

# CURRICULUM VITAE

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## PERSONAL DETAILS

NAME: **Dr Tony Matchaba-Hove**

DATE OF BIRTH: **2 July 1986**

TELEPHONE NUMBERS: **Work: +27 (0)41 504 4064**  
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## TERTIARY EDUCATION

**Bachelor of Commerce in Economics and Business Management** April 2009  
Nelson Mandela Metropolitan University

**Bachelor of Commerce Honours in Business Management** April 2010  
Nelson Mandela Metropolitan University  
**Treatise title:** *A comparison of the personal retirement objectives of individuals working in the Nelson Mandela Metropolitan area.*

**Postgraduate Diploma in Financial Planning** April 2011  
Nelson Mandela Metropolitan University

**Master of Commerce in Business Management** April 2013  
Nelson Mandela Metropolitan University  
**Dissertation title:** *The entrepreneurial orientation of small businesses in the Eastern Cape.*

**Doctor of Commerce in Business Management** April 2020  
Nelson Mandela University  
**Thesis title:** *A framework for enhancing the transgenerational potential of indigenous African family businesses.*

## HIGH SCHOOL CERTIFICATES

**International General Certificate of Secondary Education (I.G.C.S.E)**  
St George's College, Harare, Zimbabwe 2002

**Cambridge Advanced Level Certificate of Secondary Education (A-Level)**  
St George's College, Harare, Zimbabwe 2004

## CAREER EXPERIENCE SUMMARY

**Internship & Bookkeeper at Upton Fulton McCann Advertising Agency, Harare, Zimbabwe**

Field: Marketing Industry.

Term: January 2005 – December 2005

**Supplemental Instruction (SI) Facilitator**

**Centre for Teaching, Learning & Media (CTLM) at Nelson Mandela Metropolitan University**

Field: Education Industry.

Term: January 2007 – December 2009

**On-Campus Residence Computer Lab Assistant:**

**Student Housing at Nelson Mandela Metropolitan University**

Field: Education Industry.

Term: January 2008 – December 2008

**Financial Consultant Internship at Standard Bank Port Elizabeth Office**

Field: Banking Industry.

Term: January 2008 – December 2008

**FNB Brand Ambassador for First National Bank (FNB) Johannesburg and Port Elizabeth Office**

Field: Banking Industry.

Term: January 2010 – December 2010

**SAICA Thuthuka Programme Tutor: Business Management**

**Department of Accounting Sciences at Nelson Mandela University**

Field: Education Industry.

Term: January 2010 – December 2020

**Contract Assistant Lecturer in Business Management**

**Department of Business Management at Nelson Mandela Metropolitan University**

Field: Education Industry.

Term: July 2010 – August 2013

**Full-time Lecturer in Business Management**

**Department of Business Management at Nelson Mandela University**

Field: Education Industry.

Term: September 2013 – Present

**Head of Department: Business Management**

**Department of Business Management at Nelson Mandela University**

Field: Education Industry.

Term: January 2019 – Present

## PROFESSIONAL BODY AND SOCIETY MEMBERSHIPS

**Golden Key International Honour Society** Member

Term: January 2007 - Present

**InvestSoc@NMMU Investment Society** Member

Term: February 2008 – December 2009

**Financial Planning Society:** Academic Staff Member Responsible

Term: January 2011 – December 2018

**Financial Planning Institute (FPI)** Membership No: 201200306

Term: January 2012 - Present

**Southern African Institute of Management Scientists (SAIMS)** Membership No: MATT01

Term: January 2013 - Present

**Interdisciplinary Social Sciences Knowledge Community** Membership No: I15R0167

Term: January 2015 - Present

**International Institute of Social and Economic Sciences (IISES)** Member

Term: February 2017 - Present

## LEADERSHIP AND ACADEMIC ENGAGEMENT ACTIVITIES

2003 - 2004: **Highschool House Prefect**

2014 - Present: **Family Business Unit Member**

2015 - Present: **Institutional Blended Learning Committee Member**

2016 - 2018: **Acted as Head of Department: Business Management**

2017 - Present: **School of Management Sciences Awards Ceremony Committee Member**

