagements. Phakamile is truly a leader in action for positive change.

SESSION DESCRIPTION

This session seeks to equip students and professionals with essential communication and networking skills. It will focus on three aspects namely: communication skills, online communication tools, and networking. Communication is one of the most important Life Skills that enable one to build, maintain and promote relations within personal and professional spaces. Undoubtedly, in this new day and age, we have witnessed a rapid growth in digital communications where the virtual space has been at the center of communication. It is therefore important for one to communicate both on online and physical contact levels.

Consequently, in online spaces, it is vital that students/professionals are familiar with online communications tools such as Zoom, Microsoft Teams, and Google Meet (and many others) to promote conducive learning and working environments. Furthermore, the online communication aspect will include information on how to effectively use social media to build nor expand one's personal and professional development on apps such as LinkedIn, Instagram, Facebook, etc. The last aspect will be networking, on how one can build and expand their network to enable connections with people from all walks of life. Evidently, from the above discussion, the content of the session will be relevant to students and professionals from all levels of education and field of work.



Session_1b

Career development for the future
The future of skills, competencies and the
process of lifelong learning for Africa



Placide Ebongue

AfruSoft Design – Founder & CEO

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BIO

Placide is a young entrepreneur and solutions designer with focus on technology for a better living. He has 10 years experience in technical and system support. He is the founder and CTO of AfruSoft Design Ltd, a web and design startup operating in Port Elizabeth, South Africa. Placide has a computing science and mathematics background from Nelson Mandela University, where he is currently doing a PhD in AIED with the School of ICT. Over the years, he has developed a deep passion for community service and engagement in which he believes technology can improve our living experience.

SESSION DESCRIPTION

According to the World Economic Forum, the future of career development is constantly dynamic and variant. Hence, current methods being used must be challenged, new and innovative solutions must be adopted, so that the workers of the 21st century can quickly adjust to both domestic and global shifts in skills demand. Therefore, the process of learning, unlearning and relearning is critical to surviving the labour market of the future, as well as to keep evolving toward the development of learning for life for a prosperous, progressive and healthy society as stated in the Sustainable Development Goal (SDG4). In sub-Saharan Africa, only by empirical observation, it is not too far-fetched to assert that on average the skill set is the lowest globally. The labour force is not well equipped to carry out similar tasks, as from Europe, America or Asia, with the same dexterity, accuracy and professionalism as to produce the same desirable outcome. It is further noted that the principle of lifelong learning is broadly foreign to the African labour force. So, I would like to invite you to join this conversation and contribute in mapping out a process for a competitive, high skilled and curious labour force in Africa.



Session_1c

Virtual workplace readiness

Essential Tools for Virtual Workplace Readiness



Minenhle Khoza

Chief Executive Officer -Faculty of Best Advisory (FBA)

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BIO

Minenhle Khoza is a lecturer and Work Integrated Learning (WIL) coordinator at the University of Johannesburg (UJ), Department of Biotechnology and Food Technology. She is also the CEO of Faculty of Best Advisory (FBA), a none profit company where she mentors and offers career guidance services to high school and university students across South Africa. She's currently pursuing her PhD in Food Technology at the University of Johannesburg, where she is also a member of the Golden Key international Honour Society (GKSA) and the South African Association for Food Science and Technology (SAAFoST)

She is very passionate about academic development and youth empowerment. As a WIL coordinator, her role is to provide pastoral care and support to students, while ensuring that students have a smooth transition from tertiary to the world of work.

SESSION DESCRIPTION

Transitioning from the tertiary environment to the workplace environment can be a cumbersome process. Students need to be empowered with the correct skill sets that will equip them for success. With the COVID-19 pandemic, a lot has changed in the world and the corporate world in no exception. We will go through the process of preparing for virtual interviews, where you will get tips and skills that will help set you up for success. In most industries, job functions have moved online, thus students need good communication and email writing skills. Therefore, we will share tips and tricks to help you improve on your communication skills, we will also look at email writing because this form part of traceability on the key objectives or tasks completed by the intern. These skills are but the basic building blocks. Some key aspect of success in the workplace include good people skills and the ability to build and maintain professional networks, "Your network is your net worth."



Session_2a

Career development for the future Golden Key Mentoring Awareness Session (G~MAS)



Sonia Stojanovic

Executive Mentor and Coach

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BIO

Sonia Stojanovic consults globally as an Executive Mentor and Coach ; Facilitator, Lecturer; Trainer and Organisation Development/ HR Specialist, and Change Management in the arenas of culture transformation, high performance teams, systemic mapping, HR advisory, mentoring, personal mastery and leadership development.

Sonia is a thought partner at Senior and Executive levels facilitating journeys of transformation at the personal, relational, change and cultural levels in support of releasing full potential and performance. She works in partnership and co-creatively on diagnosing 'what-is' designing the strategy, over arching architecture, processes and leadership capabilities needed for the execution of successful systemic culture change that operates through integrated, multi phased and multi-faceted elements embracing both immediate and sustainable futures.

Prior to starting her own business in 2009, Sonia spent 3 ½ years with McKinsey & Company, initially in New York then Johannesburg, as a Senior Practice Expert in the Organisation Practice. Prior to this she held Executive level positions in the ANZ Banking Group, H.J.Heinz and Shell. At ANZ she held roles as Head of HR, Communications and Corporate Affairs in International Banking; Head of Group HR (Acting) and Head of Breakout and Culture Transformation. Prior, in HJ Heinz, she was Director HR – Australia and then Regional Director HR – Asia Pacific. These roles included exposure to and leadership of large-scale performance transformation in ANZ, M&A both in ANZ and Heinz, start ups and also driving large downsizing programs.

Sonia has worked and studied with a range of leading edge thinkers and teachers, including Gita Bellin, Don Beck, Judy Wilkins-Smith, Otto Sharma, Joseph Jaworski, Richard Barrett, Ron Heifitz and Richard Haimes.

She is currently faculty in Personal Mastery at Henley Business School – Johannesburg ; has held positions as adjunct faculty at Gordon Institute of Business Science (University of Pretoria) and visiting lecturer to the University of Zurich in Culture Change and HR Effectiveness; with Dave Ulrich.

She is a New Zealander by birth, and also a citizen of Australia and a permanent resident domicile in Johannesburg – where she lives with her son, Thabang. Formally, Sonia has a BSc in Botany and Zoology, NZ Diploma in Education and Secondary Teaching, NZ Advanced Certificate in Training for Trainers and is a holder of a Fulbright Scholarship in Tourism Marketing



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Session_2a

Career development for the future Golden Key Mentoring Awareness Session (G~MAS)



Dr Elmie Castleman

Golden Key Southern Africa – Regional Director

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BIO

C-suite executive with 20+ years' experience in strategic leadership, general management, research, business engineering, and organizational development across a wide range of institutional and cultural contexts. Creates sustainable impact through strategic insight, operational excellence, and high-level relationship management. Extremely skilled in:

- Strategic and operational planning
- Talent development, team building, and facilitation
- Monitoring and evaluation
- Program and project management (traditional and virtual)
- Transformation management
- Knowledge management

SESSION DESCRIPTION

GK SA is launching a pilot on-line mentoring programme and this is the gateway to Golden Key's Mentoring Development Programme. We are very excited about this initiative which aims to develop and register a cadre of highly skilled Golden Key Mentors across our global network who can mentor Golden Key Members at a token amount.

Golden Key members who will be trained as Mentors and thereby expand their own skills and competencies for curriculum vitae purpose. The training programme will lead to certification of successful candidates as Golden Key Academy mentors through a credentialling process. This will serve as a natural entry to the field of formal coaching.

So we welcome you to this launch. The purpose of this introductory workshop is to orient you to Mentoring as a practice. This module consists of a number of key topics designed to help you make a decision as to whether this journey of development and service to others (Mentees) within Golden Key is for you. Upon completion of this material you will be offered the option to proceed into the program proper, and sign up for Phase 1, or to exit.

