

**Curriculum Vitae:  
Prof Elmarie Venter  
Professor, Department of Business  
Management, Nelson Mandela Metropolitan  
University**

## BIOGRAPHICAL DETAILS

Surname	Venter
Name	Elmarie
Languages	Fluent in Afrikaans, English and Flemish
Computer literacy	Proficient in the use of Microsoft Office packages
Address (work)	Department of Business Management Nelson Mandela Metropolitan University P.O.Box 77 000 Port Elizabeth 6031 Telephone: (041) 504 2875 Fax: (041) 5832644 E-mail: <a href="mailto:Elmarie.Venter@nmmu.ac.za">Elmarie.Venter@nmmu.ac.za</a>

## EDUCATION AND QUALIFICATIONS

- **2003** D Com-degree  
University of Port Elizabeth  
**Dissertation Title:** The succession process in small and medium-sized family businesses in South Africa  
Received the 2003 Family Firm Institute **Best Dissertation Award** (this organization is based in Boston, USA, and this is an international award)
- **1996** M.B.A. - **with distinction**  
Vlerick School of Management  
University of Gent, Belgium  
**Consulting Project:** Formulation of an international marketing strategy : the launch of a new assortment of ready-made frozen portionable pasta menus: N.V. Crops.  
**Award:** Mrs. Muller-Malek price awarded yearly to a creative, intelligent student with extraordinary social and communication skills.
- **1992** M Com-degree (**cum laude**)  
University of Stellenbosch  
**Thesis:** A study of the marketing activities, with specific reference to the size and nature of promotional practices, of small businesses in the Stellenbosch region.
- **1990** B Com Honours-degree in Business Management  
University of the Orange Free State  
**Treatise:** Bemarking van bankdienste aan swart verbruikers / Marketing of banking services to black consumers
- **1989** Diploma in Higher Education (HDE)  
University of the Orange Free State
- **1986-1988** B Com-degree  
University of the Orange Free State  
Major subjects : Business Management and Economics  
**Obtain distinction in Business Management**
- **1985** Matric, Upington High School

## WORK EXPERIENCE

- **2009+** Full Professor  
Nelson Mandela Metropolitan University
- **2008+** Associate Professor  
Nelson Mandela Metropolitan University
- **2002-2007** Senior Lecturer  
Nelson Mandela Metropolitan University (ex UPE)
- **1998 - 2001** Lecturer  
University of Port Elizabeth (ex UPE)
- **1995 - 1997** Lecturer  
University of Stellenbosch
- **1993 - 1994** Junior Lecturer (permanent appointment)  
University of Stellenbosch
- **1991 - 1992** Part-time lecturer  
University of Stellenbosch

## TEACHING RESPONSIBILITIES

### Lectures (or has lectured) the following courses:

- Introduction to Business Management (1<sup>st</sup> year level)
- Investment Management (1<sup>st</sup> year level)
- Contemporary Management (1<sup>st</sup> year level)
- General Management (2<sup>nd</sup> & 3<sup>rd</sup> year level)
- Marketing Management (2<sup>nd</sup> year & MBA level)
- Marketing Communication Management (2<sup>nd</sup> year level)
- General and Strategic Management (3<sup>rd</sup> year level)
- Systems Approach to Management (3<sup>rd</sup> year level)
- Retail- and Distribution Management (3<sup>rd</sup> year level)
- Entrepreneurship and Small Business Management (1<sup>st</sup>, 3<sup>rd</sup> year and honours level)
- Family business management (honours level)

**Award:** Received the **Excellence in Teaching Award** from UPE in 2003.

## RESEARCH ACTIVITIES

### Doctoral dissertations

- Farrington, S. 2009. Sibling partnerships in South African small and medium-sized family businesses. Supervisor: Prof E Venter. Unpublished Doctoral Thesis. Port Elizabeth: The Nelson Mandela Metropolitan University.
- Turyakira, P. K. 2012. Corporate social responsibility: A competitive strategy for small and medium-sized enterprises in Uganda. Supervisor: Prof E Venter. Unpublished Doctoral Thesis. Port Elizabeth: The Nelson Mandela Metropolitan University.
- Van den Heever, S. 2014. (s211277681). Perceived value creation in technology-based entrepreneurial businesses. Supervisor: Prof E Venter. Unpublished Doctoral Thesis. Port Elizabeth: The Nelson Mandela Metropolitan University.
- Letele-Matabooe, J.M. 2015. Proposed integrated framework for mentoring in black small businesses in South Africa. Supervisor: Prof E Venter. Unpublished Doctoral Thesis. Port Elizabeth: The Nelson Mandela Metropolitan University.
- Van Greunen, C. Factors influencing knowledge-sharing behavior in knowledge-intensive businesses: An individual-level analysis. (Registered and in progress in July 2013 – 204008212). (Supervisor).
- Patterson, Steven. The organisational commitment of financial planners in South Africa. (Registered and in progress in 2014 – s208007509). (Co-supervisor).
- Saunders, Shelley. The influence of South African parental role models on the next generations intentions to take over the family business. (Registered and in progress in 2015 - s207011567). (Co-supervisor).
- Matchaba-Hove, Tony. A framework for enhancing the transgenerational potential of African family businesses. (Registered and in progress 2015 - s206024886). (Co-supervisor).
- Musara, Mazanai. A Proposed Entrepreneurship Education Framework to Increase Entrepreneurial Intentions among Secondary School Leavers in South Africa. (Registered and in progress in 2013 – 213347636). (Co-supervisor).
- Palframan, Jackie. Effectuation as a tool to enhance value creation among financial planners. (Will register and in progress in 2015). (Supervisor).

### Masters Dissertations

- Meiring, R. 2004. Evaluating customer's perception of service quality in a non-profit organization: A case study of the Eastern Cape Advisory Centre. Cape Town: Business School of the Netherlands.
- O'Connell, J. 2005. A retrospective study encountered by small business owner-managers in the health sector. Port Elizabeth: The Nelson Mandela Metropolitan University.

- Han, Ying. 2006. Stakeholder perceptions on brand image and commitment of the Nelson Mandela Metropolitan University. Port Elizabeth: The Nelson Mandela Metropolitan University (Co-supervisor with Prof JK Bosch).
- Eybers, C. 2009. Co-preneurships in South African small and medium-sized family businesses. Study-leader: Prof E Venter; Co-study leader Dr S Farrington. Unpublished masters dissertation. Port Elizabeth: The Nelson Mandela Metropolitan University.
- Van Greunen, Conrad. 2010. An investigation into the application of business ethics in the financial services industry. Port Elizabeth: The Nelson Mandela Metropolitan University (Co-supervisor with Dr S Viviers).
- Scholtz, Laurie. 2011. Factors that impact on the successful functioning of social entrepreneurs in the informal sector of the Nelson Mandela Metropole. Port Elizabeth: Nelson Mandela Metropolitan University.
- Visser, I. 2012. The impact of social media on brand image of a higher education institution. Port Elizabeth: The Nelson Mandela Metropolitan University (Supervisor).
- Letele-Mataboee, M.J. 2012. An investigation into the factors influencing the levels of job satisfaction and organizational commitment of non-family employees working in family businesses. Port Elizabeth: The Nelson Mandela Metropolitan University (Supervisor).
- Lillah, R. 2012. Environmental literacy – a gap analysis. Port Elizabeth: The Nelson Mandela Metropolitan University (Co-supervisor).
- Mamadou, H. 2014. (s210121149) The impact of happiness on students' entrepreneurial intention at a higher educational institution. Supervisor: Prof E Venter. Unpublished Masters Dissertation. Port Elizabeth: The Nelson Mandela Metropolitan University.
- Lama Ndai, A. 2014. (s210209909). The impact of happiness on the job satisfaction of employees in the ICT industry. Supervisor: Prof E Venter. Unpublished Masters Dissertation. Port Elizabeth: The Nelson Mandela Metropolitan University.
- De Witt, Andrea. 2015. (s210037504). Influence of leadership styles on the business performance of family businesses in the Eastern Cape. Supervisor: Prof E Venter. Unpublished Masters Dissertation. Port Elizabeth: The Nelson Mandela Metropolitan University.
- Klee, Robynne. 2015. (s209033115). The influence of family business resources on transgenerational success: A family business case study. Supervisor: Prof E Venter. Unpublished Masters Dissertation. Port Elizabeth: The Nelson Mandela Metropolitan University.
- Scheepers, Jessica. 2015. (s210212691). The meaning of success: perspectives of family business owners using word associations. Co-supervisor: Prof E Venter. Unpublished Masters Dissertation. Port Elizabeth: The Nelson Mandela Metropolitan University.
- Thi Anh Thu Dao (Kami). 2015. (s206063480). Women's perceptions regarding financial planning with specific reference to investment. Supervisor: Prof E Venter. Unpublished Masters Dissertation. Port Elizabeth: The Nelson Mandela Metropolitan University.
- Nyabereka, S. Cultural factors affecting the adoption of internet banking in the Nelson Mandela Bay. (Registered and in progress in 2013 - s209002222). (Co-supervisor).

- K Hauptfleisch. Entrepreneurial orientation and transgenerational success: A family business case study. (Registered and in progress in 2013 - s208092132). (Co-supervisor).
- Westraat, Carla. The Influence of organisational culture on the organisational commitment of employees in the banking industry. (Registered and in progress in 2014 - s210019484). (Supervisor).
- Carelsen, M. Measures of success in small and medium-sized family and non-family owned businesses in the Eastern Cape. (Registered and in progress in 2013 – s205023088). (Supervisor).
- De Lange, J. Marketing strategies of family and non-family-owned small businesses in the Eastern Cape. (Registered and in progress in 2015 - 210032332).