2017 - Present: **Faculty Transformation Forum Member**

2017 - Present: **Faculty Research Themes Driver**

2017 - Present: **Faculty Research Management Committee (FRMC) Member**

2017 - Present: **Faculty Postgraduate Students Committee (FPGSC) Member**

2017 - Present: **Programme Coordinator - Postgraduate Diploma in Entrepreneurship**

2019 - Present: **Head of Department: Business Management**

2019 - Present: **School Research Management Committee (SRMC) Member**

2019 - Present: **Digital Learning Task Team Member**

2019 - Present: **Programme Coordinator – Master of Commerce in Business Management**

2019 - Present: **Programme Coordinator – Doctor of Philosophy in Business Management**

## AWARDS AND SPECIAL ACHIEVEMENTS

- St. George's College O-level | IGCSE Prize 2003
- Golden Key International Honour Society Award 2007
- Supplemental Instruction Exceptional Merit Award 2007, 2008 & 2009
- Faculty of Business and Economic Sciences Emerging Excellent Teacher of the Year 2014
- Scholarship in Teaching and Learning Certificate (SoTLC) 2015
- Best Paper Award - 3<sup>rd</sup> Business & Management Conference, Lisbon Portugal 2016
- Faculty of Business and Economic Sciences Emerging Researcher of the Year 2016
- Certificate in Management and Supervisory Skills 2017

## TEACHING EXPERIENCE

### Lectures presented in the following fields:

- Business Management & Entrepreneurship
- Investment Management
- Principles of Estate Planning
- Practice Management
- Corporate Financial Planning
- General and Strategic Management
- Risk Management
- Purchasing and Logistics
- Financial Management

2009 - 2012	Introduction to Business Management EB101 (1st year level)
2009 - 2012	Business Functions EB102 (1st year level)
2010 - 2011	Entrepreneurship EBM106 (1st year level)
2011 - 2012	Entrepreneurship for Humanities EBE1X1 (1st year level)
2012 - 2012	Financial Risk Management RFR402 (Postgraduate level)
2012 - 2014	General and Strategic Management EBM302 (3rd year level)
2012 - 2015:	Practice Management EBF208 ( <b>Module Coordinator</b> ) (3rd year level)
2012 - 2018:	Investment Management EBF206/EBFV242 ( <b>Module Coordinator</b> ) (2nd year level)
2012 - Present:	Principles of Estate Planning EBF302/EBFV301 ( <b>Module Coordinator</b> ) (3rd year level)
2012 - Present:	Honours Treatise EBML400 (Postgraduate level)
2014 - Present:	Masters Research EBM500 (Postgraduate level)
2016 - Present:	Financial Planning Practice Management EBFV312 ( <b>Module Coordinator</b> ) (3rd level)
2016 - Present:	Financial Planning Environment EBFV401 (Postgraduate level)
2016 - 2019:	Corporate Financial Planning EBFV402 (Postgraduate level)
2019 - 2019:	Advanced Financial Management EBMJ402 ( <b>Module Coordinator</b> ) (Postgraduate level)

### Guest Lectures presented in the following fields:

April 2014:	Personal Financial Planning (2 <sup>nd</sup> Year Level): Introduction to Investments
May 2015:	Introduction to Business Functions (1 <sup>st</sup> Year Level): Globalisation
Sept 2015:	Advanced Investment Management (Postgraduate Level): Efficient Market Hypothesis
August 2017:	Advanced Investment Management (Postgraduate Level): Portfolio theory and practice
August 2018:	Advanced Investment Management (Postgraduate Level): Risk versus Reward

## EXAMINING AND MODERATING EXPERIENCE

### **Exam Moderation:**

Internal Exam Moderator - **Nelson Mandela University**

2014 - 2015: Business Functions (EB102) – 1<sup>st</sup> year level

2015 - 2018: Advanced Investment Management (EBMG402) – Postgraduate level

2016 - 2018: Personal Financial Planning (EBF402/EBFD411) – Postgraduate level

2016 - Present: Financial Planning Case Study (EBF404/EBFD412) – Postgraduate level

2019 - Present: Personal Financial Planning (EBFV201) – 2<sup>nd</sup> year level