The content of this module covers the following elements:

1. What is Mentoring?
2. What are the personal qualities of a Mentor?
3. What competencies and core skills are needed to be a Mentor?
4. What makes a quality conversation?
5. What is the Value proposition for becoming a Mentor?
6. What are the qualities, challenges and needs of a Mentee?
7. How does the Mentoring development journey work at Golden Key?
8. Q&A.
9. Decision whether to proceed into the development program.



Session_2b

Study skills

Study hacks - quick fixes to common problems



Hannah Geddie

Youth mentor and study skills coach for Elevate Education

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BIO

Hannah completed high school at Springfield convent in Cape Town and went on her to follow her love of science at Stellenbosch university. She graduated with her Honour's degree in Human Physiology cum laude in 2019 and has since been invited to join the Golden Key honor society. She currently works part-time as a youth mentor and study skills coach for Elevate Education and is pursuing her Master's degree. Hannah is now in her second year of Masters, combining her passion for people and science through a project on the health-related impacts of psychological stress.

SESSION DESCRIPTION

Have you ever felt like you're giving your all to a task, yet the output doesn't match the input? Most of us have been here and we will find ourselves back here again through each transition into a new working environment. Unless, we find effective ways to hack the system and settle into the sweet spot between working hard and working smart.

As a Master's student, with an Honours degree (cum laude) behind my name, and apart-time job, I have found that balance. It all fell into place when I landed a job with Elevate Education – world leaders in study skills. Through applying the techniques I've learned and passing them onto the students I coach, I've been able to improve my academic performance and uncover the common study mistakes that most people make.

I would like to share these mistakes and provide tried and tested methods for addressing them. In 60 minutes, I'll cover 3 skills that have drastically altered the way I study: note-taking, time management and memory. There is no better teacher than experience and as an experienced study skills coach, and student, I can guarantee these tips will make the difference – want to know how?



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Session_2c

Leadership during a pandemic

Find your higher purpose



Pastor Juanita Kapp

Ordained minister in the Full Gospel Church

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BIO

Pastor Juanita Kapp has been in full-time ministry for the last 13 years and is an ordained minister in the Full Gospel Church. She is a proud member of the Golden Key International Honour Society since 2016. She is a CPSC Level 5 Religious professional and has just completed her Mth in Theology in Dogmatics at NWU. Pastor Juanita started a YouTube channel in 2020 during the Covid-19 Pandemic to express her creativity as a singer and composer. She is a devoted karateka, and enjoys mountain climbing as well as horse riding with her two children Cayla and Joshua. Her hobby is to do research on various contemporary topics. She is looking forward to sharing her view on the theme "Finding your higher purpose" in the upcoming GK Virtual Goes Viral Summit 2021.

SESSION DESCRIPTION

The Covid-19 pandemic has devastated humanity on a global scale. Yet, despite the terror and trauma that has been experienced, there has simultaneously arisen a hunger for individuals to pursue their higher purpose. Influences such as the death of a family member or friend, career changes and having to adapt to the "new normal" have caused individuals from all walks of life to re-evaluate their choices and current circumstances. In this presentation, I not only share applicable statistics to our time and situation but give a general overview of human nature as well as aspects such as decision-making and personality. It is my firm belief that Passion + Potential = Purpose. To my mind, each individual is created uniquely and has special inherent abilities that contribute to the growth and development of society. I look forward to sharing this journey of discovery with you.



Session_3a

Life Skills

Managing stress in the midst of a global pandemic



Mutshidzi Abigail Mulondo

University of the Free State - Lecturer

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BIO

Mutshidzi Abigail Mulondo is a public health lecturer, PhD candidate and founder of Graduate Digital Desk- a platform aimed at adding to the knowledge economy of South Africa through the support and mentorship of graduates in their postgraduate journey.

She is a Global Young Leaders Conference (GYLC) program alumni in which she was hosted in Washington DC (USA); a Golden Key International Honor Society member since 2011 and currently a GKSA Advisor (UFS chapter).

With a Masters degree in Psychology and almost 10years cumulative experience in mentorship, mental health wellness and student support at various research and higher education institutions, she is committed to the de-stigmatization of mental health issues. Her motto, "be kinder to yourself", is a reminder to be more gentle with ourselves.

SESSION DESCRIPTION

What an unprecedented time we are all living in. Since the global pandemic was announced in 2020, we have seen lives changed in what has been termed the new normal. With anything novel (new) and unexpected, there is also the downside that there is no manual on how to properly navigate. Most have had their mental health impacted with many mental health experts warning of a secondary pandemic of mental health issues if not addressed parallel to the current pandemic. This session will provide some practical tips on how to manage stress during this time.



Session_3b

Virtual workplace readiness The Professional Spider Web



Chantelle van Zyl

C van Zyl Research and Learning Development (Pty) Ltd. - Research and Training Development Specialist

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BIO

I have spent 16 years working with people in numerous contexts, and my work has been influenced by extensive local and international self-funded research.

I help develop individuals, teams and businesses. My academic qualifications include a Bachelor of Social Science and BA Honours in Anthropology. I have been a member of Golden Key since 2002.

Additionally, I am a qualified personal trainer who worked, as well as lectured, in the professional fitness industry and have completed numerous sporting events including Iron Man South Africa and Comrades. I have contributed to numerous magazines as a life coach and wellness specialist.

SESSION DESCRIPTION

The aim of this session is to consider the virtual professional network as a dynamic spider web, interconnected with collective intelligence and knowledge creation at the hub.

The virtual working environment introduces new dynamics, yet keeps some. Drawing from extensive qualitative and analytical research conducted both locally and internationally, I set the context of what this virtual environment looks like.

Then, sharpening the focus, I take a closer look at the importance and value of the professional network itself, especially creating it and maintaining it. I bring in lessons learnt from my own entrepreneurial experience and my own professional network.



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Session_3c

Leadership during a pandemic Transformative leadership for resilience



Nonhlanhla Nyathi

Ernst and Young (Zimbabwe), Tax Assistant Manager

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BIO

Nonhlanhla Nyathi is an Assistant Manager in the Tax Practice of Ernst & Young Chartered Accountants (Zimbabwe), leading Transaction Tax Services and Business Development. A personification of “be inspired to your ultimate emergence” – a motto she lives by, Nonhlanhla leans into her passion of leadership development. She is a business owner of Entrepreneur’s Tax Guide; author of Tax books for entrepreneurs; volunteer, dancer and blogger. In the future, she hopes to set up a Leadership Institute.

SESSION DESCRIPTION

Leadership in itself is encompassed by multiple facets which already makes it challenging. What then does leadership become when the unexpected happens? We have had to adapt in different ways to deal with the COVID-19 pandemic which none of us were prepared for. Our session is going to focus on leading for resilience and the different aspects that make one a good leader during a crisis. As Amanda Gorman said, “There is always light, if only we’re brave enough to see it. If only we’re brave enough to be it.” The importance of communication and transparency has been a highlight during this pandemic. Furthermore, the way we put across those messages has become more important than ever before. Are we compassionate enough when we deal with our team members, and willing to listen to their concerns so we can offer the best support possible? How have we, as leaders, leveraged technology during the pandemic to inspire our team members? How have we provided some form of stability to our team members?



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Session_3c

Leadership during a pandemic Transformative leadership for resilience



Judy Raedani

Standard Bank (South Africa), Team Leader Universal Banking

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BIO

Judy Phumudzo Raedani is a young professional currently working as a team leader Universal Banking at Standard Bank South Africa. Judy holds a bachelor's degree in Accounting Science from the University of Limpopo and is currently doing Postgraduate Diploma in Accounting Science (CTA) at University of South Africa. She previously served as the chairperson of African Women Chartered Accountants University of Limpopo student chapter for two consecutive years (2015-2016). She is a co-founder of Mbonelaphanda which is a non-profit organisation with the objective to address students that drop out in different institutions due to the selection of wrong career paths and aims to strengthen future career leaders by guiding them in the right direction.