### Honours Treatises

- Clarke, G. 1999. The entrepreneurial traits of small business owners in the Port Elizabeth Metropole. Unpublished Honours Treatise. Port Elizabeth: University of Port Elizabeth.
- Lamont, T. 2000. A study into the export success factors among small and medium enterprises in Port Elizabeth. Unpublished Honours Treatise. Port Elizabeth: University of Port Elizabeth.
- Larter, M. 2003. The nature and scope of family businesses in South Africa. Unpublished Honours Treatise. Port Elizabeth: University of Port Elizabeth.
- Taylor, G. 2003. An exploratory study into perspectives of HIV/AIDS among small businesses in the Nelson Mandela Metropole. Unpublished Honours Treatise. Port Elizabeth: University of Port Elizabeth.
- King, T. 2003. Management competencies in small and medium-sized businesses. Unpublished Honours Treatise. Port Elizabeth: University of Port Elizabeth.
- Chirairo, C. 2003. Succession in black family businesses in the Nelson Mandela Metropole. Unpublished Honours Treatise. Port Elizabeth: University of Port Elizabeth.
- Potgieter, J. 2004. An exploratory study of the management competencies needed for family businesses success in the Nelson Mandela Metropole. Unpublished Honours Treatise. Port Elizabeth: University of Port Elizabeth.
- Wattrus, J. 2004. The existence and use of business plans among small businesses in the Nelson Mandela Metropole: An exploratory study. Unpublished Honours Treatise. Port Elizabeth: University of Port Elizabeth.
- Wicks, D. 2004. The influence which advertising has on children in the Port Elizabeth Metropole. Unpublished Honours Treatise. Port Elizabeth: University of Port Elizabeth.
- Nina, S. 2005. Challenges women face in running a successful business. Unpublished Honours Treatise. Port Elizabeth: The Nelson Mandela Metropolitan University.
- Pitsiladi, P.C. 2004. An investigation into the strategic management process in Greek family businesses: An exploratory investigation. Port Elizabeth: The Nelson Mandela Metropolitan University.

- Johnson, P. 2004. An investigation into the nature and importance of goals in small in medium-sized businesses. Port Elizabeth: The Nelson Mandela Metropolitan University.
- Mistri, M. 2005. The problems experience by small businesses in the Nelson Mandela Metropole: A comparative study. Port Elizabeth: The Nelson Mandela Metropolitan University.
- Edgar, T. 2006. The problems experience by family vs non-family small businesses in the Nelson Mandela Metropole. Port Elizabeth: The Nelson Mandela Metropolitan University.
- Coetzer, B. 2006. Student perceptions of identified consumer patronage factors for two shopping centres in the Summerstrand area. Port Elizabeth: The Nelson Mandela Metropolitan University.
- Baxter, L. 2007. The influence of relational-based factors on the perceived success of copreneurial businesses. Port Elizabeth: The Nelson Mandela Metropolitan University.
- Eybers, C. 2007. The organizational-based factors that influence the perceived success of co-preneurs in South Africa. Port Elizabeth: The Nelson Mandela Metropolitan University.
- Scott, C. 2007. An investigation into the challenges facing copreneurial businesses in the Nelson Mandela Metropole. Port Elizabeth: The Nelson Mandela Metropolitan University.
- Mataboee, Julia. 2008. An exploratory study of the dynamics of family businesses in South Africa: Determinants of family harmony in family businesses. Port Elizabeth: Nelson Mandela Metropolitan University.
- Finkelstein, Candice. 2008. The factors influencing non-family employee commitment to the family business. Port Elizabeth: Nelson Mandela Metropolitan University.
- Scholtz, Laurie. 2009. Factors that impact on the successful functioning of social entrepreneurs in the informal sector of the Nelson Mandela Metropole. Port Elizabeth: Nelson Mandela Metropolitan University.
- Ali, Suldan. 2009. An exploratory study on the factors that influence students' choice when enrolling at a particular tertiary institution. Port Elizabeth: Nelson Mandela Metropolitan University.
- Barker, Michelle. 2009. The role of female entrepreneurs in the Nelson Mandela Metropole. Port Elizabeth: Nelson Mandela Metropolitan University.
- Visser, I. & Strydom, J.C. 2010. Impact of various stakeholder groups on family harmony in family businesses. Port Elizabeth: Nelson Mandela Metropolitan University.
- Kayoki, F. & Lesaoana, S. 2011. Perceptions of employers and employees on the factors influencing employee motivation. Port Elizabeth: Nelson Mandela Metropolitan University.
- Lama Ndai, A., Mamoudou, H. & Osmond, C.J. 2012. Impact of reward-based factors on job satisfaction and organizational commitment of non-family employees in family businesses.
- Atherton, W., Rijs, A. & Paterson, S. 2012. The influence of relational-based factors on the job satisfaction and organizational commitment of non-family employees in family businesses.

- Mgidlana, N. & Nomnga, S. 2012. The organisational-based factors influencing the job satisfaction and organizational commitment of non-family employees in family businesses.
- Hobongwana, A. & Owona Ndi, R.X. 2013. The impact of education on entrepreneurial intentions amongst students at a higher education institution.
- Abrahams, B. & Carelsen, M. 2013. An investigation into the marketing tasks of small business owners in Nelson Mandela Bay.
- Raga, N. & Soomar, S. 2013. Personality traits of self-employed health-care practitioners in Nelson Mandela Bay.
- De Lange, J.A. (s210032332) & Scheepers, J. (s210212691). 2014. The influence of goal achievement on the job satisfaction of small and medium-sized business owner-managers in the Eastern Cape. Study leaders: Prof E Venter and Prof S Farrington. Unpublished Honours Treatise. Port Elizabeth: The Nelson Mandela Metropolitan University.
- Kutta, T. (s213510634) & Mazibukwana, A. (s208090804). 2014. The importance of selected goals and their influence on the overall perception of success among small-medium sized businesses in the Nelson Mandela Bay. Study leaders: Prof E Venter and Prof S Farrington. Unpublished Honours Treatise. Port Elizabeth: The Nelson Mandela Metropolitan University.
- Cumberledge, R. (s208035342) & Millson, C. (s209076955). 2014. The importance of selected goals and their influence on the overall perception of success among family-owned businesses in the Nelson Mandela Bay. Study leaders: Prof E Venter and Prof S Farrington. Unpublished Honours Treatise. Port Elizabeth: The Nelson Mandela Metropolitan University.
- Domeris, L. (s211183644) & Fritz, E. (s214080110). 2015. Ethical leadership in family businesses. Study leader: Prof E Venter. Unpublished Honours Treatise. Port Elizabeth: The Nelson Mandela Metropolitan University.
- Mellet, B. (212266640) & Mould, A. (212230689). Marketing strategies of family businesses in the Eastern Cape. Study leader: Prof E Venter. Unpublished Honours Treatise. Port Elizabeth: The Nelson Mandela Metropolitan University. (Registered and in progress in 2015).

### **Accredited (Subsidisable) Publications**

- Van Zyl, E. & O'Neill, R.C. Reklame: 1994. Die weeskind van die kleinsakeonderneming. Southern African Journal for Entrepreneurship and Small Business, 7(1), May, 26-42.
- Van Zyl, E. & Bloom, J.Z. 1995. Toward an efficacious tourism policy for South Africa. South African Journal of Economic and Management Sciences, 15(Fall), 14-28.
- Venter, E., Van Eeden, S., Tait, M. & Venter, D.J.L. 2000. The perceived influence of socio-economic and technological macro-environmental variables on small businesses in the Port Elizabeth/Uitenhage Metropole. Management Dynamics (SA DHET), 9(1), Summer, 95-111.
- Venter, E., Van Eeden, S. & Tait, M. 2001. Small businesses in the Port Elizabeth/Uitenhage metropole: characteristics and perceived influence of

environmental variables – a preliminary study. Journal of African Business (IBSS), 2(2), 7-22.

- Venter, E., Boshoff, H.C., & Maas, G. 2003. The influence of relational factors on successful succession in family business: A comparative study of owner-managers and successors. South African Journal of Business Management (ISI), 34(4).
- Venter, E., Boshoff, H.C., & Maas, G. 2003. The influence of organizational factors on successful succession in family business. Management Dynamics (SA DHET), 12(4), p. 2-17.
- Venter, E., Boshoff, C., Maas, G. 2005. The influence of successor-related factors on the succession process in small and medium-sized family businesses. Family Business Review (ISI), 18(4), p. 283-303. **(Family Business Review is a top listed journal and has an impact rating of 2.6).**
- Venter, E., Boshoff, C., Maas, G. 2006. Influence of owner-manager-related factors on the succession process in small and medium-sized family businesses (IBSS). International Journal of Entrepreneurship and Innovation, 7(1), p. 33-47.
- Venter, E. & Boshoff, C. 2006. The influence of family-related factors on the succession process in small and medium-sized family businesses. South African Journal of Economic and Management Sciences (ISI), 9(1), p. 17-32.
- Bosch, J., Venter, E., Ying, H. & Boshoff, C. 2006. The impact of brand identity on perceived brand image of a merged Higher Education Institution: Empirical findings: Part one. Management Dynamics (SA DHET), 15(2), pp.10-30.
- Bosch, J., Venter, E., Ying, H. & Boshoff, C. 2006. The impact of brand identity on perceived brand image of a merged Higher Education Institution: Empirical findings: Part two. Management Dynamics (SA DHET), 15(3), pp. 36-47.
- Venter, E. & Boshoff, C. 2007. The influence of organisational-related factors on the succession process in small and medium-sized family businesses. Management Dynamics (SA DHET), 16(1), pp. 42-54.
- Adendorff, C., Venter, E. & Boshoff, C. 2008. The impact of family harmony on governance practices in South African Greek family businesses. Management Dynamics (SA DHET), 17(3), pp. 28-43.
- Venter, E., Farrington, S.M. & Boshoff, C. 2009. Selected relational-based factors that impact on the successful functioning of copreneurial businesses: A proposed conceptual model. Management Dynamics (SA DHET), 18(2), pp. 2-21.
- Van der Merwe, SP., Venter, E. & Ellis, S.M. 2009. An exploratory study of some of the determinants of management succession planning in family businesses. Management Dynamics (SA DHET), 18(4), pp. 2-17.
- Venter, E. & Farrington, S.M. 2009. The nature of family businesses and their importance for economic development. New Contree (SA DHET), No. 58 (November 2009), pp. 131-154.
- Farrington, S.M. & Venter, E. 2009. A historical view of the study of family business as an evolving field. New Contree (SA DHET), No. 58 (November 2009), pp. 57-74.
- Farrington, S.M., Venter, E. & Boshoff, C. 2010. The influence of family and non-family stakeholders on family business success. The Southern African