2019 - Present: Corporate Financial Planning (EBF204) – 2<sup>nd</sup> year level

External Exam Moderator - **Rhodes University**

2015 - 2018: Strategic Management (MAN312) – 3<sup>rd</sup> year level

2019 - 2020: Financial Management (MAN314) – 3<sup>rd</sup> year level

External Exam Moderator - **Milpark Education**

2017 - 2018: General Management (BBAB301A) – 3<sup>rd</sup> year level

### **Research Treatise and Dissertation Examination:**

Internal Examiner- **Nelson Mandela University**

2012 - Present: Examined 10 Honours Treatises - Postgraduate level

2014 - Present: Examined 4 Masters Dissertations - Postgraduate level

### **Vacation School Program Participation:**

July 2010 - 2013: **Introduction to the Business Functions EB102 Winter School**

**Duties:** Facilitated tutorials, lecturing duties, semester test, exam marking and invigilation duties.

November 2010 - 2015: **Introduction to Entrepreneurship EB101 Summer School**

**Duties:** Facilitated tutorials, lecturing duties, semester test, exam marking and invigilation duties.

July 2013 - 2014: **Purchasing and Logistics EBM202 Winter School**

**Duties:** Facilitated tutorials, lecturing duties, semester test, exam marking and invigilation duties.

November 2013 - 2014: **Marketing Management EBM201 Summer School**

**Duties:** Facilitated tutorials, lecturing duties, semester test, exam marking and invigilation duties.

## PERSONAL RESEARCH SUMMARY

### **Personal Research Projects Completed**

2014 - Completed the SANTRUST Doctoral Proposal Development Programme

- Module 1: Literature Review and Role of Theory
- Module 2: Research Design
- Module 3: Research Methods
- Module 4: Data Analysis Theory
- Doctoral Colloquium: Proposal Defence

## POSTGRADUATE STUDENTS SUPERVISION

### **Completed Research Projects: Master of Commerce Full Research Dissertations**

Belter Giwe, M. 2015. *Factors affecting the usage of banking products and services by under-banked consumers*. **Supervisor: Mr T. Matchaba-Hove**; Co-Supervisor: Dr X. Antoni. Masters Dissertation. Port Elizabeth: The Nelson Mandela Metropolitan University.

Akah Ndong, W. 2017. *The entrepreneurial orientation African immigrant-owned small businesses in the Eastern Cape*. **Supervisor: Mr T. Matchaba-Hove**. Masters Dissertation. Port Elizabeth: The Nelson Mandela Metropolitan University. (*Cum Laude - School of Management Sciences 2<sup>nd</sup> Best Dissertation Award in 2017*).

Mathiyase, K. 2017. *Understanding customer switching behaviour from traditional banks to non-traditional banks – a South African perspective*. Supervisor: Dr X. Antoni; **Co-Supervisor: Mr T. Matchaba-Hove**. Masters Dissertation. Port Elizabeth: The Nelson Mandela Metropolitan University. (*Cum Laude - School of Management Sciences 3<sup>rd</sup> Best Dissertation Award in 2017*).

Mtimba, S. 2018. *Factors influencing middle income black professionals' intentions to seek financial planning assistance*. **Supervisor: Mr T. Matchaba-Hove**. Masters Dissertation. Port Elizabeth: The Nelson Mandela University. (*School of Management Sciences 2<sup>nd</sup> Best Dissertation Award in 2018*)

Sidat, S. 2020. *South African Financial planners' perceptions of Robo-advisors*. **Supervisor: Dr. T. Matchaba-Hove**. Masters Dissertation. Port Elizabeth: Nelson Mandela University. *Cum Laude*.

### **Completed Research Projects: Bachelor of Commerce Honours Research Treatises**

Ngwenya, N. & Nyabereka, S. 2012. *Entrepreneurial orientation of family-owned businesses in the Eastern Cape*. **Study leaders: Mr T. Matchaba-Hove** and Prof S.M Farrington. Honours Treatise. Port Elizabeth: The Nelson Mandela Metropolitan University.