SESSION DESCRIPTION

Leadership in itself is encompassed by multiple facets which already makes it challenging. What then does leadership turn to when the unexpected happens. We have had to adapt in different ways to deal with the COVID-19 pandemic which none of us were prepared for. Our session is going to focus on leading for resilience and the different aspects that make one a good leader during a crisis as Amanda Gorman said, "There is always light, if only we're brave enough to see it. If only we're brave enough to be it." The importance of communication and transparency has come to light during this pandemic. Furthermore, the way we put across those messages has become more important than ever before. Are we compassionate enough when we deal with our team members and are, we willing to listen to their concerns and do our best to support them? How have we, as leaders, leveraged technology during the pandemic to inspire our team members? How have we provided some form of stability to our team members?



Session_4a

Virtual workplace readiness

Remote working and safety in the connected world



Roelof de Bruyn

HOD: FPD School of IT

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BIO

Roelof de Bruyn has been working in the IT education industry for the past 11 years. He is the MASP: Microsoft Approved Service Partner for academics in the SADEC region, a Microsoft Ambassador and Microsoft Master Innovative Educator. Previously he was responsible for the deployment of education platforms to Microsoft education clients and partners. He's been fulfilling the role of HOD for the FPD School of IT since November 2019. His passion lies with addressing the digital skills gap. This year he launched a successful national project called Yenza Izinto (Do things) sponsored by Standard Bank, offering free Microsoft digital literacy training to all South Africans. He aims to take this project into Africa and create a continental awareness around digital literacy and cyber security.

SESSION DESCRIPTION

Early in 2020, the "normal" workplace was instantaneously, permanently, and wholly disrupted. This necessitated a rapid adaptation to having virtual meetings, using digital signatures, attending webinars and fulfilling many more work functions online. We all experienced the sudden migration to these digital and virtual workplaces differently, one universal fact remains, it was challenging for everyone. Global trends show personnel are increasingly expecting and even demanding to telecommute, so being technologically proficient and wary of potential threats, has never been more essential.

Imagine being confident performing your work activities online without the associated dangers. Being proficient in key platforms and taking steps to ensure your safety online will increase your confidence and productivity.

During our discussion we will:

- Discuss the concepts of virtual meetings and conferencing software using Microsoft Teams, as an example. Specifically, discussing collaboration tools and plug-in options for a more streamlined virtual experience.
- Cover basic cyber security tips and safety practices online. From defining hackers to simple steps we can take to protect ourselves online.
- Explore "networking" related cyber security concepts; connectivity, mobility and sharing resources, and the potential associated risks.
- Express the importance of time "offline" in our new normal.



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Session_4b

Communication

Ways to mastering listening effectively



Tshiamo Moleele

UWC MSc Candidate, Applied Geology

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BIO

In the age of fast-pace, digital communication the art of listening while engaging in a conversation is quickly becoming a thing of the past. Having the skill to listen is an asset to have, possessing this skill allows you to be a better student and have a greater ability to retain and absorb what is being relayed to you. What makes a good listening is not only the ability to listen to what is being said, but also what is left unsaid. This presentation highlights the principles behind a good listener which will equip you with the necessary tools to engage with your peers, lecturers, and networking community. These principles will allow you to be not only a good listener but an effective and active one.

SESSION DESCRIPTION

Tshiamo has been involved with GK over the years. Serving the UWC chapter as Vice President for two seasons, 2017 & 2018 and then as the President in 2019 and 2020. Now in 2021 as the graduate advisor. Tshiamo has a strong passion for enhancing ones knowledge, she has achieved this by being involved in various leadership workshops and through these platforms she gained knowledge that she passes on to others and continues striving to be the best version of herself.



Session_4c

Leadership during a pandemic

Building a team via Zoom – How I’ve empowered our development team during the pandemic



Dean Bentley-Falcke

VP of Software Engineering, Shipfusion Inc (Canada and the USA)

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BIO

Dean was born in Johannesburg, South Africa and completed two degrees – one from the University of Cape Town specializing in Marketing (B.Bus.Sci) and another from the University of the Witwatersrand in Journalism and Media Studies (B.A). He has worked primarily in online and ecommerce roles, with the last being the development manager for the development team who built www.makro.co.za between 2013 and 2018, before leaving for Toronto, Canada and joining the Shipfusion team.

SESSION DESCRIPTION

“Here’s your laptop and I’ll see you online tomorrow”. This was Corey and Ed’s first day on the job as our new support software developers and the last time I’d see them physically. Over the last year, I’ve added 3 more people and I’ve had to find ways to build team loyalty and inspiration virtually. In this session, I’ll detail what worked and didn’t, how we utilized popular apps like Slack and Zoom and Discord to keep everyone connected, and how I had to find ways to replace things we took for granted when we were in an office space. Inspiring team members to work cohesively is all about reading each team member as best you can, and tailoring your response to them. I’ll also cover some additional tips for great team performance, which is an important factor in empowering team members.



Session_5a

Communication

You can develop it (and take it online) :
Communication skills for workplace success



Michiel van Staden

Data Analytics Leader of the Year 2020 | Speaker | Writer | Mentor | Coach

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BIO

Michiel has 14 years in data analytics experience across fraud prevention, credit risk & operations to digital & marketing, informing business of current realities and guiding strategy by collaborative data storytelling.

As a lifelong learner, he is planning to start his Masters in Big Data Science next year, has a passion for developing people with ongoing coaching studies and enjoys increasingly sharing his learnings via mentoring, public speaking & writings.

Michiel finds balance with his yoga teacher life partner, in trying his best to meditate daily, getting out for walks and not having too much tea.

SESSION DESCRIPTION

I've now been in data analytics for 14 years. For as long as I can remember, I've been comfortable with numbers and within the first couple of years on the job, I became quite well versed in programming my laptop. Increasingly however, it has dawned on me that you don't achieve anything by yourself in the workplace. You need to work with other people and they mostly don't just fall in line with what you've come to see as facts. Personally, communication skills have not come naturally to me. By working with a coach to shift my focus from myself to others and from the 'purely technical' to incorporating more perspectives, I have however been able to improve my listening and presentation capabilities to the point where I now relish using them. Moving into leadership has forced me to increasingly let go of my technical know-how and focus on empowering the team for success, whilst 'virtual going viral' in 2020 added additional communication challenges. The journey has not been easy, but last year I was named DataCon Africa Data Analytics Leader of the Year by Corinium Global Intelligence. Communication skills for workplace success can be developed (and taken online).



Session_5b

Life Skills

Time management



Dr Gustaaf Wolvaardt

Managing Director Foundation for Professional Development (FPD)

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BIO

Dr. Gustaaf Wolvaardt is an internal medicine specialist with post graduate qualifications in higher education and management. After leaving academia, he served as the first South African Health Attaché in Geneva tasked with normalizing South Africa's international health relations. In 1997, under the auspices of the South African Medical Association, he established FPD, a private institution of higher education with a mission to catalyze social change through developing people, strengthening systems and providing innovative solutions. (www.foundation.co.za) FPDs academic programmes focus on management and professional development across Africa and has reached around 480 000 participants to date. Dr Wolvaardt was recognized the South African Institute of Health Care Managers as one of the 25 most influential South African health care leaders.

SESSION DESCRIPTION

Time is the one commodity we cannot buy and as such is a precious commodity that if we do not manage it we are inclined to squander it. This session covers the evolution of time management and will introduce participants to various time management skills and techniques designed to improve productivity and to give the practitioner greater control of their personal and professional life.