Journal of Entrepreneurship and Small Business Management (SAJESBM), Volume 3, Article 107, pp. 32-60.

- Farrington, S.M., Venter, E. & Boshoff, C. 2011. The impact of intra-group processes on family business success. South African Journal of Economic and Management Sciences (SAJEMS) (ISI), NS 14 (2011) No1, pp. 8-23.
- Farrington, S.M., Venter, E., Eybers, C. & Boshoff, C. 2011. Task-based factors influencing the successful functioning of copreneurial businesses in South Africa. South African Journal of Economic and Management Sciences (SAJEMS), NS 14 (2011) No1, pp. 24-46.
- Farrington, S.M., Venter, E. & van der Merwe, S. 2011. Organisational-based factors influencing non-financial goals of family firms. Management Dynamics (SA DHET), 20(3), 51-67.
- Farrington, S.M., Venter, E., Eybers, C. & Boshoff, C. 2011. Structuring effective copreneurial teams. South African Journal of Business Management (ISI), 42(3), 1-15.
- Farrington, S.M., Venter, E. & Boshoff, C. 2012. The role of selected team design elements in successful sibling teams. Family Business Review (ISI), 25(2), pp. 191-205. **(Family Business Review is a top listed journal and has an impact rating of 2.6).**
- Viviers, S., Van Greunen, C. & Venter, E. 2012. Variables influencing unethical decision-making in the life insurance sector in South Africa: A theoretical framework. Management Dynamics (SA DHET), 21(2), pp. 34-50.
- Van der Merwe, S. Venter, E. & Farrington, S. M. 2012. An assessment of selected family business values in small and medium-sized family businesses. South African Journal of Business Management (ISI), 43(4), pp. 17-31.
- Venter, E., Van der Merwe, S. & Farrington, S.M. 2012. The impact of selected stakeholder groups on family business continuity and family harmony. SA Business Review, 16(2), pp. 69-96.
- Venter, E., Farrington, & Boshoff, C. 2012. Relational-based factors influencing successful copreneurships. Management Dynamics (SA DHET), 21(4), pp 14-30.
- Turyakira, P., Venter, E. & Smith, E. 2012. Corporate social responsibility for SMEs: a proposed hypothesised model. African Journal of Business Ethics (IBSS), 6(2), May-Aug, pp 1-14.
- Viviers, S., Van Greunen, C. & Venter, E. 2013. The likelihood of unethical behavior in the life insurance sector in South Africa: An empirical investigation. Management Dynamics, 22(3), pp. 13-28. (SA DHET)
- Venter, E., Farrington, S. & Sharp, G. 2013. The influence of relational-based issues on job satisfaction and organisational commitment in family businesses: views of non-family employees. Management Dynamics (SA DHET), 22(4), pp. 38-57.
- Turyakira, P., Venter, E. & Smith, E. 2014. The impact of corporate social responsibility factors on competitiveness of SMEs. South African Journal of Economic and Management Sciences (SAJEMS) (ISI), 17(2), pp. 157-172. Available at: <http://sajems.org/index.php/sajems/issue/view/40>
- Farrington, S., Venter, E. & Sharp, G. 2014. Extrinsic rewards in family businesses: Perspectives of nonfamily employees. South African Journal of Business Management (ISI), 45(3), pp. 67-80. Available at:

[http://reference.sabinet.co.za/webx/access/electronic\\_journals/busman/busman\\_v45\\_n3\\_a5.pdf](http://reference.sabinet.co.za/webx/access/electronic_journals/busman/busman_v45_n3_a5.pdf)

- Venter, E., Turyakira, P. & Smith, E. 2014. The impact of potential outcomes of corporate social responsibility engagement factors on SME competitiveness. South African Journal of Business Management (ISI), 45(4), pp. 33-43. Available at: <http://reference.sabinet.co.za/document/EJC164019>
- Smith, E., Venter, E. & Turyakira, P. 2014. The influence of corporate social responsibility factors on business reputation of SMEs in Uganda. Journal of Contemporary Management (SA DHET), 11(20), pp. 677-702. Available at: [http://reference.sabinet.co.za/sa\\_epublication/jcman](http://reference.sabinet.co.za/sa_epublication/jcman)

#### **Manuscripts submitted and in the review process:**

- Venter, E. & Farrington, S.M. 2015. Investigating value-laden leadership styles among family business owners. South African Journal of Business Management (ISI). Submitted 21/08/2015.
- Van den Heever, S., Venter, E., Scheepers, M.J. & Sharp, G. 2015. The mediating role of entrepreneurial decision-making in the social and human capital-firm performance relationship. Journal of Business Venturing (Impact factor: 3.678). Submitted 17/09/2015.

#### **Other Refereed Publications**

- Venter, E., Tait, M. & Van Eeden, S.M. 2003. The influence of economic, political and international macro-environmental factors on small business success: perceptions of selected small businesses. Dimensions of African Business, 1(1), p. 183-197.
- Venter, E. 2007. Succession in small and medium-sized family businesses in South Africa. In: Gupta, Vipin; Levenburg, Nancy; Moore, Lynda; Motwani, Jaideep; and Schwartz, Thomas (eds.). A compendium on the family business models around the world (ten volumes). Hyderabad: ICFAI University Press, Fall 2007.

#### **Unrefereed Publications**

- Van Zyl, E. 1990. Bemarking van bankdienste aan swart verbruikers / Marketing of banking services to black consumers". Honours treatise, University of the Orange Free State, November.
- Van Zyl, E. 1992. A study of the marketing activities, with specific reference to the size and nature of promotional practices, of small businesses in the Stellenbosch region. Masters thesis, University of Stellenbosch, November.
- Van Zyl, E. & Van Maele, C. 1996. Formulation of an international marketing strategy : the launch of a new assortment of ready-made frozen portionable pasta menus: N.V. Crops. MBA thesis, Vlerick School of Management, Ghent, Belgium, June. This project was conducted in five European countries, including Belgium, England, France, Germany and Sweden, over a period of two months and comprised a detail investigation into the pasta assortments offered by the five biggest retailers in these countries.

- Venter, E. & Van Eeden, S. & Venter, J. 1998. Market research conducted for the IDPR (Institute for Development, Planning and Research) regarding the perceptions of respondents towards “The Port Elizabeth and Uitenhage Socio-Economic Development Monitor”. September.
- Venter, E., Van Eeden, S. & Venter, J. 1999. Market research conducted for Radio Algoa. The objective of this research was to obtain reliable and valid information regarding the listenership trends of Radio Algoa. April.
- Venter, E., Tait, M. & Van Eeden, S. 2000. Small business and the changing environment. SMME Tabloid, April, 1(3), p. 20.
- Venter, E., Tait, M. & Van Eeden, S. 2000. How international issues influence small business. SMME Tabloid, May, 1(4), p. 23.
- Venter, E. 2000. Pioneering research into family businesses in South Africa – major contribution towards economic growth. ICEbreaker, Bi-annual newsletter of the International Chair in Entrepreneurship, first edition, May, p. 2.
- Venter, E., Tait, M. & Van Eeden, S. 2000. Socio-demographic issues and the influence on small business. SMME Tabloid, July, 1(6), p. 15.
- Venter, E. 2000. Family businesses: Management succession. SMME Tabloid, August, 1(7), p. 11.
- Venter, E. 2000. Family businesses: Factors contributing to management succession problems. SMME Tabloid, September, 1(8), p. 10-11.
- Venter, E. 2000. How to achieve management succession in family businesses. SMME Tabloid, December, 1(11), p. 14.
- Venter, E., Van Eeden, S. & Venter, J. 2001. Market research conducted for Radio Algoa. The objective of this research was to obtain reliable and valid information regarding the listenership trends of certain areas in the Eastern Cape (Greater Hankey, Willomere & Uniondale), with the objective to close down unprofitable transmitters. May.
- Venter, E. Marketing Communication Management. 2001. Study guide and workbook for EBM 203, University of Port Elizabeth. July.
- Venter, E. 2003. The succession process in small and medium-sized family businesses in South Africa. Unpublished doctoral dissertation, University of Port Elizabeth, April.
- Venter, E., G. Maas & B. Maas. 2003. Family businesses in South Africa. Research Report conducted for the insurance company Old Mutual. June.
- Venter, E., Tait, M. & Van Eeden, S.M. 2003. More women move to entrepreneurship. EP Herald, Business Herald, 20 January, p. 1.
- Venter, E. 2003. Emosies dryf dié sake. Sake Rapport, 11 Mei, p. 10.
- Venter, E. 2003. New study should help family businesses survive. Business Post, 10 May, p. 3.
- Venter, E. 2003. Familiesaak kan bydrae lewer. SakeBurger, p. S12.
- Venter, E. 2003. Familieondernemings kan slaag. Die Burger (Oos-Kaap), 20 Mei, p. 9.
- Venter, E. 2003. Trouble in the family. Sunday Times Business Times (Careers), 1 June, p. 1.
- Venter, E. 2003. Solutions for survival of family businesses. Port Elizabeth Regional Chamber of Commerce and Industry (PERCCI), Infocom, June, p. 12.