Dlamini, M. W. & Jwara, Z. 2013. *Perceptions of a career in Financial Planning*. **Study leader: Mr T. Matchaba-Hove**. Honours Treatise. Port Elizabeth: The Nelson Mandela Metropolitan University.

Gogoba, A. & Sojola, N. 2013. *Black consumers' perceptions of a Financial Planner*. **Study leaders: Mr T. Matchaba-Hove** and Dr X Antoni. Honours Treatise. Port Elizabeth: The Nelson Mandela Metropolitan University.

Makamure, B. & Zichawo, G. 2014. *The influence of selected demographic variables on entrepreneurial orientation and business performance*. **Study leader: Mr T. Matchaba-Hove**. Honours Treatise. Port Elizabeth: The Nelson Mandela Metropolitan University. **Awarded Cum Laude**.

Damons, K. & Haasbroek, J. 2015. *Factors influencing young professionals' perceptions of financial planning services*. **Study leader: Mr T. Matchaba-Hove**. Honours Treatise. Port Elizabeth: The Nelson Mandela Metropolitan University.

Allie, S. & Swart, N. 2015. *Factors influencing financial planners' perceptions on professionalism*. **Study leader: Mr T. Matchaba-Hove**. Honours Treatise. Port Elizabeth: The Nelson Mandela Metropolitan University.

Mabija, T. & Ndolo, C. 2016. *Entrepreneurial orientation and performance of indigenous African businesses*. **Study leader: Mr T. Matchaba-Hove**. Honours Treatise. Port Elizabeth: The Nelson Mandela Metropolitan University.

Troskie, T. & Mbulana, A. 2017. *Factors influencing family business owners' intentions to seek estate planning assistance*. **Study leader: Mr T. Matchaba-Hove**. Honours Treatise. Port Elizabeth: The Nelson Mandela University.

### **Research Projects in Progress: Master of Commerce Full Research Dissertations**

2018 - Troskie, T. *The financial capital, decision making and governance practices of successful indigenous South African family businesses*. **Supervisor: Dr. T. Matchaba-Hove**. Masters Dissertation. Port Elizabeth: Nelson Mandela University.

2019 - Skoti, T. *Factors influencing the implementation of risk management practices in SMEs in the Eastern Cape*. **Supervisor: Dr. T. Matchaba-Hove**. Masters Dissertation. Port Elizabeth: Nelson Mandela University.

2019 - Petato-Tewo, F. *The influence of financial literacy on consumers' ability to detect online banking fraud*. Supervisor: **Supervisor: Dr. T. Matchaba-Hove**. Masters Dissertation. Port Elizabeth: Nelson Mandela University.

2020 - Ngwenya, T. *The emergence of financial technology firms in the South African financial services industry*. Supervisor: **Supervisor: Dr. T. Matchaba-Hove**. Masters Dissertation. Port Elizabeth: Nelson Mandela University.

## **CONFERENCE PARTICIPATION, PRESENTATIONS AND PUBLICATIONS**

### **Professional Conventions Attended:**

The Financial Planning Institute (FPI) Convention Johannesburg, South Africa 1 – 2 June 2011.

The Financial Planning Institute (FPI) Convention Johannesburg, South Africa 20 – 21 June 2012.

The Financial Planning Institute (FPI) Convention Cape Town, South Africa 18 – 20 October 2017.

### **Conference Keynote Speaker**

1<sup>st</sup> National Supplemental Instruction Conference for Southern Africa, Port Elizabeth, 19-21 October 2015. Topic: *“Developmental journey from SI Leader to Academic”*.

### **Conference Panel Discussions**

PwC Africa Family Business Conference, Johannesburg, South Africa 17 July 2019.

Panel Discussion Topic: *“Doing business as a family in Africa”*.

Panel Discussion Topic: *“Passing the baton – succession planning”*.

## **International Conference Papers Presented | Published in Proceedings**

**Matchaba-Hove, T.M.** & Farrington, S.M. 2013. Entrepreneurial orientation and Family business success: An exploratory study. The International Business Conference 7<sup>th</sup> Annual Conference, Mahé Island, Seychelles 2-6 September. [Full paper published in proceedings]

**Matchaba-Hove, T.M.** & Vambe, A.K. 2014. Entrepreneurial orientation and performance of small businesses in the retail sector in the Eastern Cape province of South Africa. 6<sup>th</sup> Annual International Conference on Global Business, Engineering, and Agriculture, Michigan, USA 20-21 June. [Abstract published in proceedings].