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Session_5c

Service in a pandemic

Pay it forward: an opportunity for impact



Maresa du Plessis

Executive Director at Ikasi Youth

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BIO

Maresa du Plessis is the executive director at Ikasi Youth non-profit organisation. Years of working and volunteering in communities and organisations and working closely with various stakeholders, funders, and programme beneficiaries, have made Maresa sensitive to the relationship between those providing help and those receiving help. Although the non-profit sector provides much opportunity for creativity, flexibility and altruism, it comes with its own set of restrictions. Having studied her Masters degree in Health Systems and Services Research and graduated with Cum Laude at the University of Stellenbosch, Maresa understands the helping process and non-profit sector on a systems level. She also studied a Bachelor's Degree in Social Work, which has provided her with an understanding of suppressive structures on an individual, household, and community level. Although much help and assistance are needed in South Africa, more harm than good can be done when the helping process is not approached correctly. Maresa believes that it is within everyone's ability to make a meaningful impact and she wishes to break the existing barriers to paying it forward.

SESSION DESCRIPTION

Being involved in charitable work offers an opportunity to expand your worldview and to develop your professional network and skills. There are many ways of giving or getting involved that are conducive, but a few factors need to be considered to make it a positive experience for all. We will look at the dynamic of non-profit organisations and how it differs from corporate organisations. Corporate Social Responsibility (CSR) is an opportunity to place businesses as leaders in their sector. We will explore why this is important and what it means. Lastly, we will look at some practical ways to give or to get involved in local charities.



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Session_6a

Virtual workplace readiness Critical Employment Skills



Jaintheran Naidoo

Country Manager at HFMTalentindex South Africa

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BIO

Jaintheran Naidoo is a registered industrial/organisational psychologist with 20 years of experience within the IO space. He has experience in various areas, including both the private and public sectors. His areas of passion lie in management/leadership development, workshop facilitation and talent management strategy. His work has taken him around world, where he has facilitated HR interventions in countries such as Australia, Malaysia, Hong Kong and Mauritius.

SESSION DESCRIPTION

With the world of work constantly changing, employers look for certain key skills in employees, including adaptability, agility and critical thinking. Recently, COVID-19 has brought about even more rapid change; in a few months we have gone from working in offices - surrounded by people - to working from home. We are more reliant on virtual workspaces and digital technology than ever before. But what does this mean for us as employees and future employees?

In this presentation, we will explore the changing demands in organisations across time and reflect on critical skills: in the past, currently and in the future. We will also explore the unique demands of the virtual office, including which competencies to actively develop in preparation for the world of work. Lastly, we will introduce and discuss Learning Agility as a key component of the future workplace, unpacking what it is, why it is important, how to measure it and how to develop your own agility.



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Session_6b

Leadership during a pandemic

The impact of spirituality on transformational leadership in an organisation undergoing change due to remote working



Neel-Kamal Naipal

Sanlam Business Manager

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BIO

I became a GK member in my 2nd year of my undergrad, 2004. Completed my Honours in Business Management in 2006. After a slow start to my career, I joined the Insurance sector in 2008. Since then, my career stabilised in the insurance sector in South Africa achieving company accolades and then eventually been promoted to a Business Manager in 2015, as one of the youngest managers in my company nationally. In 2019 I decided to embark on the journey to complete the MBA programme. This was a natural academic progression considering having completed my Honours in Business Management. The area of leadership has always intrigued me and thus it was important for me to further my studies in this field. I want to add value and empower organisations and people via my leadership knowledge especially during the times that we are now facing.

SESSION DESCRIPTION

The presentation aims to show a relationship between spirituality and transformational leadership, and its impact in an organisation in the insurance industry undergoing change due to remote working because of the COVID-19 pandemic. The presentation also looks at the need for transformational leadership in times of change and how spirituality can impact leaders in becoming transformational leaders. To do this, the study focused on measuring the level of spirituality in the organisation. The objectives of this study are to describe the relationship between transformational leadership and spirituality and to understand how individuals perceive spirituality in the workplace.



Session_6c

Study Skills

Study skills for any situation for everyone



Mbavhalelo Mudau

Intern at L'Oreal in Research and Innovation department

Open to ▼

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BIO

My name is Mbavhalelo Mudau, originally from Limpopo, now based in Gauteng because of work. I currently work as an intern at L'Oreal in Research and Innovation department. I have been in corporate for 3 and a half years now since 2018. Currently, I am registered for MSc in chemistry to add to BSc Honors Materials Sciences and undergraduate degree in Geology and Chemistry. I am working towards being either a research associate or research consultant. Research and data analysis are my two favourite things in the context of work and academics.

I have been a part-time tutor until late 2020 where I exchanges study tips with a lot of the students. So, I would like to share those with you too and hope that it will be applicable at some point.

SESSION DESCRIPTION

Research studies have correlated well practiced study skills with obtaining a good GPA. It further suggests that your study skills strengths and your acquittance with them dictates your academic success. Many of us may not actually know how to study effectively. We may study hard but not necessarily smart. This presentation teaches you how you can learn to study smart by being acquittanced to effective & efficient study skills. Acquitting yourself with the skills is like building routine. Several ways to improve one's study skills will be discussed. It is important for everyone to be accustomed to better ways of learning. Not only does it improve positive feelings about yourself, but it also cuts down the period spent learning and improves your grades too. There are several skills on the table, which cater for most people and if not, one can always go with what resonates with them.



Session_7a

Leadership during a pandemic

My nGAP (new generation of academic professionals) experience: becoming an academic professional



Pontsho Moela

Lecturer of human genetics at the University of Pretoria

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BIO

My name is Pontsho Moela (PhD), a lecturer of human genetics at the University of Pretoria. I lead the Anti-Cancer Drug Discovery (ACDD) research group which focuses on identifying breast and cervical cancer biomarkers and targeting these with potential medicinal plants. I enjoy being part of a force and energy that comes from research and innovation. In fact, doing research, especially in the field of drug discovery against noncommunicable diseases that pose threat to the African continent and coming up with possible treatment strategies means contributing to society as a whole. Having my first MSc student graduate in record time and publishing her work in an internationally recognized, high impact factor journal last year remains my biggest milestone thus far. I am also a proud recipient of the prestigious British Council Researcher Links scholarship, which afforded me the opportunity to conduct some of my research at Nottingham University, UK. Outside of work, I am a mother, an identical twin sister who is a lover of early morning runs and is committed to lifelong learning.

SESSION DESCRIPTION

The New Generation of Academics Programme (nGAP) is a prestigious programme under the South African Department of Higher Education and Training (the Department) which involves the recruitment of highly capable scholars as new academics. Dr Pontsho Moela made it into the program at a tender of 26 shortly after obtaining her PhD degree in Biochemistry from Wits University. Her presentation seeks to inspire young minds who see themselves as future academics. Although her focus is in the field of biochemistry and human genetics, her journey to becoming an academic professional speaks to all fields in academia. In her presentation, Dr. Moela will take you through her personal background, the importance of mentorship in an early career, research and teaching experience, as well as building international visibility as a young academic.



Session_7b

Life Skills

Problem solving (critical thinking)



Dr Gustaaf Wolvaardt

Managing Director Foundation for Professional Development (FPD)

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BIO

Dr. Gustaaf Wolvaardt is an internal medicine specialist with post graduate qualifications in higher education and management. After leaving academia, he served as the first South African Health Attaché in Geneva tasked with normalizing South Africa's international health relations. In 1997, under the auspices of the South African Medical Association, he established FPD, a private institution of higher education with a mission to catalyze social change through developing people, strengthening systems and providing innovative solutions. (www.foundation.co.za) FPDs academic programmes focus on management and professional development across Africa and has reached around 480 000 participants to date. Dr Wolvaardt was recognized the South African Institute of Health Care Managers as one of the 25 most influential South African health care leaders.

SESSION DESCRIPTION

Our evolution has programmed us that we are instinctive thinkers rather than critical thinkers. This session will explore how we think and how our built-in biases detrimentally impact on the decisions we make. The session will also explore strategies that we can implement at a personal and organizational level to ensure that we counter our cognitive biases.