- Venter, E. 2003. Passing on the family farm. Farmer's Weekly, 18 July, p. 34.
- Venter, E. 2003. Keeping it in the family. Succeed Magazine – Southern Africa's Journal of Entrepreneurship and Management. September/October 2003, p. 8-10.
- Venter, E. & Van Eeden, S. 2004. What can the business owner do in the fight against AIDS? Succeed Magazine - Southern Africa's Journal of Entrepreneurship and Management. January/February 2004, p. 4-5.
- Venter, E. 2004. The growing importance of family farms in South Africa (Part One). The DairyMail, Vol. 11, No. 11, p. 40-41.
- Venter, E. 2004. The uniqueness of family farms (Part Two). DairyMail, Vol. 11, No. 12, p. 42-43.
- Venter, E. 2005. What makes family farms unique? (Part Three). DairyMail, Vol. 12, No.1, p. 72-73.
- Venter, E. 2005. The problems facing family farms (Part Four). DairyMail, Vol. 12, No. 2., p. 91-93.
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- Venter, E. & Van Eeden, S. 2007. The growing importance of sibling partnerships as leadership structures in small and medium sized family businesses. The 19<sup>th</sup> Annual Conference of the Southern African Institute for Management Sciences, University of Johannesburg, Johannesburg, 19-21 September.
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- Van der Merwe, S., Farrington, S. & Venter, E. 2011. Relational-based factors influencing the perceived success of intergenerational family businesses. Fifth International Business Conference, The Grand Mauritian Resort and Spa Hotel, Balacava, Turtle Bay, Mauritius, 26-30 September.
- Smith, E.E., Turyakira, P. & Venter, E. 2012. Developing a hypothetical model of CSR activities and its impact on SME competitiveness. The 6<sup>th</sup> International Business Conference (IBC), Leisure Lodge Resort, Mombasa, Kenya, 27-31 August 2012.
- Venter, E., Farrington, S.M. & Letele-Mataboee, J. 2012. Selected organisational-based factors influencing the satisfaction and commitment level of non-family employees in family businesses. Presented at the 12<sup>th</sup> Annual IFERA Family business conference, University of Bordeaux 4, France, 26-29 July.
- Venter, E. & Farrington, S.M. 2012. Non-Family Employees as a Critical Part of the “Extended Family”- Proposed model and measure of how to retain and motivate them. FFI Family Firm Institute Global Conference, Radisson Blu royal Hotel, Brussels, Belgium, 17-20 October.
- Farrington, S. M., Venter, E., Mataboee, M. & Sharp, G. 2013. Investigating the influence of selected rewards on the job satisfaction and organizational commitment levels of non-family employees working in family businesses. The 7<sup>th</sup> International Business Conference (IBC), Le-Meridien Barbarons, Mahē, Seychelles, 2-5 September. **(Second runner up Best Paper award).**
- Van der Merwe, Farrington, S.M. & Venter, E. 2013. The influence of family relationships on the future continuity of family businesses. The 7<sup>th</sup> International Business Conference (IBC), Le-Meridien Barbarons, Mahē, Seychelles, 2-5 September. **(First runner up Best Paper award).**

- Van den Heever, S., De Villiers, M.J. & Venter, E. 2015. Co-creation orientation and the value creation of high technology enterprises. ACERE 2015 Conference, 3-5 February, Adelaide, Australia (Refereed abstract).
- Mataboee, M., Rootman, C. & Venter, E. 2015. Perspectives of key stakeholders during mentoring of black-owned small businesses: Does culture matter? International Business Conference (IBC), Victoria Falls, Zambia: 20-23 September.
- Scheepers, J., Farrington, S. M. and Venter, E. 2015. Age and perceptions of success among family business owners in the Eastern Cape Province. The 9<sup>th</sup> International Business Conference (IBC), Victoria Falls, Zambia, 20<sup>th</sup> – 23 September.

### **Research Papers at Academic Conferences: International**

- Van Zyl, E. & Leibold, M. 1994. Towards a redefinition of environmental management in large organisations. The 3<sup>rd</sup> Annual World Business Congress, Penang, Malaysia, 16-18 June.
- Van Zyl, E. & Leibold, M. 1994. Organisational levels in environmental management in large organisations: Challenges for corporate and functional approaches. The 2<sup>nd</sup> Southern African International Conference on Environmental Management, Victoria Falls, Zimbabwe, 18-21 October.
- Van Zyl, E. & Bloom, J.Z. 1995. Guidance for environmental policy and strategy decision making in large business organisations. International Conference on Management in Africa, University of Pretoria, 9-11 October.
- Venter, E. 1998. The growing importance of the frozen convenience pre-prepared meals sector: A Western European perspective. International Multicultural Marketing Conference, Montreal, Canada, 17-20 September.
- Venter, E., Tait, M., Van Eeden, S., Venter, D. 2000. The influence of economic, political, and international macro-environmental factors on small business success: perceptions of selected small businesses in South Africa. International Academy of African Business and Development Conference, Atlantic City, New Jersey, 11-14 April.
- Venter, E., Boshoff, C.H., Maas, G. 2002. A conceptual model for succession in small and medium sized family businesses. International Academy of African Business and Development, 3<sup>rd</sup> Annual International Conference, University of Port Elizabeth, Port Elizabeth, 3-6 April.
- Venter, E., Van Eeden, S., Venter, D. 2002. An exploratory study into the perceptions and understanding of “entrepreneurship” among students of social sciences. International Academy of African Business and Development, 3<sup>rd</sup> Annual International Conference, University of Port Elizabeth, Port Elizabeth, 3-6 April.
- Venter, E., Van Eeden, S., Venter, D. 2002. The use of selected sources of non-financial assistance by small businesses: A South African perspective. 47<sup>th</sup> International Council for Small Business World Conference, San Juan, Puerto Rico, 16-19 June.

- Venter, E., Boshoff, C., & Maas, G. 2003. Succession in small and medium-sized family businesses: A South African perspective. 48<sup>th</sup> International Council for Small Business World Conference, Belfast, Northern Ireland, 15-18 June.
- Venter, E., Van Eeden, S., Taylor, G., & Sharp, G. 2003. An exploratory study into the perspectives of small businesses concerning HIV/AIDS. 48<sup>th</sup> International Council for Small Business World Conference, Belfast, Northern Ireland, 15-18 June.
- Venter, E. 2003. Succession in small and medium-sized family businesses in South Africa. The Family Firm Institute Annual Conference, The Fairmont Royal York Hotel, Toronto, Canada, 1-3 October.
- Venter, E., Van Eeden, S., King, T. & Sharp, G. 2004. The influence of managerial competencies on small business success. The Regional Science Association International World Congress, PE Technikon, 14-16 April.
- Venter, E., Boshoff, C. & Maas, G. 2004. Succession in family businesses in South Africa: A comparative study of owner-managers and successors. 49<sup>th</sup> International Council for Small Business World Conference, Johannesburg, South Africa, 21-23 June.
- Venter, E., Van Eeden, S., King, T. & Sharp, G. 2004. An investigation into the managerial competencies required for small business success. 49<sup>th</sup> International Council for Small Business World Conference, Johannesburg, South Africa, 21-23 June.
- Venter, E. & Van Eeden, S.M. 2004. The factors that influence the successful management and governance of sibling partnerships. The Family Firm Institute Annual International Conference, Boston, U.S.A., 6-9 October.
- Venter, E. & Van Eeden, S.M. 2006. Sibling partnerships in family businesses. International Conference for Family Business, V&A Waterfront, Cape Town, 1-3 June.
- Venter, E. & Van Eeden, S.M. 2006. An exploratory investigation into the importance placed on selected goals by small businesses. 51<sup>st</sup> International Council for Small Business World Conference, Melbourne, Australia, 19-21 June.
- Venter, E. & Van Eeden, S.M. 2006. Factors influencing the success of sibling partnerships in family businesses: A proposed theoretical model. 51<sup>st</sup> International Council for Small Business World Conference, Melbourne, Australia, 19-21 June.
- Van Eeden, S.M. & Venter, E. 2007. Team related factors as antecedents to successful Sibling Partnerships – A Conceptual Model. Paper presented at the 7<sup>th</sup> Annual International Family Enterprise Research Academy Conference (IFERA), European Business School, Oestrich-Winkel, Germany, 20-23 June.
- Venter, E. & Farrington, S.M. 2009. Selected relational-based factors that impact on the successful functioning of copreneurial businesses: A proposed conceptual model. Paper presented at the 9<sup>th</sup> Annual IFERA World Family Business Conference, Cyprus, 24-27 June. **NOMINATED AS BEST PAPER**
- Farrington, S.M. & Venter, E. 2009. Factors contributing to successful Sibling Partnerships among family businesses. Paper presented at the 9<sup>th</sup> Annual IFERA World Family Business Conference, Cyprus, 24-27 June.
- Van der Merwe, S., Venter, E. & Ellis, S. 2009. An investigation of the determinants of succession planning in intergenerational family business.