**Matchaba-Hove, T.M.** & Goliath, J.E. 2014. Factors influencing student intentions towards a career in Financial Planning - An exploratory study. The International Business Conference 8<sup>th</sup> Annual Conference, Swakopmund, Namibia 19-21 August. ISBN 978-0-620-59801- 9 [Full paper published in proceedings]

**Matchaba-Hove, T.M.**, Antoni, X. & Mazibuko, N. E. 2015. Brand piracy in the South African informal sector. The 10<sup>th</sup> International Conference on Interdisciplinary Social Sciences, Split, Croatia 10-14 June. [Abstract published in proceedings]

Antoni, X., **Matchaba-Hove, T.M.** & Smith, E. E. 2015. Triple bottom line reporting of businesses in the Nelson Mandela Bay region. The 10<sup>th</sup> International Conference on Interdisciplinary Social Sciences, Split, Croatia 10-14 June. [Abstract published in proceedings]

Rootman, C., Kruger, J. & **Matchaba-Hove, T.M.** 2016. The South African financial services industry: How to use motivational factors to ensure employee satisfaction. The 3<sup>rd</sup> Business and Management Conference, Lisbon, Portugal 22-25 March. ISBN:978-80-87927-22-9 [Full paper published in proceedings] \***Best Paper Award\***

**Matchaba-Hove, T.M.** 2016. Young professionals' intentions to make use of financial planning services: A South African perspective. The 3<sup>rd</sup> Business and Management Conference, Lisbon, Portugal 22-25 March. ISBN: 978-80-87927-22-9 [Full paper published in proceedings]

Zeka, B. & **Matchaba-Hove, T.** 2016. Determining retirement intentions: A study of working individuals in the Eastern Cape, South Africa. 24<sup>th</sup> International Academic Conference, Barcelona, Spain 28-30 June. ISBN 978-80-87927-25-0. [Full paper published in proceedings]

Goliath, J.E. & **Matchaba-Hove, T.M.** 2016. Banked consumers perceptions of cardless banking: an exploratory study. The International Business Conference (IBC) 10<sup>th</sup> Annual Conference, Langebaan, South Africa 25-28 September. ISBN 978-0-620-71113-5. [Full paper published in proceedings]

Antoni, X. & **Matchaba-Hove, T.M.** 2016. Factors influencing black consumers' financial planning intentions: An exploratory study. The International Business Conference (IBC) 10<sup>th</sup> Annual Conference, Langebaan, South Africa 25-28 September. ISBN 978-0-620-71113-5. [Full paper published in proceedings]

**Matchaba-Hove, T.M.** & Troskie, T. 2018. Family business owners' perceptions on seeking estate planning assistance. 9<sup>th</sup> Annual International Conference on Social Sciences, George, South Africa 29-31 August. [Abstract published in proceedings]



**Matchaba-Hove, T.M.** 2019. Entrepreneurial Orientation in Indigenous African Family Businesses: A Multiple Case Study Approach. 8<sup>th</sup> International Conference on Social Science and Business, Bali Island, Indonesia. July 24-26. [Full paper published in proceedings].

#### **National Conference Papers Presented | Published in Proceedings**

Farrington, S.M. & **Matchaba-Hove, T.M.** 2011. The influence of entrepreneurial orientation on small business success. The 23<sup>rd</sup> Annual Conference of the Southern African Institute for Management Scientists, 12-14 September. [Full paper published in proceedings]

**Matchaba-Hove, T.M.**, Farrington, S.M. & Sharpe, G. 2013. The influence of selected demographic variables on entrepreneurial orientation. The 25<sup>rd</sup> Annual Conference of the Southern African Institute for Management Scientists, 15-17 September. [Full paper published in proceedings]

**Matchaba-Hove, T.M.** 2016. Factors influencing financial planners' perceptions on professionalism: An exploratory study. The Association for Business Communication (ABC) Cape Town Regional Conference, Cape Town 6-8 January 2016. [Abstract published in proceedings]