Session_7b

Life Skills

Problem solving (critical thinking)



Dr Elmie Castleman

Golden Key Southern Africa – Regional Director

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BIO

C-suite executive with 20+ years' experience in strategic leadership, general management, research, business engineering, and organizational development across a wide range of institutional and cultural contexts. Creates sustainable impact through strategic insight, operational excellence, and high-level relationship management. Extremely skilled in:

- Strategic and operational planning
- Talent development, team building, and facilitation
- Monitoring and evaluation
- Program and project management (traditional and virtual)
- Transformation management
- Knowledge management

SESSION DESCRIPTION

Our evolution has programmed us that we are instinctive thinkers rather than critical thinkers. This session will explore how we think and how our built-in biases detrimentally impact on the decisions we make. The session will also explore strategies that we can implement at a personal and organizational level to ensure that we counter our cognitive biases.



Session_7c

Virtual workplace readiness

Productivity tools and skills for a painless adaptation in an online virtual environment



Placide Ebongue

AfruSoft Design – Founder & CEO

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BIO

Placide is a young entrepreneur and solutions designer with focus on technology for a better living. He has 10 years experience in technical and system support. He is the founder and CTO of AfruSoft Design Ltd, a web and design startup operating in Port Elizabeth, South Africa. Placide has a computing science and mathematics background from Nelson Mandela University, where he is currently doing a PhD in AIED with the School of ICT. Over the years, he has developed a deep passion for community service and engagement in which he believes technology can improve our living experience.

SESSION DESCRIPTION

What types of skills does one need to operate within a virtual environment? The question has always been there, however, since last year, to slow the spread of the covid-19 pandemic, most of our social, recreational, educational and vocational interactions were forced to take place within online virtual spaces such as Zoom Cloud Meetings or Google Meet, to name a few. The change was sudden and unexpected for many, thus making it still challenging to further adapt on similar platforms, especially because the pandemic might still be with us for a while and the transition online has become the new normal for everyone. During this presentation, I will share with you some of the basic to intermediate skills you must have to function in a virtual environment. The way I am aiming to do so is:

- by introducing you to few practical tools, virtual meetings and productivity
- tools that tight well together
- with adaptive learning
- free
- and simple to use.

I look forward to showcasing to you some virtual applications while highlighting the most crucial skills required to have a satisfying experience with them.



Session_8a

Life Skills

System thinking (monitoring and evaluation indicators)



Rorisang Innocentia Mathuloe

Foundation for Professional Development - Business School: Project Manager

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BIO

Rorisang Innocentia Mathuloe is a Project Manager in the Foundation for Professionals (FPD) Business School, tasked with implementing the 2021-2022 strategy of the school, including meeting all commercial and donor targets and provide oversight on all operational aspects to ensure donor and commercial targets are met.

She has BA Degree in Health and Social Sciences and completed a Management Advancement Programme (MAP) at the Wits Business School in 2018, currently studying towards a Post Graduate Diploma in Monitoring and Evaluation at the Witwatersrand University.

Her most recent previously occupied position was Monitoring Specialist at the Royal Bafokeng Administration where she contributed towards supporting the attainment of the vision, mission, and strategies of the Royal Bafokeng Nation (RBN), as set out in Plan 2035, through monitoring RBN group performance and ensuring well managed projects and programmes, i.e., ensuring the transparent monitoring of all projects and programmes of the RBN in terms of quality, cost, schedule, and scope. In addition, facilitated workshops to address skill, knowledge or perception gaps on project and programme management.

She managed system development projects aimed at improving On-line Central Management Systems used for reporting and measuring organisational performance. Also, managed the development of the Phase 3, 4 and 5 of RBN Database, a system developed to profile community members, to enable project and programme managers to develop more targeted or tailor-made interventions and cater for the functional needs of various departments and entities.

Was a member of the 2020 Royal Bafokeng Nation-COVID-19 Response Team, where each member was hand-picked based on their expertise to assist in developing and implementing a response strategy for the Royal Bafokeng Nation and serving as advisory to the Rustenburg Health Forum, spearhead by the Rustenburg Department of Health.

Aspires to complete a master's in business administration qualification by end 2023, and to become one of the few black female Head of School.



Session_8a

Life Skills

System thinking (monitoring and evaluation indicators)



Gillian Cloete

Golden Key Southern Africa – Associate Director

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BIO

I am Gillian Cloete the Associate Director of Golden Key International Honour Society in Southern Africa. Throughout my career, I have established a reputation as a transformational leader who is driven by challenge, undeterred by obstacles, and committed to furthering standards of excellence. My expertise encompasses all aspects of business development, corporate partnerships, operations management, and product commercialisation. Furthermore, my ability to build consensus among teams and stakeholders to promote transparency and influence positive change has been repeatedly proven. I have served in multiple leadership positions through an array of different sectors. I have been involved in Golden Key for 10 years starting as a sub committee member; president to representing Golden Key South Africa on International level as SA representative on the Council of Student Members. I joined the Golden Key team full time in September 2016 and have been part of the team ever since.

SESSION DESCRIPTION

The COVID-19 pandemic has exacerbated many of the pre-existing problems faced by the South African society. These include inequality, women and child abuse, poverty, and unemployment to name a few. In the second quarter of 2020, we saw the South African economy shed 2,2 million jobs across multiple sectors. There are many factors that contribute to the staggering number presented here, and thus multiple solutions need to be implemented to change the current status quo. This will require multiple actors, not just the Government or private sector, it will also require ordinary civilians to play their part in effecting positive change. Thus, it is important that we equip and capacitate ourselves with the necessary knowledge and skills to do so. The System Thinking Approach provides a better way in which we can solve complex issues, by understanding how the different elements interact with each other and how multiple actions can affect positive change, including those of individual members of society.

Proposed Topics to be covered:

Introduction to Systems Thinking

- What is systems thinking?
- How does it differ from traditional forms of thinking (separate/individual aspects versus holistic/interactions)?
- Example/Use of the approach.

Systems Thinking Approach in Relation Solving Difficult Problems

- Creating results as individuals and/or organisations
- Theory of Change and Pathways (Evaluation)
- Balance Scorecard
- Organisational Performance Management



Session_8b

Leadership during a pandemic

Find your higher purpose



Lonwabo Makapela

(PhD student, University of Pretoria)

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BIO

Lonwabo is currently a first year PhD student in the field of human resource management, at the University of Pretoria. Her research interests are centered around transformational change management as well as gender and diversity in organisations. She became a member of the Golden Key International Honour Society in 2018 as validated by the North West University, Potchefstroom. She was awarded the North West University commercial top student award in 2017, and was the BCom honours human resource management top student in 2018. During her honours degree she received the National Research Foundation (NRF) honours grant. As a masters student, Lonwabo acted as speaker at the North West University HR talks webinar in 2019, under the theme: "The road to excellence".

EDUCATION IS THE ONE INHERITENCE WE WISH TO LEAVE YOU WITH. - MY PARENTS

SESSION DESCRIPTION

"Fear is the cheapest room in the house, I would like to see you in better living conditions." –Hafiz

"The privilege of a life time is being who you are." -Joseph Campbell

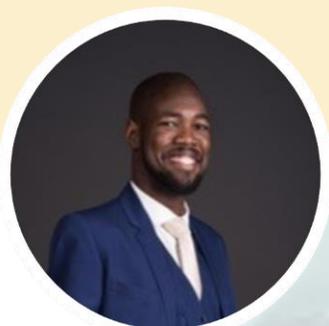
I will be presenting 10 points on how to find your higher purpose, why it is important, especially during a pandemic. I will make good use a variety of quotes from poets, monks, philosophers, etc. in order to drive my points home, in a way that will be stimulating and easy for everyone to understand. the purpose of the presentation is to encourage, motivate and most importantly assist us all to find our higher purpose in the midst of unexpected difficulty.