Proceedings of the 3<sup>rd</sup> International Business Conference, Zanzibar, 16-17 September.

- Venter, E., Farrington, S.M. & Van der Merwe, S. 2011. Impact of selected stakeholders on family business success. Paper presented at the 11<sup>th</sup> Annual IFERA World Family Business Conference, Sicily, Italy, June 28- July 1.
- Farrington, S.M., Venter, E. & Letele-Mataboee, J. 2011. Retaining and motivating non-family employees in family businesses: Developing a proposed model and measuring instrument focusing on relational-based factors. Paper presented at the 11<sup>th</sup> Annual IFERA World Family Business Conference, Sicily, Italy, June 28- July 1.
- Venter, E. & Farrington, S.M., Matser, I. & Van Helvert-Beugels, J. 2011. Selected relational-based factors that impact on the successful functioning of copreneurial businesses: A comparison between the Netherlands and South Africa. Presented at the 11<sup>th</sup> Annual IFERA Family business conference, Palermo Sicily, June 28 – July 1. **Won BEST PAPER AWARD.**
- Van der Merwe, S. Venter, E. & Farrington, S.M. 2011. An assessment of selected family business values in small and medium-sized family businesses. Presented at the 11<sup>th</sup> Annual IFERA Family business conference, Palermo Sicily, June 28 – July 1.
- Farrington, S., Venter, E. & Letele-Mataboee, J. 2011. Relational-based factors influencing satisfaction and commitment levels of non-family employees in family businesses: Proposing a model and measure. Fifth International Business Conference, The Grand Mauritian Resort and Spa Hotel, BalACLava, Turtle Bay, Mauritius, 26-30 September.
- Van der Merwe, S., Farrington, S. & Venter, E. 2011. Relational-based factors influencing the perceived success of intergenerational family businesses. Fifth International Business Conference, The Grand Mauritian Resort and Spa Hotel, BalACLava, Turtle Bay, Mauritius, 26-30 September.
- Viviers, S., Van Greunen, C. & Venter, E. 2011. Institutionalisation of business ethics in the life insurance sector. 12<sup>th</sup> Annual BEN-Africa Conference, Zanzibar Beach Resort Hotel, Zanzibar, Tanzania, 31 October – 2 November.
- Turyakira, P., Venter, E. & Smith, E. 2011. Corporate social responsibility: A competitive strategy for small and medium-sized enterprises in Uganda. 12<sup>th</sup> Annual BEN-Africa Conference, Zanzibar Beach Resort Hotel, Zanzibar, Tanzania, 31 October – 2 November.
- Matser, I., Van Helvert-Beugels, Farrington, S.M., Venter, E. & Rigtering, C. 2012. In search of spousal social capital in small copreneurial firms. 2012 EFMD Entrepreneurship Conference, Maastricht University, the Netherlands, 5-6 March.
- Smith, E.E., Turyakira, P. & Venter, E. 2012. Developing a hypothetical model of CSR activities and its impact on SME competitiveness. The 6<sup>th</sup> International Business Conference (IBC), Leisure Lodge Resort, Mombasa, Kenya, 27-31 August 2012.
- Venter, E., Farrington, S.M. & Letele-Mataboee, J. 2012. Selected organisational-based factors influencing the satisfaction and commitment level of non-family employees in family businesses. Presented at the 12<sup>th</sup> Annual IFERA Family business conference, University of Bordeaux 4, France, 26-29 July.

- Venter, E. & Farrington, S.M. 2012. Non-Family Employees as a Critical Part of the “Extended Family”- Proposed model and measure of how to retain and motivate them. FFI Family Firm Institute Global Conference, Radisson Blu Royal Hotel, Brussels, Belgium, 17-20 October.
- Farrington, S. M., Venter, E., Matabooe, M. & Sharp. G. 2013. Investigating the influence of selected rewards on the job satisfaction and organizational commitment levels of non-family employees working in family businesses. The 7<sup>th</sup> International Business Conference (IBC), Le-Meridien Barbarons, Mahē, Seychelles, 2-5 September. **(Second runner up Best Paper award).**
- Van der Merwe, Farrington, S.M. & Venter, E. 2013. The influence of family relationships on the future continuity of family businesses. The 7<sup>th</sup> International Business Conference (IBC), Le-Meridien Barbarons, Mahē, Seychelles, 2-5 September. **(First runner up Best Paper award).**
- Van der Merwe, S., Farrington, S.M. & Venter, E. 2013. The influence of relational-based factors on the future continuity of family businesses. The 13<sup>th</sup> Annual IFERA World Family business conference, St Gallen, Switzerland, 2<sup>nd</sup> – 5<sup>th</sup> July.
- Farrington, S. M., Venter, E. & Sharp. G. 2013. Extrinsic rewards in family businesses: Perspectives of nonfamily employees. The 13<sup>th</sup> Annual IFERA World Family business conference, St Gallen, Switzerland, 2<sup>nd</sup> – 5<sup>th</sup> July.
- Venter, E., Cullen, M. & M. Hamadou. 2014. The influence of perceived happiness on students’ entrepreneurial intention at a higher educational institution in South Africa. The 4<sup>th</sup> Conference on Systematic Entrepreneurship: An Entrepreneurial Renaissance in Africa, Stellenbosch University, 18-20 May.
- Van den Heever, S., Venter, E. & Scheepers, R. 2014. Influence of human and social capital on the perceived value creation in technological entrepreneurial ventures. The 4<sup>th</sup> Conference on Systematic Entrepreneurship: An Entrepreneurial Renaissance in Africa, Stellenbosch University, 18-20 May.
- Van den Heever, S., De Villiers, M.J. & Venter, E. 2015. Co-creation orientation and the value creation of high technology enterprises. ACERE 2015 Conference, 3-5 February, Adelaide, Australia.
- Venter, E. & Adendorff, C. 2015. Cultural challenges experienced by family businesses when they enter African and other international markets. 12<sup>th</sup> European Families in Business Conference, Rome, Italy, St Regis Hotel, 23-24 June.
- Venter, E., Farrington, S. & De Witt, A. 2015. The influence of leadership styles on the business performance of family businesses. Annual International Family Enterprise Research Academy (IFERA) Conference, Hamburg, 30 June – 2 July.
- Matabooe, M., Rootman, C. & Venter, E. 2015. Perspectives of key stakeholders during mentoring of black-owned small businesses: Does culture matter? International Business Conference (IBC), Victoria Falls, Zambia: 20-23 September.
- Scheepers, J., Farrington, S. M. and Venter, E. 2015. Age and perceptions of success among family business owners in the Eastern Cape Province. The 9<sup>th</sup> International Business Conference (IBC), Victoria Falls, Zambia, 20<sup>th</sup> – 23 September.

## Research Papers at Academic Conferences: National

- Van Zyl, E. & O'Neill, R.C. 1993. Advertising: A problematic issue for small businesses - Some empirical findings. The 4<sup>th</sup> Annual Marketing Educators' Conference, Durban, September.
- Van Zyl, E. & Theron, E. 1993. Implications and challenges of the marketing of banking services to the black consumer in a new South Africa: A preliminary study. The 4<sup>th</sup> Annual Marketing Educators' Conference, Durban, September.
- Van Zyl, E. & Bloom, J.Z. 1993. Toward an efficacious tourism policy for South Africa: Issues and challenges. EBM Research Conference, Bloemfontein, November.
- Van Zyl, E. & Leibold, M. 1994. A business science approach to environmental management: Empirical evidence and organisational challenges. The 6<sup>th</sup> Annual Conference of the Southern African Institute for Management Scientists, University of the Western Cape, 5-6 September.
- Van Zyl, E. & Theron, E. 1994. Custom-made banking services to the less privileged communities in a new South-Africa. EBM Research Conference, Rand Afrikaans University, 28-29 November.
- Venter, E. 1998. The growing importance of frozen convenience pre-prepared meals in Western Europe: Leading indicator for the S.A. market? The 10<sup>th</sup> Annual Conference of the Southern African Institute for Management Scientists, Mpekwini Sun, hosted by the University of Port Elizabeth, 31 May – 2 June.
- Venter, E., Tait, M. & Van Eeden, S. 1998. The perceived influence of selected macro-environmental variables on small business in the Port Elizabeth/Uitenhage Metropole, EBM Research Conference, Cape Technikon, Cape Town, 25-26 November.
- Venter, E., Tait, M., Van Eeden, S. & Venter, D. 1999. The perceived influence of socio-demographic and technological macro-environmental variables on small business in the PE/Uitenhage metropole. The 11<sup>th</sup> Annual Conference of the Southern African Institute for Management Scientists, University of Stellenbosch, Stellenbosch, 15-17 September.
- Venter, E., Tait, M., Van Eeden, S. & Venter, D. 1999. The influence of economic, political and international macro-environmental variables on small business success: perceptions of (selected) small businesses in the PE/Uitenhage Metropole. EBM Research Conference, Vista University of Port Elizabeth, 24-25 November.
- Venter, E., Boshoff, C. & Maas, G. 2001. The management succession process in small and medium size family businesses in South Africa. The 13<sup>th</sup> Annual Conference of the Southern African Institute for Management Scientists, University of Stellenbosch, Stellenbosch, 9-11 September.
- Venter, E., Boshoff, C. & Maas, G. 2003. Successor and owner-manager perspectives on succession in small and medium-sized family businesses. The 15<sup>th</sup> Annual Conference of the Southern African Institute for Management Scientists, Potchefstroom University, 28-30 September.