**Matchaba-Hove, T.M.** & Goliath, J.E. 2016. The entrepreneurial orientation and business performance relationship: A study of young-adult owned small businesses. 28<sup>th</sup> Annual Conference of the Southern African Institute of Management Scientists, Pretoria, South Africa 4-7 September. ISBN: 978-0-620-71797-7. [Full paper published in proceedings]

#### **JOURNAL ARTICLES PUBLISHED IN REFEREED | REVIEWED JOURNALS**

**Matchaba-Hove, T.M.** & Vambe, A.K. 2014. Entrepreneurial orientation and performance of small businesses in the retail sector in the Eastern Cape province of South Africa. *Journal of Marketing and Management*, 5(2):12-39. ISSN: 0267257X

**Matchaba-Hove, T.M.**, Farrington, S.M. & Sharp, G. 2015. The entrepreneurial orientation – performance relationship: A South African small business perspective. *Southern African Journal of Entrepreneurship and Small Business Management*. 7(1):36-68. ISSN: 2071-3185. [DHET]

**Matchaba-Hove, T.M.** 2018. South African financial planners' perceptions on professionalism: An exploratory study. *International Journal of Financial Services Management*. 9(3):288-301 ISSN: 1309-8047. [Gale]

Antoni, X., **Matchaba-Hove, T.M.**, & Mathiyase, K. 2018. The influence of non-traditional banks actions on client switching behaviour. *Business Studies Journal*. 10(1):1-11 ISSN: 1944-6578 [EBSCO]

**Matchaba-Hove, T.M.**, Antoni, X. & Smith, E.E. 2018. The influence of selected demographic variables on the triple bottom line reporting of businesses in the Nelson Mandela Bay. *Journal of Business and Retail Management Research*. 13(3):243-254. ISSN: 2056-6271 [SCOPUS]

**Matchaba-Hove, T.M.** & Troskie, T. 2019. Family business owners' perceptions on seeking estate planning assistance. *International Journal of Economics and Finance Studies*. 11(2):53-71. ISSN: 1309-8055. [IBSS]

**Matchaba-Hove, T.M.**, Antoni, X. & Belter-Giwe, M. 2019. The usage of banking products and services by underbanked consumers. *Academy of Accounting and Financial Studies Journal*. 23(2):1-13. ISSN: 1528-2635. [SCOPUS]

## JOURNAL ARTICLE AND CONFERENCE PAPER REVIEWS

### Reviewer of articles for the following journals:

- The Social Sciences Collection of Journals
- Southern African Journal of Entrepreneurship and Small Business Management (SAJESBM)
- The International Journal of Interdisciplinary Organizational Studies
- Academy of Accounting and Financial Studies Journal
- Journal of African Business
- Southern African Business Review (SABR)

### Reviewer of papers for the following conferences:

- The 28<sup>th</sup> Annual Conference of the Southern African Institute of Management Scientists (SAIMS) Pretoria, South Africa 4-7 September 2016.
- The International Business Conference (IBC) 10<sup>th</sup> Annual Conference Langebaan, South Africa 25-28 September 2016.
- The 1<sup>st</sup> STEP Global Academic Conference Boston, USA 13-16 October 2016.
- The International Business Conference (IBC) 12<sup>th</sup> Annual Conference Mauritius 25-28 September 2018.
- The 31<sup>st</sup> Annual Conference of the Southern African Institute of Management Scientists (SAIMS) Port Elizabeth, South Africa 9-11 September 2019.