Session_8c

Communication

Professional networking in a virtual world



Armand E.G. Goutondji

Conference interpreter and personal development advisor

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BIO

As a serial entrepreneur and a personal development fanatic, Armand E.G. Goutondji is a dynamic personality and a sought-after resource for individuals from all walks of life looking to break the mould and live a fulfilled life.

A translator and conference interpreter by training, he has worked with hundreds of clients and currently manages his own translation firm. It is that role of being a channel of communication between cultures and societies that led him to one realisation: regardless of our status in society, as human beings, we all experience challenges in our lives and yet, we're blessed with innate talents that we can use to transform our challenges into successes and ultimately live a fulfilled life. As a result, and with a strong belief in using one's abilities to empower people, Armand founded the #WinningStateOfMind, a set of personal development programs designed to help people, young and old alike, start their own journey to success by focusing on three key areas of their lives: developing their God-given talents, taking control of their personal finances and overcoming their fear of public speaking.

Born in Benin, Armand has visited, lived and worked in many countries around the globe. In addition to being a perfect bilingual (French and English), he is a keen learner of languages (particularly Spanish and Portuguese) and an avid Taekwondo practitioner. As a speaker, he draws from these experiences to inspire people through his seminars and courses on entrepreneurship, financial empowerment, communication, and talent growth.

SESSION DESCRIPTION

The Covid-19 pandemic has upended several of our habits in the workplace, particularly as regards our communication. Whereas up until a recent past, the value of certain skills (commonly referred to as 'soft skills') increased over time and was dependent upon the individual who used them, these days, almost all professionals are on the same footing regardless of their level of education or experience. One of those skills, networking, has been totally redefined: it is no longer simply about attending functions to meet important people or emailing said people for a chance to be heard. Being heard, being visible, expanding one's network in a world that has gone almost fully digital takes different skills and this presentation aims to share some of those skills with students, graduates, independent workers and future employees.



Search



Session_9a

Leadership during a pandemic
Coloniality, knowledge, academia and the
decolonisation project in South Africa



Dr Savo Heleta

Nelson Mandela University

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BIO

Dr Savo Heleta works at Nelson Mandela University. He has written extensively about decolonisation of higher education in South Africa. He has more than ten years' experience in higher education, academic research, curriculum development, teaching, research supervision and internationalisation. He also has more than eight years' experience in project planning, development and implementation, capacity building and leadership development, youth leadership development, peace-building and work in the NGO sector. Survivor of the Bosnian war, he is the author of *Not My Turn to Die: Memoirs of a Broken Childhood in Bosnia* (AMACOM Books, 2008).

SESSION DESCRIPTION

South African education systems – from basic to university education - have been fundamentally shaped by colonialism and apartheid. Until 1994, education was used as a tool of racist subjugation and oppression. However, since 1994, not much has changed on many levels, and the curriculum and institutional cultures at most universities continue to reflect the colonial, apartheid and/or Eurocentric structures, norms and ideas. We call this coloniality, which refers to the colonial (and apartheid) structures that remain after formal end of colonialism. Because of this, South Africa saw the #FeesMustFall student protests in 2015-2016, with students demanding decolonisation of the curriculum at the universities. This session will unpack the coloniality in South African higher education and the need to decolonise knowledge. We will also reflect on what has been achieved since 2016, where the decolonisation project is today, and what we can expect in the future.



Session_9b

Study Skills

Kindling a flame or filling a vessel?



Reinette Koekemoer

North-West University - Senior Academic Adviser

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BIO

Reinette Koekemoer is a senior academic adviser at the Centre for Teaching and Learning of the North-West University (NWU) and is currently located on the Potchefstroom Campus. She has 10 years of experience in higher education ranging from academic program development and coordination, curriculum advising and student academic development and support. She is currently the coordinator of student academic advising at NWU, responsible for one-on-one advising and student academic development and support workshops and webinars with the aim to provide academic support to NWU students, by working with the student, to develop the academic processes, resources and vital skills students need for academic achievement. Her education background includes an Honours degree in Industrial Psychological Counselling as well as a Masters degree in Educational Psychology. She plans on embarking on her PhD journey later this year.

SESSION DESCRIPTION

Within the context of evolving twenty-first century demands of the workplace and industry, Socrates' (469-399 B.C) observation that "Education is the kindling of flame, not the filling of a vessel" is more relevant than ever. As students, we often think no further than obtaining a degree, however, with graduates having to re-enter educational processes during various phases of their professional lives to update and develop their skills, capacities and knowledge, lifelong learning has become a reality and necessity.

Instead of developing the study skills required to "fill the vessel" with the knowledge needed to obtain a degree, a long-term investment in the metacognitive, motivational and behavioural traits and activities associated with well-rounded, self-directed and lifelong learners can be made. This, however, implies an understanding of the twenty-first century skills essential to the world of work, as well as the value of graduate attributes in developing professional and scholarly qualities.

With a focus on developing lifelong learning (study) skills, the presenters will among others, delve into Blooms (digital) taxonomy, disciplinary identity, multiple intelligences, the seven elements of digital literacies and Siemens' connectivism as a learning theory for the digital age.



Session_9b

Study Skills

Kindling a flame or filling a vessel?



Sonja van der Westhuizen

North-West University - Academic Adviser

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BIO

Sonja van der Westhuizen is an academic adviser at the Centre for Teaching and Learning of the North-West University (NWU) and is currently located on the Potchefstroom Campus. She has been involved with student literacy and academic support and development for almost twenty years. She currently coordinates the NWU academic peer mentoring programme aimed at increasing student retention by enhancing the social and academic integration of undergraduate students into the higher education environment. She is currently completing a PhD in Curriculum Studies at the NWU, titled "E-academic peer mentoring support for education students in an open distance learning ecosystem". Her education background includes a Masters in Information Science (North-West University) and qualifications in Instructional Design (University of the Witwatersrand) and Higher Education Pedagogy (Derek Bok Centre for Teaching and Learning, Harvard University, USA).

SESSION DESCRIPTION

Within the context of evolving twenty-first century demands of the workplace and industry, Socrates' (469-399 B.C) observation that "Education is the kindling of flame, not the filling of a vessel" is more relevant than ever. As students, we often think no further than obtaining a degree, however, with graduates having to re-enter educational processes during various phases of their professional lives to update and develop their skills, capacities and knowledge, lifelong learning has become a reality and necessity.

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Session_9c

Virtual workplace readiness

Hello Coach – personal and business growth in a digital world!



Lloyd Poelmann

The consciousness way– Accredited Consciousness Coach and Coach supervisor

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BIO

I have worked in financial services for the past 10 years in roles spanning Data, systems, analytics, talent management and recruitment and development. Currently I am in a Talent analytics role where we apply analytical thinking and techniques to HR and talent problems. I have managed a number of teams and individuals in my time at Nedbank as well as conducted ~500 hours of formal coaching. I have also coached graduate groups as well as EQ group trainings.

My coaching journey started 6 years ago, my passion for people development was sparked well before then. Working with people and interactions are the highlight of my day. I have recently furthered my coaching by becoming a coaching supervisor to assist coaches sharpen their skills and add greater value in sessions.

I am involved in a number of business ventures including digital insurance products, data and analytics consulting and fraud and operations optimisation.

SESSION DESCRIPTION

Our presentation will include a workplace readiness portion, similar to one I designed for Nedbank. We would do a case study on the app we built to deliver coaching digitally and detail the benefits of coaching in career development. We will touch on the state of mental health and its impacts on personal growth.

The topics we would cover would include: leadership, communication, life skills and virtual workplace readiness. We can give many coaching tips and tricks to an audience we anticipate would include a wide range of students, working professionals and those degreeed looking for work.

We hope to deliver a message that aids personal and career growth in a practical manner with a relevant case study example. The title of our presentation will be Hello Coach – personal and business growth in a digital world!



Session_9c

Virtual workplace readiness

Hello Coach – personal and business growth in a digital world!