- Venter, E., Van Eeden, S., Sheppard, J. & Sharp, G. 2005. An investigation into the factors that influence the use of E-commerce among small businesses. The 17<sup>th</sup> Annual Conference of the Southern African Institute for Management Sciences, University of the Free State, Bloemfontein, 25-28 September.
- Venter, E., Bosch, J.K. & Han, Y. 2006. Empirical findings on the impact of brand identity on the perceived brand image of a merged Higher Education Institution. The 18<sup>th</sup> Annual Conference of the Southern African Institute for Management Sciences, University of Stellenbosch, Stellenbosch, 13-15 September. **Won BEST PAPER AWARD.**
- Venter, E. & Van Eeden, S. 2006. Sibling partnerships in family businesses – a proposed theoretical model (WIP). The 18<sup>th</sup> Annual Conference of the Southern African Institute for Management Sciences, University of Stellenbosch, Stellenbosch, 13-15 September.
- Venter, E. & Van Eeden, S. 2007. The growing importance of sibling partnerships as leadership structures in small and medium sized family businesses. The 19<sup>th</sup> Annual Conference of the Southern African Institute for Management Sciences, University of Johannesburg, Johannesburg, 19-21 September.
- Venter, E., Farrington, S. & Sharp, G. 2008. The relational-based factors that impact on the successful functioning of copreneurial businesses: a proposed model. The 20<sup>th</sup> Annual Conference of the Southern African Institute for Management Sciences, University of Pretoria, Misty Hills Hotel and Conference Centre, Muldersdrift, Johannesburg, 14-17 September.
- Venter, E. & Van der Merwe, S.P. 2009. An assessment of family harmony amongst active family members in intergenerational family businesses. The 21<sup>st</sup> Annual Conference of the Southern African Institute for Management Sciences, NMMU, Port Elizabeth, 13-16 September. ISBN 978-1-920176-53-2
- Farrington, S.M., Venter, E. & Boshoff, C. 2009. The influence of family member and business attributes on the success of Sibling-owned family businesses. The 21<sup>st</sup> Annual Conference of the Southern African Institute for Management Sciences, NMMU, Port Elizabeth, 13-16 September. ISBN 978-1-920176-53-2
- Farrington, S.M., Venter, E., Eybers, C. & Boshoff, C. 2009. Copreneurial businesses in South Africa: Factors influencing success. The 21<sup>st</sup> Annual Conference of the Southern African Institute for Management Sciences, NMMU, Port Elizabeth, 13-16 September. ISBN 978-1-920176-53-2. **Won BEST PAPER AWARD.**
- Visser, I., Strydom, J. and Venter, E. An Exploratory Study of the Impact of Selected Stakeholder Groups on Family Harmony and Continuity in Family Businesses. The 22<sup>nd</sup> Annual Conference of the Southern African Institute for Management Sciences, Mpekweni Beach Resort, Port Alfred. ISBN 978-086-810-4652.
- Venter, E., Farrington, S..M. and Finkelstein, C. 2010. An Exploratory Study of the Factors Influencing Non-Family Employee Commitment to the Family Business. The 22<sup>nd</sup> Annual Conference of the Southern African Institute for Management Sciences, Mpekweni Beach Resort, Port Alfred. ISBN 978-086-810-4652.

- Eybers, C., Farrington, S.M., Venter, E. and Boshoff, C. 2010. The influence of selected demographic variables on the success of copreneurships. The 22<sup>nd</sup> Annual Conference of the Southern African Institute for Management Sciences, Mpekweni Beach Resort, Port Alfred. ISBN 978-086-810-4652.
- Farrington, S.M., Venter, E. and Boshoff, C. 2010. An investigation into the team input factors influencing the success of family businesses. The 22<sup>nd</sup> Annual Conference of the Southern African Institute for Management Sciences, Mpekweni Beach Resort, Port Alfred. ISBN 978-086-810-4652. **Won BEST PAPER AWARD.**
- Venter, E., Farrington, S. & Van der Merwe, S. 2011. Impact of selected stakeholder groups on family business success. The 23rd Annual Conference of the Southern African Institute for Management Sciences, The Riverside Hotel, Durban, 11-14 September.
- Van der Merwe, S., Farrington, S. & Venter, E. 2011. The influence of selected organizational-based factors on the perceived future continuity of intergenerational family businesses. The 23rd Annual Conference of the Southern African Institute for Management Sciences, The Riverside Hotel, Durban, 11-14 September.
- Visser, I., Venter, E. & Dayan, O. 2011. Impact of social media on the brand image of a Higher Education Institution. The 23rd Annual Conference of the Southern African Institute for Management Sciences, The Riverside Hotel, Durban, 11-14 September.
- Lillah, R., Viviers, S. & Venter, E. 2011. Environmental literacy: A case study at a South African university. The Business of Social and Environmental Innovation. Cape Town, 14-16 November.
- Viviers, S., Lillah, R. & Venter, E. 2012. Cultivating environmental values in business curricula. Paper presented at the Value 2012 (Value in Sustainable Business Practices) Conference, Champagne Sports Resort, KZN, 27 – 30 May.
- Venter, E., Farrington, S. & Letele-Mataboee, J. 2012. Selected organisational-based factors influencing the satisfaction and commitment levels of non-family employees in family businesses. The 24<sup>th</sup> Annual Conference of the Southern African Institute for Management Sciences, Schumann building, University of Stellenbosch, 9-11 September.
- Venter, E., Turyakira, P. & Smith, E. 2012. The use of corporate social responsibility activities by SMEs in Uganda. The 24<sup>th</sup> Annual Conference of the Southern African Institute for Management Sciences, Schumann building, University of Stellenbosch, 9-11 September.
- Lillah, R., Viviers, S. & Venter, E. 2012. The demand for environmentally literate graduates – views from employers in the mining and automotive industries. The 24<sup>th</sup> Annual Conference of the Southern African Institute for Management Sciences, Schumann building, University of Stellenbosch, 9-11 September.
- Van der Merwe, S. Venter, E. & Farrington, S.M. 2012. Relational-based factors influencing the perceived success of intergenerational family businesses. The 24<sup>th</sup> Annual Conference of the Southern African Institute for Management Sciences, Schumann building, University of Stellenbosch, 9-11 September. **Won BEST PAPER AWARD.**

- Venter, E. & Farrington, S. 2013. Selected relational-based factors influencing the satisfaction and commitment levels of non-family employees in family businesses. 25<sup>th</sup> Annual Conference of the Southern Institute for Management Scientists, School of Business Management, North-West University, Potchefstroom, 15-17 September. (**One of the nominations for Best Paper Award**).
- Venter, E. & Farrington, S. 2013. The relationship between entrepreneurial intention and entrepreneurial education among students at a higher educational institution in SA – an exploratory study. 25<sup>th</sup> Annual Conference of the Southern Institute for Management Scientists, School of Business Management, North-West University, Potchefstroom, 15-17 September.
- Gray, B., Carelse, M. & Venter, E. 2013. The marketing tasks of small business owners in Nelson Mandela Bay. 25<sup>th</sup> Annual Conference of the Southern Institute for Management Scientists, School of Business Management, North-West University, Potchefstroom, 15-17 September.
- Venter, E., Farrington, S., Scheepers, J. & De Lange, J. 2014. The relationship between goal achievement and the job satisfaction of small and medium-sized business owner-managers. 26<sup>th</sup> Annual Conference of the Southern Institute for Management Scientists, Hosted by the University of Johannesburg, Riverside Sun Resort, Vanderbijlpark, 14-17 September. **Won BEST PAPER AWARD**
- Farrington, S. & Venter, E. 2014. The relationship between goal achievement and perceptions of success in family business. 26<sup>th</sup> Annual Conference of the Southern Institute for Management Scientists, Hosted by the University of Johannesburg, Riverside Sun Resort, Vanderbijlpark, 14-17 September.
- Dao, T.A.T, Venter, E. & Kruger, J. 2014. Women's perceptions of investment planning: A proposed framework and measurement. 26<sup>th</sup> Annual Conference of the Southern Institute for Management Scientists, Hosted by the University of Johannesburg, Riverside Sun Resort, Vanderbijlpark, 14-17 September.
- Venter, E. & Farrington, S.M. 2015. The relationship between ethical leadership and business performance of family businesses. 27<sup>th</sup> Annual Conference of the Southern Institute for Management Scientists, Hosted by the University of Cape Town at UCT, 30 August – 1 September. **NOMINATED FOR BEST PAPER AWARD**
- Scheepers, J., Farrington, S.M. & Venter, E. 2015. Perceptions of success among family business owners: Does gender matter? 27<sup>th</sup> Annual Conference of the Southern Institute for Management Scientists, Hosted by the University of Cape Town at UCT, 30 August – 1 September.

### **General Scientific Papers and/or Speeches**

- Strategic planning for the new millennium. 1999. Act as facilitator for the strategic planning session of the Port Elizabeth Afrikaanse Sakekamer. June.
- An Introduction to Marketing Management. 2000-2003. Address and course presented at the Business School of the Netherlands, MBA programme. East London and Port Elizabeth.