## PROFESSIONAL WORKSHOPS AND TRAINING COURSES ATTENDED

NMMU Supplemental Instruction (SI) Leader Training Workshop: January 2007 - 2009;  
How2@NMMU Training on Facilitation and Presentations: November 2007 & 2008;  
RCD - Proposal Writing for Masters and Doctoral students: February 2011;  
RCD - Finding Journal Articles on a topic: 28 January 2011;  
RCD - Effective Supervisor Training: 23 March 2011;  
RCD - Quantitative Research Workshop: 21-24 November 2011;  
Errol Meyer Workshop on Trust Law: 1 December 2011;  
Old Mutual Investment Group - Investment Insights Workshop: 22 February 2012;  
RCD Basic Statistical Data Analysis for Social Sciences: 23 August 2012;  
RCD Guiding students in writing and presenting a conference paper: 28 August 2012;  
RCD Supervising Honours Students: 10 - 12 September 2012;  
RCD Introduction to Questionnaire Development: 17 September 2012;  
University of Cape Town Behavioral Econometrics of Risk & Time Preference: 30 Jan - 02 Feb 2013;  
FPI - Estate Planning Refresher Workshop: 30 May 2013;  
FPI - Financial Planning Refresher Workshop: 20 November 2013;  
CTLM SoTLC - Topic 1: Technologically-supported teaching in a blended framework: 3 April 2014;  
CTLM SoTLC - Topic 2: Being a university teacher: the higher education context: 24 April 2014;

CTLM SoTLC - Topic 3: Authentic assessment of student learning: 20 May 2014;  
CTLM SoTLC - Topic 4: What is curriculum: an introduction: 19 June 2014;  
CTLM SoTLC - Topic 6: Embedding academic literacies and multilingualism in T&L: 22 May 2014;  
CTLM SoTLC - Topic 7: The teaching portfolio: developing teaching for learning: 17 June 2014;  
CTLM SoTLC - Topic 8: The development of responsive curricula: 21 August 2014;  
FPI - Estate Planning Refresher Workshop: 27 March 2014;  
FPI - Practice Standards and Practice Management Workshop: 23 July 2014;  
FPI - Financial Planning and Trusts Workshop: 08 October 2014;  
FPI - Financial Planning Refresher Workshop: 19 November 2014;  
FPI - Estate Planning Refresher Workshop: 12 March 2015;  
CTLM SoTLC - Topic 9: Professionalising teaching, demystifying research: 4 August 2015;  
FPI - Financial Planning Refresher Workshop: 30 October 2015;  
FPI - Estate Planning Refresher Workshop: 17 February 2016;  
CTLM SoTLC - Topic 6: Embedding academic literacies and multilingualism in T&L: 19 April 2016;  
FPI - Estate Planning Refresher Workshop: 20 February 2017;  
NMMU - Short Course in Management and Supervisory Skills: 28-30 March 2017;  
NRF Evaluation and Rating Workshop: 16 October 2017  
FPI - Financial Planning Refresher Workshop: 14 November 2019;

## COMMUNITY ENGAGEMENT ACTIVITIES

### **Batsirai Special School for kids with special needs 2003 - 2004:**

- Worked at the institution during the school holidays and led the effort to raise the funds for the institution.

### **Kids to Kids Santa Shoebox Project 2011 - Present:**

- Coordinator of the drive in the Business Management Department to collect items for underprivileged children.

### **Beyond The Classroom (BTC) Project 2012 - Present:**

- I am a mentor to several students who participate in the programme to develop their skills beyond the classroom.

### **Business Plan Free Consulting 2012 - Present:**

- I assist students with conceptualising their business ideas and help them with the initial process of setting up the business plan.

### **Business Management Department High Schools Initiative 2015 - 2016:**

- The aim of this initiative is to visit schools from disadvantaged areas of Port Elizabeth and raise awareness amongst the learner of the options available to them after High school. The aim being to encourage and motivate the Grade 12 learners to pursue their dreams and goals and consider their tertiary education options.

### **Pearson High School Grade 11 Careers Information Evening 2015 – Present:**

- Represented the Department of Business Management at the Pearson High School grade 11 careers evening, where the programmes offered in the Department was provided.

## REFERENCES

**Prof NE Mazibuko** – Emeritus Professor in Business Management, Nelson Mandela University

- Tel: +27 (0)41 504 2201 | Email: [NEMazibuko@mandela.ac.za](mailto:NEMazibuko@mandela.ac.za)

**Prof SM Farrington** - Professor in Business Management, Nelson Mandela University

- Tel: +27 (0)41 504 2203 | Email: [Shelley.Farrington@mandela.ac.za](mailto:Shelley.Farrington@mandela.ac.za)

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