Linda Remke

Eveolve to transform – Comensa Master Coach

*'It is not what I have done.
It is who I have become!'*

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BIO

As a seasoned entrepreneur in the advertising, marketing and communications industry for over 20 years, I have acquired diverse experience in mobilising concepts and strategies to market. During my career, my teams and I have taken over 500 brands, and brought companies and products to market, providing creative solutions, mentorship and guidance to each one I have worked with.

My vast experience in understanding 'people dynamics' at all levels, together with qualifying as a Life and Executive Coach, and through EVEOLVE®, has allowed me to provide a unique offer to market of PERSONAL and BUSINESS BRAND coaching and mentoring.

Helping people to understand, accept and assert themselves appropriately, is core to our interventions. And, we achieve this by using our Value-based EQ model and framework. This methodology accelerates self-awareness and self-management, which translates directly to personal accountability within the workplace and life in general.

As a COMENSA Master Practitioner, visionary and strategist, as well as having a special ability for innovation, I gave birth to new offers to market called VALUENEURS® and HelloCoach®.

Due to my immense passion for adding VALUE to lives and businesses, these new online platform promise to offer an accessible, affordable and accountable business models that will reach more deserved, underserved and remote entities. The mission is to help grow people, which ultimately grows businesses, and in turn grows opportunities for job creation.

SESSION DESCRIPTION

Our presentation will include a workplace readiness portion, similar to one I designed for Nedbank. We would do a case study on the app we built to deliver coaching digitally and detail the benefits of coaching in career development. We will touch on the state of mental health and its impacts on personal growth.

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Session_10a

Service in a pandemic

Ways to serve



Iris Naidoo

DoMore Foundation – Partnership Manager

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BIO

Completed a Degree in Public Relations and Communications Management from Durban University of Technology in 2002.

Her professional career spans almost 20 years with roots in community development, income generation and corporate social investment. Iris spent her founding years at an established Durban NGO and later moved into the corporate world gaining experience locally and in Africa with the Massmart Group as their Group CSI Specialist.

In 2015 she moved to RCL FOODS and joined the CSI Division and in 2017 was part of the birthing of The DO MORE FOUNDATION. In the last year she has taken up the portfolio of Partnership Manager for the Do More Foundation.

Iris sees herself as catalyst for change “ – guiding strategy, while connecting and collaborating to add value for real impact! She also sees herself as a “motivator” inspiring people and organisations to **Be MORE and Do More!**

SESSION DESCRIPTION

“If you want to go fast, go alone. If you want to go far, go together”. This African Proverb formed the basis of the DO MORE FOUNDATION’s Covid-19 response to provide 8.7 million meals to vulnerable children and their families during the pandemic. During this Virtual Goes Viral Summit, Iris Naidoo - Partnership Manager at the DO MORE FOUNDATION - highlights the critical roles that collaboration, partnerships and purpose play in a non-profit organization during a pandemic (and beyond).

Iris Naidoo has gained over 20 years of experience in the field of Corporate Social Investment (CSI) and community development. By adopting a shared value approach, Iris spends her days establishing and maintaining relationships with stakeholders and beneficiaries to grow the work of the Foundation and create better tomorrow for the young children of South Africa. Iris is all about connection as she works to inspire and motivate people and organisation to go beyond themselves and DO MORE. She sees herself as “a catalyst for change and a cheerleader for #DoingMore!” For Iris this is not just any job, this is a platform on which she can live out her purpose, every day.



Session_10b

Communication

Communication for workplace success



Obriel Takunda Maposa

Mcom Marketing Candidate – North West University Mafikeng Campus

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BIO

Obriel Takunda Maposa is a young dynamic leader, self-motivated, incisive, and hardworking individual who is studying towards a MCom in Marketing Management at the North-West University (NWU) in South Africa. His career goal is to become a qualified professional and experienced marketing practitioner focusing on green marketing. Obriel has had a privilege and opportunity to serve in several leadership roles. Some of his leadership roles include serving as the Co-Vice President of the Golden Key Mafikeng Chapter during the 2019 - 2020 term. Obriel served in the National Executive Committee of the Association of Catholic Tertiary Students as the Media and Publicity Secretary in 2017 – 2018 term. Obriel is currently leading the Sport Social Media team at the North-West University Mafikeng Campus while continuing to serve as the Golden Key president at the same Chapter. Obriel is also a huge sports fan and writes articles for Network Live News.

SESSION DESCRIPTION

Communication is one of the major concerns in the workplace and in so many teams. Creating and maintaining a positive work environment is what means effective workplace communication. The focus of our presentation is on how effective communication leads to greater teams and achieving of team or department goals. Communication in the workplace is one of the signs of a high-performance culture.



Session_10b

Communication

Communication for workplace success



Mofema Victor Mbu

PHD Candidate in Economics – North West University Mafikeng Campus

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BIO

Mofema Victor Mbu is a Ph.D student in Economics at the NWU Mafikeng Campus with extensive research experience and he is currently serving as the Alumni Relations Director at GK Mafikeng Chapter. Mofema specializes in renewable energy and very passionate about community service, back at home in Cameroon he volunteers for Forest Resource and People (FOREP) for sustainable development, Better Breed Cameroon for self-awareness. Mofema regularly assists fellow and junior students with effective economics techniques at North West University. He has been a tutor, student assistant for more than 2 years. Away from all the above mentioned Mofema enjoys a good day at the tennis court.

SESSION DESCRIPTION

Communication is one of the major concerns in the workplace and in so many teams. Creating and maintaining a positive work environment is what means effective workplace communication. The focus of our presentation is on how effective communication leads to greater teams and achieving of team or department goals. Communication in the workplace is one of the signs of a high-performance culture.



Session_10c

Leadership during a pandemic

Inspire others



June Mokoka

Growing Smart Leaders NPC - Life Coach | Author | Public Speaker

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BIO

June Mokoka is a Youth Leadership Development aficionado with a passion for coach resilience, forward-thinking, and self-leadership. She holds a BSoc.Sci. International Relations, B-Tech Human Resources Development, and a HCert Economics and Public Finance which she translated into a Non-Profit Company she dubbed Growing Smart Leaders. A Thought Leader, Author, and Life Coach creating and coaching a holistic, integrated, and sustainable approach for solving personal and professional problems. A published author of two books (i) Just Do It; Don't Stop – an inspiring tool stimulating your mind with creativity to spur you to action, and (ii) The Anchor Holds – a spiritual book to keep you grounded and in control when confronted with choices amid adversity. Her Youth Leadership and Career Development Tool address the three-dimensional distinct but interconnected pillars, namely the environment, economy, and society.

SESSION DESCRIPTION

To Inspire another person is an inherent skill that cannot be taught but unleashed. As you journey through life setting your own course, following it, and correcting it as you go there must be a set of values that guide and keep you grounded in your path. Unfortunately, life is not a series of unchallenged circumstances hence I created The Adversity2Advantage Coaching Tool.

Tailored for the pre-graduate audience in mind, the aim of this presentation is to create awareness about the certainty of pain, struggle, or any misfortune. It also serves to encourage a mindset of resourcefulness, faith, and the resilience to get you through tough times.

- ✓ The first 15 minutes is centered around the reality and certainty of tough periods. This will help grow their mental fortitude and emotional stability.
- ✓ The second 15 minutes focuses on faith and spiritual strength. The idea is to create a spiritual awareness they need to identify as their source of strength. It can be anything they choose to believe in as long as it leads to them having positive thoughts and believe in the possibility of a positive outcome.
- ✓ The next is about building resilience and tapping into their resourcefulness.
- ✓ Lastly is the power of collaboration and progressive discourse.



Session_11a

Leadership during a pandemic

The leaders burden, looking within in order to lead better



Siposetu Krutani

Clinical Psychologist, Fort England Hospital.