- Marketing Management and the Visionary Process. 2000-2003. Address and course presented at the Business School of the Netherlands, MBA programme. East London and Port Elizabeth.
- Strategic Marketing Techniques. 2000-2003. Address and course presented at the Business School of the Netherlands, MBA programme. East London and Port Elizabeth.
- Integrated Marketing Management. 2000-2003. Address and course presented at the Business School of the Netherlands, MBA programme. East London and Port Elizabeth.

### **MODULE DEVELOPMENT ACTIVITIES**

- Entrepreneurship and Small Business Management Honours course – University of Port Elizabeth. June 1998.
- Entrepreneurship and Small Business Management undergraduate course – University of Port Elizabeth. August 1998.
- Study book – Azaliah College – distant education, Marketing Communication Management. May 1999.
- Marketing Communication Management. University of Port Elizabeth. June 2001.

### **OTHER ACADEMIC ACTIVITIES AND TEACHING ABROAD**

- I lectured for two weeks during May 2005, May 2008, May 2009, May 2011 and May 2013 at the Fachhochschule, Osnabrück, Germany.
- I was invited to lecture Entrepreneurship at the Utrecht University, The Netherlands, from October 2005 (during my study leave), as well as during October 2007, July 2010, July 2011, July 2012, July 2013, December 2013, July 2014, January 2015 and July 2015.
- Tutor: Strategic Marketing Management MBA modules – Business School of the Netherlands – 2000, 2001, 2002, 2003.
- Facilitator: Entrepreneurship and Marketing modules – Potchefstroom University MBA program – 1999, 2000, 2001.
- MBA selection committee: 1998, 1999, 2000, 2005 – select candidates for Vlerick MBA scholarship.
- De Vlerick School of Management/UPE liason – examiner of MBA projects in SA: 1999, 2001, 2005.

- Track Chair: Entrepreneurship and Small Business Development, as well as reviewed papers for the last 3 conferences (2000-2002) of the International Academy of African Business and Development.
- Session Chair: Retailing and Consumer Behavior, The 13<sup>th</sup> Annual Conference of the Southern African Institute for Management Scientists, University of Stellenbosch, Stellenbosch, 9-11 September 2001.
- Session Chair: The 15<sup>th</sup> Annual Conference of the Southern African Institute for Management Scientists, Potchefstroom University, 28-30 September 2003.
- Session Chair: The 17<sup>th</sup> Annual Conference of the Southern African Institute for Management Sciences, University of the Free State, Bloemfontein, 25-28 September 2005.
- Session Chair: The 18<sup>th</sup> Annual Conference of the Southern African Institute for Management Sciences, University of Stellenbosch, Stellenbosch, 13-15 September 2006.
- Session Chair: The 19<sup>th</sup> Annual Conference of the Southern African Institute for Management Sciences, University of Johannesburg, Johannesburg, 19-21 September 2007.
- Invited to be a Session Chair at the 7<sup>th</sup> Annual International Ifera Conference, Germany: European Business School, Oestrich-Winkel, 20-23 June, 2007.
- Invited to lecture Entrepreneurship at the Utrecht University, The Netherlands, from 11-19 June, 2007.
- Reviewer for the South African Journal of Business Management, Management Dynamics and the South African Journal of Economic and Management Sciences.
- I am currently (from 2007) the external examiner for both Marketing Research, Advanced Marketing (hons) and Strategic Marketing of the Stellenbosch University.
- External Examiner: MBA candidate of North-West University: "The impact of broad based black economic empowerment on the development of women entrepreneurs" (2007).
- Session Chair: The 20<sup>th</sup> Annual Conference of the Southern African Institute for Management Sciences, University of Pretoria, Misty Hills Hotel Conference Centre, Muldersdrift, Johannesburg, 14-17 September, 2008.
- External Examiner: Phd (doctoral) student. Edwin Theron of the Stellenbosch University – "The management of long-term marketing relationships in business-to-business financial services". October 2008.

- External Examiner: Phd (doctoral) student. Miss Thetsane. North-West University – “A community relations model for the tourism industry”. November 2008.
- External Examiner: Slaughter, W.S. & Netsianda, MBA candidates of North-West University. Both work on family harmony in family businesses. November 2008.
- Facilitating DBA research workshops: August 2009.
- Program Track Chair (Entrepreneurship and Family Business). 2011/2012. Academy of Marketing Science 2012 Work Congress. Buckhead, Georgia, USA. August 28-September 1, 2012.
- Presented and facilitated the marketing plan of the Student Counseling, Career and Development Centre, Port Elizabeth, 10 November 2011.
- Track Chair – Small Business and Entrepreneurial Marketing: The 2013 Annual Conference of the Emerging Markets Conference Board. 19-20 June 2013. Nelson Mandela Metropolitan University, Port Elizabeth.
- External Examiner: Magister candidate: Corrinne Kennedy – “The use of consultants versus independent strategy formation for SMEs in Gauteng”. University of Johannesburg. 3 December 2010.
- External Examiner: Masters student. Me Rosemary Matikiti. – “The impact of internet marketing on the profitability of the hospitality sector in the Eastern Cape Province, SA. 28 March 2011.
- External Examiner: Phd student. Me Nadine Wörgötter. – “Measurement model to assess market-driving ability in corporate entrepreneurship”. University of Pretoria. 14 November 2011.
- External Examiner: Phd student. Me Pieta Thomas. – “The value of business tourism in the performance of an organization”. Northwest University. 14 December 2012.
- External Examiner: International Phd candidate: Me Ilse Matser. Utrecht University, The Netherlands. 22 October 2012.
- External Examiner: International Phd candidate: Mr Coen Rigtering. – “Entrepreneurial orientation – Multilevel analysis and consequences. Utrecht University, The Netherlands. 11 June 2013.
- External Examiner: Phd (doctoral) student. Mr CM Mungule. University of Pretoria – “Predicting sustainable corporate entrepreneurship and sustained company performance”. April 2014.

- Attended Emotional Intelligence and leadership workshop by ProSkillC. 30 May 2014.
- Family Firm Institute Judge for Best Dissertation Award annually since 2010.

#### **MEMBERSHIP OF ACADEMIC AND OTHER ASSOCIATIONS AND INSTITUTES**

- Associate editor of the South African Journal of Economic and Management Sciences (2008-2013).
- Member of Editorial Board: Family Business Review (2012+). (International A-listed journal).
- Member of Editorial Board: Journal of Family Business Management (2010+). (International journal).
- Reviewer for the South African Journal of Business Management, Management Dynamics and the South African Journal of Economic and Management Sciences, and Acta Commercci (2003+)
- Member of Editorial Committee: South African Journal of Business Management (2011+).
- Consulting Editor: Management Sciences and Member of Advisory editorial board for new journal: Development and Leadership (2012+)
- Eastern Cape representative on the Board of the South African Institute for Management Scientists (2008+).
- Member of the South African Institute for Management Scientists (1998+).
- Chairperson of the Board of Directors, SAIMS (2010+)
- Member of the Family Firm Institute, Boston, USA (2004+).
- Director of the NMMU Family Business Unit (2010+).
- Board member of FABASA (Family Business Association of South Africa) (2010+).
- Representative on the Faculty RTI Committee (2007+).
- Representative of the Faculty of Business and Economic Sciences on the Publications Committee of the NMMU (2008+).
- One of three members that form part of the sub-committee of the Faculty RTI that review doctoral and master students' research proposals (2007+).

- Was a member of the Advisory Board of the Small Business Unit since I started lecturing at UPE in 1998 until the merger of the NMMU took place in 2006.
- Was a member of the Executive Board of COMSEC for 7 years (until 2005).
- Member of the The Senate Committee on Postgraduate Studies (PGS Committee) – 2011
- Attend three hour workshop on consumer trends that are changing the world as we know it. Three hours. Boomtown Advertising, 20 September 2012, Port Elizabeth.
- Member of the FEDCI launch, 18 July 2013, Kopanong Conference Centre, Johannesburg.
- Judge for Family Firm Institute Dissertations. 2013-2014.

#### SCHOLARSHIPS, AWARDS AND UNIQUE ACHIEVEMENTS

- 2000-2002:** Recipient of the **Renaissance Postgraduate Scholarship** to promote equity, diversity and excellence in the ranks of academic staff
- 2003:** Family Firm Institute **Best Dissertation Award** – Boston, USA
- 2003:** **Excellence in Teaching Award** from UPE
- 2007:** Faculty of Economic and Business Sciences: **Emerging Researcher of the year**
- 2007:** **NRF rating** (November)
- 2010:** Faculty of Economic and Business Sciences: **Researcher of the year**
- 2014:** **Judge at the 2014 Family Enterprise Case Competition**, Burlington, Vermont, USA – 7-11 January.
- 2014:** **Price-Babson Symposium for Entrepreneurship Educators**, Babson College, Babson, USA – 12-16 January. (Babson College was ranked as the number 1 entrepreneurial university in the world in 2013)
- 2015:** Faculty of Economic and Business Sciences: **Researcher of the year**

## GUEST SPEAKER, LECTURING ABROAD AND FACILITATION

- 2004**      **Succession in family businesses.** Presented a paper at the Holistic Management Conference, Tiger Kloof, Vryburg. 31 March.
- 2004**      **Family Business Workshops.** Guest presenter (on succession) during the Old Mutual Family Business Seminars. Johannesburg, Pretoria. 10-11 May.
- 2004**      **Family Business Workshops.** Guest presenter (on succession) during the Old Mutual Family Business Seminars. Durban, Empangeni, Newcastle. 26-30 July.
- 2004**      **Family Milk Farming.** Addressed the Milk Producers Organization in Pretoria about succession in family farms. 10 August.
- 2004**      **Family Business Workshops.** 2004. Guest presenter (on succession) during the Old Mutual Family Business Seminars. Cape Town, Port Elizabeth, George. 16-20 August.
- 2004**      **Succession and governance in family farms.** Guest speaker at the ExecutiveLink RCS(SA) (Resources Consulting Services – SA) meeting for farmers. Port Elizabeth. September.
- 2005**      **Facilitator in board meetings.** RCS (SA) meeting. 9-11 February.
- 2005**      **Marketing communication management.**  
**The role of marketing in South Africa.**  
Guest lecturer at the Fachhochschule Osnabrück, Germany. 9-20 May.
- 2005**      **The role of women in agriculture.** RCS (SA) meeting. Guest speaker, as well as facilitator. Durban, 6-8 June.
- 2005**      **Family Business Workshops.** Guest presenter during the Old Mutual Family Business Seminars. Port Shepstone, Bergville, Vryheid, Standerton, Piet Retief, Groblersdal. 18-22 July.
- 2005**      **The nature and importance of governance in agricultural family businesses.** RCS (SA) meeting. Guest speaker, as well as facilitator, Port Elisabeth, 19-21 September.
- 2005**      **Entrepreneurship.** Guest lecturer at the FBE (Fundamentals of Business and Economics) programme, Utrecht University, Netherlands, 3 October – 2 November.
- 2005**      **Challenges facing family business units in agriculture.** Addressed farmers at Kronenhoff Guest House in Kirkwood. 15 November.