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BIO

Siposetu obtained a BPsych (Counseling) degree from the Nelson Mandela Metropolitan University in 2016 as well as a good co-curricular record of non-academic participation. She then pursued her postgraduate studies at Rhodes University, enrolled for a Master's degree in Clinical Psychology entailing both coursework and a dissertation (titled: A correlational analysis investing the relationships between Gender-Based Violence and gender-role ideology, and graduated in 2019. Siposetu is currently registered as a clinical psychologist with the Health Professions Council of South Africa (HPCSA) and employed as a psychologist in Fort England Hospital based in Makhanda in the Eastern Cape of South Africa. In 2015 she launched a workshop programme that focused on professional development, leadership skills, and open dialogues of social issues such as teenage pregnancy, suicidality and xenophobia with the intention of bringing awareness to such issues and their impact on society. She passions include mental health, advocacy against gender-based violence and youth empowerment.

SESSION DESCRIPTION

For each and everyone of us remains the question, 'whats my life's purpose?' This is a lifetime existential question that has always been challenging to address. Now, add pandemic to this existential question and you'll find an even more burdened psyche.

It is important for leaders to adapt to changing situations, even more important is the leaders ability to adapt to the internal workings of their unconscious psyche. A leader that can look within, is made even stronger by that ability than a leader that ignores their own unconscious fragility.

This presentation will address the challenges we are faced with when it comes to finding our 'higher purpose'. I will address questions such as 'how do I know this is my purpose?' 'Is this it for my life?' 'Where to from here?' I will also provide tips on fine tuning ones leadership skills during these difficult times while maintaining a healthy mental state. Leadership can be both enjoyable and challenging. Acknowledging this dichotomy is essential for each and every leader.



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Session_11b

Career development for the future
Leveraging Strategic Intelligence



Bryonie Guthrie

Content and Partnerships Lead, Strategic Intelligence Group, World Economic Forum

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BIO

Bryonie Guthrie is on the Strategic Intelligence team at the World Economic Forum in Geneva, Switzerland, focused on content and partnerships for the platform and, specifically, engaging the public sector and international organizations in relation to the platform. Prior to joining the Forum, Bryonie worked in the private equity field in Hong Kong, following completion of her diplomatic posting to the South African Consulate in Hong Kong and four years on the Africa Multilateral desk at DIRCO (South Africa's Foreign Service) head office. Bryonie has nearly a decade of experience working with the public sector and governments, especially in the developing world. Bryonie studied her undergraduate degree in South Africa, at the University of Pretoria, and completed her Masters Degree in Asian and International Relations at City University, Hong Kong.

SESSION DESCRIPTION

The World Economic Forum has developed a dynamic knowledge tool, the Strategic Intelligence platform, which is available as global public good to any public user that signs up to it. The platform uses Transformation Maps to help users to explore and make sense of the complex and interlinked forces that are transforming economies, industries and global issues. The maps present insights written by experts supplemented with machine-curated content from trusted Forum content partners, ensuring reliability of sources and removing the need for users to vet them. Together these tools allow users to visualise and understand more than 250 topics and the connections and inter-dependencies between them.

The goal of my presentation is to introduce students to this platform, to make them aware of how to find it, sign up to it and make best use of it in the research & studies & future careers.



Session_11c

Leadership during a pandemic Self-mastery, the key to sustainable Leadership



Kamvelihle Madikizela

Final year student at the University of Johannesburg

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BIO

Kamvelihle Madikizela is currently a third and final year student at the University of Johannesburg. He was born in 2000, in the city of East London, Eastern Cape, before moving and growing up in Pretoria, Gauteng as a toddler. He strives on the notion: Leadership is the act of having a vision, and the art of turning it into a reality. He believes that a leader that has not made an impact, is a leader that has failed in fulfilling his duty. Kamvelihle has a strong passion for serving others and empowering his community. This heart for serving others has commonly seen him as a leader in the eyes of his peers. He currently serves as the President for the Golden Key Honour Society for the University of Johannesburg Chapter. In addition to this, at his residence, Kamvelihle is also in current office as the Head Residence Academic Advisor, assisting as a tutor for students to maximise their academic potential.

In his high school years, Kamvelihle attended at Midstream College before completing his matric in 2018. During his time there, he served as a Grade Council Leader for the entirety of his career, before ending off as the school's Deputy Head Boy. In his time as Deputy Head Boy, Kamvelihle encouraged students to act and see themselves as pioneers of the future, for he advocates that the future belongs to those who create it today. In the same year, Kamvelihle was appointed as the Chairperson of the school's Social Committee, being responsible for the school's public image and the co-ordination of its events throughout the year. Moreover, he was also appointed as the school's Head Stickmaster, being responsible for the school's unity and spirit - in which he led his school to a podium finish in its spirit league.

Kamvelihle enjoys emulating values of humility and remembering one's roots. In 2019, he returned to pay tribute to his primary school where he featured as a guest speaker at the school's Annual Awards Ceremony, held on the 3rd of December. He spoke to the students, their parents, the staff, and the leadership of the school about the importance of having a vision, and the power of our daily decisions.

Academically, over and above being a part of the top 15% in his faculty as a Golden Key member, Kamvelihle has been a member of the Dean's List for Academic Excellence in all his years of study, accumulating 9 out of 10 distinctions in his first year of study. He believes that education is far more than obtaining a qualification or skill. It is rather a tool, to enhance, broaden and empower our perspectives. His vision is for people to maximise their potential and be active role players in creating the world we all seek to live in.



Session_11c

Leadership during a pandemic Self-mastery, the key to sustainable Leadership



Christopher Tobaiwa

Final year Bachelor of Laws student at Rhodes University

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BIO

Christopher Tobaiwa is a final year Bachelor of Laws student at Rhodes University. Throughout his university career, he has reached several milestones such as being recognised as a top 4 performer in the Law Faculty in the year 2019 which earned him the Investec Top 100 award. He has retained his position in the Dean's List for the past 3 years averaging 7 distinctions a year. He has also been recognised by his Hall as a top performer by attaining the award for best academic performer in Desmond Tutu Hall 2nd years in 2019 and also received an award for commitment to community engagement. In the same year, he also received the Golden Key New Member Merit Award and the Undergraduate Merit Scholarship.

Mr Tobaiwa has also held several leadership positions such as Vice-Chairperson of Zimbabwe Unlimited (2019-2020), Head Student of his house in the same year. He was also appointed as a Law tutor in 2020 and currently serves as the Graduate Assistant and tutor for first year law students. He is also the President of the Golden Key Rhodes University Rhodes University Chapter, Vice President of the Law Society of Rhodes University and Sub-warden in his residence.

In his spare time, Mr Tobaiwa makes music and creates digital content for a page that he recently founded with the intention of sharing knowledge with other African law students on how to tackle law school while avoiding burnout and having a social life. Mr Tobaiwa believes that in life no one is just meant to be one thing, therefore as much as you have your core-business or profession, other aspects of life should not be neglected. He is also a dedicated team leader who seeks to improve the productivity of team members.

SESSION DESCRIPTION

A task of any great leader, is the ability to successfully adapt and remain relevant, and effective in an ever-evolving world. The current pandemic is a good example and iteration of this concept. This session aims to highlight the importance of self-preparation. Students are faced with a new challenge and paradigm concerning learning. There has been a long standing dichotomy between being productive as a leader and the need to maintain mental vitality; these two rarely go hand in hand. Mr Christopher Tobaiwa presents the importance of acquiring knowledge to effectively prepare one for the obstacles that lie ahead while preventing burnout and a decline in productivity. One daily dimension this principle can practically be applied to, is in study habits and how to effectively maximise one's time. Breaking down procrastination and ensuring efficiency in one's study habits are the tools Mr Tobaiwa will provide. Maintaining this theme of preparation, Mr Kamvelihle Madikizela presents on the importance of preparing yourself to make an impact, in your environment. Being the dictator, and not the spectator in your life. He speaks on how to maximise your potential as a leader and be the architect of your future. We all have unlimited potential within us, and a leader must know how to activate this potential not only in himself/herself, but in the community of people he/she leads.



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Masters of Ceremonies



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