- 2006 Succession issues facing farming family businesses.** Addressed a farmers study group at the Alexandria Golf Club in Alexandria. 7 February.
- 2006 Facilitator in board meetings.** RCS (SA) meeting. 13-15 February. Durban.
- 2006 Succession and the role of women in family owned businesses.** The Business Women's Network. The Baan Thai @ Jutland Manor, Port Elizabeth. 2 March.
- 2006 The role of women in family farms.** Guest speaker during a family symposium, Southwest Agriculture, 7 March, Schweizer Reneke.
- 2006 Business Workshops.** Guest presenter (on the role of women in family farms) during the Old Mutual Family Business Seminars. De Doorns, Beaufort-Wes, Canarvon, Williston, Paarl and Elsenburg. 29 May-2 June.
- 2006 Governance and the role of women in family farms.** Addressed a farmers study group at the Alexandria Golf Club in Alexandria. 6 June.
- 2006 Facilitator in board meetings.** RCS (SA) meeting. 14-15 June. Madiba Bay PE, Port Elizabeth.
- 2006 Business Workshops.** Guest presenter (on the role of women in family farms) during the Old Mutual Family Business Seminars. Aliwal North, Zastron, Harrismith, Bethlehem, Viljoenskroon, 4-7 September.
- 2006 Facilitator in board meetings.** RCS (SA) meeting. 24-26 October. Royal Hotel, Durban.
- 2006 The role of women in business.** Invited to be the guest speaker at Sanlam's Womens day. 10 October. Port Elizabeth.
- 2006 The role of women in family farms.** Guest presenter on the role of women in family farms. Hofmeyr Sport Klub. 31 October.
- 2006 Challenges of family businesses and the importance of succession.** Guest presenter on the challenges family businesses face, succession and the importance of governance. Zwartberg Farmers Association, Kokstad, 6 November.
- 2006 Challenges of family businesses and the importance of succession.** Guest presenter on the challenges family businesses face, succession and the importance of governance. Cedarville and District Farmers Association, 7 November.
- 2007 Succession planning for financial advisors (Sanlam).** Presentation to 150 Sanlam advisors. The Plantation, Port Elizabeth, 19 January.

- 2007 Succession planning for brokers.** Presentation to independent insurance brokers at the Kelway Hotel, Port Elizabeth, 29 January.
- 2007 Facilitator in board meetings.** RCS (SA) meeting. 6-8 February. Coega, Port Elizabeth.
- 2007 Succession planning.** SA Large Herds Conference. 19-21 February. Jeffreys Bay: Mentorskraal.
- 2007 Problems/challenges that SMEs experience: Part One.** Guest speaker at the Sanlam and PERCCI Coffee morning. 14 March. PERCCI Conference room, Port Elizabeth.
- 2007 Problems/challenges that SMEs experience and possible solutions: Part Two.** Guest speaker at the Sanlam and PERCCI Coffee morning. 25 April. PERCCI Conference room, Port Elizabeth.
- 2007 The growing importance of family SMEs: Part Three.** Guest speaker at the Sanlam and PERCCI Coffee morning. 23 May. PERCCI Conference room, Port Elizabeth.
- 2007 The changing roles and challenges facing business women.** Guest speaker at the Businesswomen/Sanlam/Nedbank women day evening. 6 August. Tsitsikama Venue, Boardwalk, Port Elizabeth. 250 women attended and the master of ceremonies was Ed Jordan (of “Deal or deal” on M-Net).
- 2007 The importance and challenges of family farming.** Guest speaker at the Milk Producers Organisation of the Eastern Cape Annual Meeting. 21 August. Brookes Hill Conference and Events Centre, Port Elizabeth.
- 2007 The Importance of financial planning for women.** Guest speaker at a Sanlam meeting for women. 13 September and 4 October. Sanlam Building, Port Elizabeth.
- 2007 Succession and other challenges to family farming businesses.** Guest speaker at an Executive link Meeting of RCS. 6 November. Kapano Nokeng, Bloemfontein.
- 2007 Governance and the role of women in farming.** Guest speaker at an Executive link Meeting of RCS. 7 November. Kapano Nokeng, Bloemfontein.
- 2009 Succession planning for financial planners** Guest speaker at the Financial Planning Institute of Southern Africa meeting. 1 September. Elizabeth Place, Newton Park, Port Elizabeth.

- 2009 Importance and link with international family business units.** Guest speaker at the launch of FABASA, Pinelodge, George, 6 November.
- 2009 Importance and link with international family business units.** Guest speaker at the launch of FABASA, Protea Hotel, Durban, 13 November.
- 2009 Belangrikheid en aard van familieondernemings (The nature and importance of family businesses).** Radio interview, RSG, 15 November.
- 2009 Opvolgingsvraagstukke in familieondernemings (Succession issues in family businesses).** Radio interview, RSG, 22 November.
- 2011 Introduction to the world of family farming and succession.** Presentation given to a Alexandria study group. Wednesday, 9 February.
- 2012 Finding your way in planning and executing your dissertation.** Presentation given to 150 second and third year MBA students, Northwest University, 31 January.
- 2012 Key factors that contribute to the success of the family business.** Presentation and panel discussion, Summerstrand Hotel, 22 February. (Together with Tony Balshaw, Ed Gutsche, and Adrian Gardiner).
- 2012 Interview Bay FM.** Factors that contribute to family business success. 28 February.
- 2012 Effective research methodologies for marketers.** Talk given at the MXF (Marketers Executive Forum), NMMU North Campus Auditorium, 18 June.
- 2012 Family and succession challenges facing dairy farms.** The FIL-IDF World Dairy Summit 2012, hosted by the South African National Committee of the IDF in Cape Town, South Africa from the 4th to 8th November 2012.
- 2013 Series of 14 talks on SABC radio** on the importance of family farms, challenges they face, succession, sibling partnerships, handling conflict, the role of women, etc. April 2013.
- 2013 The most important challenges facing family businesses.** Keynote speaker at an investment seminar organised by Boshoff & Visser, Swellendam and Riversdale. 15 and 16 August.
- 2014 Quilts and puzzles as a teaching and learning strategy.** Presentation given to the School of Management Sciences – Renewal in teaching and learning and research. 29 May, NMMU South Campus.

- 2014**      **Challenges facing family farms and the role of women in these challenges.** Keynote speaker at a women's seminar organized by Agri-Eastern Cape. Willows, Port Elizabeth, 6 August.
- 2014**      **Succession and governance in family businesses.** Keynote speaker at Year-end-Function organized by the Fish River Farmers Association, Cradock, 5 December.
- 2015**      **Successful Transgenerational Entrepreneurship Practices.** Presentation during the KPMG Family Business Conference, Stellenbosch, 10 September 2015.

## CONSULTING TO FAMILY BUSINESSES

**Examples of family businesses I have consulted to. Due to its sensitive nature other families do not want their names mentioned.**

<b>2005+</b>	Fourie Family (Limpopo)
<b>2006+</b>	Walker Family (Graaff-Reinet)
<b>2007+</b>	Rudman Family (Uitenhage)
<b>2007+</b>	Short Family (Graaff Reinet)
<b>2008+</b>	Southey Family (Cradock)
<b>2009+</b>	Bodley Family (Cedarville)
<b>2009+</b>	Fick Family (Clocelan)
<b>2010+</b>	Anderson Family (Cedarville)
<b>2012+</b>	Garland Family (Mooi River)
<b>2012+</b>	Stratford Family (Mooi River)
<b>2012+</b>	Wilson Family (Johannesburg)
<b>2012+</b>	Von Wielligh (Pretoria)
<b>2013+</b>	De Kock Family (George)
<b>2013+</b>	Kennedy Family (Upington)
<b>2013+</b>	Lamprecht Family (Bethlehem)
<b>2013+</b>	Van Wyk Family (Botswana)
<b>2014+</b>	Taverner Family (Port Elizabeth)
<b>2014+</b>	Van Zyl Family (Riversdale)
<b>2014+</b>	Pringle Family (Bedford)
<b>2014+</b>	Van Vuuren Family (Port Elizabeth)
<b>2015+</b>	Van der Westhuizen Family (Midrand, Johannesburg)