

Welcome by HOD

Prof Chris Schachtebeck



As we move towards the end of the 2022 academic year, I cannot help but to reflect on the outstanding progress the department has made this year. The first highlight at the start of the academic year was the strong performance of our Continuing Education Programmes (CEP) division, led by Ms Yvette Boys. Both enrolments and revenue continued on the strong growth trajectory from 2021. I would like to thank Ms Boys and her team, as well as all lecturers on the programme, who have contributed to the success this year.

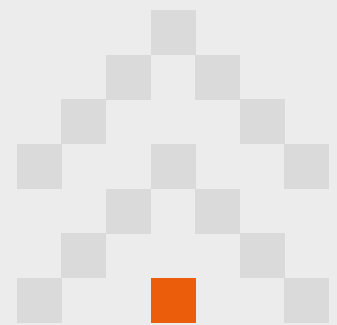
The department continues to expand its international footprint by welcoming a host of new visiting scholars, starting new international research projects, as well as collaborative teaching and learning initiatives. A further highlight was the Africa-by-Bus initiative, which took 36 students from the College of Business and Economics to the University of Namibia. Mr Lawrance Seseni (Lecturer: Department of Business Management) and Mr Semanga Mabuza (Assistant Lecturer: Department of Business Management) were instrumental in organising this educational tour, in collaboration with

the College marketing office and strong support from the International Office. On the human capital side, three staff members in the department were promoted in 2022. Profs Shepherd Dhlwayo and Geoff Goldman were promoted from Associate Professors to Full Professors, as well as Dr Naude Malan from Senior Lecturer to Associate Professor. Congratulations on this fine achievement! Three staff members in the department have also submitted their doctoral theses and are awaiting their outcomes. Dr Dingi Masakale also graduated with a PhD in Business Management in 2022. On the research side, the department grew the number of NRF-rated researchers from 4 to 7. Dr Vivence Kalitanyi obtained an NRF Crating and Prof Chris Schachtebeck an NRF Y-rating. Dr Eugene Maziriri, an NRF Y-rated researcher, joined the department from the University of the Free State.

The department also continued to engage the broader academic community and public with a number of webinars and workshops, notably on 'Doing Sustainable Business in Africa', the World Creativity & Innovation Week, as well as an Alumni Affinity Group enrichment webinar. Staff members in the department were also involved in numerous webinars and workshops, both locally and internationally. Various initiatives in the area of Community Engagement were highlighted in the last special edition of the newsletter; however, notably the profound impact of Izindaba Zokudla, led by Prof Naude Malan, as well as the establishment of the Business Clinic on the Soweto Campus, continues to be felt.



DEPARTMENT OF
BUSINESS MANAGEMENT



Last, but not least, the department continues the modernisation of our offices and venues. The refurbishment of our training venue on APK, C Ring 302, has been concluded. Offices at the Kingsway Campus and Bunting Road Campus have also undergone extensive renovations. The focus of 2023 will include revamping of the office environment on the Soweto Campus and the MCom office on APK. The department also hosted its teambuilding session in October 2022, the first since the start of the COVID pandemic.

These are just a few of the many milestone achievements in 2022. My sincere appreciation to Department Leadership Team, as well as the more than 50 staff members in the department that have made these achievements possible. I look forward to an even more successful 2023. Take care.

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Teaching and Learning

Why is a teaching philosophy important?

By Prof Naudé Malan



Recently I was promoted to Associate Professor in Business Management. This was a great honour, and this article is one way I can share the experience of applying for this promotion. In this article I would like to focus on only one aspect of this process, the teaching philosophy, and its implementation. This article aims to share my experience of developing a teaching philosophy, and will show how this indeed affects teaching practice.

This process of developing a teaching philosophy and then implementing it in

our teaching practice is important not only because it will give us some kind of oversight over this high position a university member of staff will occupy, but it also will show us how this informs teaching practice and higher standards, and, also more interesting work for students to complete.

My promotion to Associate Professor is interesting also because this occurred right after a transfer from Development Studies to Business Management. This article will thus also show why interdisciplinary work is important

in teaching practice, and how cross-fertilisation among our disciplines – who all study the same world – can take place.

Articulating a teaching philosophy forces one to authentically and honestly articulate how and what we want to teach. It goes beyond the mere content of what we teach and allows us to teach so our students know who they are dealing with.

Articulating a teaching philosophy also forces us to connect with scholarship, and thus be accountable to others who have articulated similar or even opposing philosophies. This moderates extreme positions but also makes us accountable to a broader group of scholars who are all aiming for the same ends. Students will know better where the teaching is coming from and where it is headed.

The articulation of a teaching philosophy, however, has direct and dramatic effects on the teaching practice in class. This forces the lecturer to be more accountable and reflective of the choices they have made in developing courses and materials for students. Students will know the philosophical and other commitments the lecturer has made, and this enables them to better engage and interrogate the material the lecturer presents. Hence, if a lecturer articulates a teaching philosophy, we expose the lecturer's position and this empowers the students to question and go beyond the assumptions made in the course. This

is a great way for students to see how certain choices and particular avenues of action are structured, and what the philosophical, instrumental and other assumptions are that underly these.

In developing my courses in entrepreneurship, I emphasised sustainability, the idea of a circular enterprise and also critical thinking. To operationalise sustainability, I introduced the idea of circular enterprises. These include externalities in their operations, and would be sustainable as these enterprises re-cycle resources and aim to eliminate all waste. Concrete examples show us what sustainability is, and we can avoid merely following trends and slogans.

To bring this idea to the class, I used material from the World Economic Forum that promotes this idea. To go beyond mere theory, we looked at the Patagonia corporation, which was the first enterprise that aimed at being completely sustainable. They build in childcare, transport and meals into the way they operate their factories. Furthermore, they pay more than "sweatshop" wages, and this is due to the workers sharing some of the profits. These kinds of "social policy" benefits almost eliminate absenteeism from the factory, and workers can streamline their own lives – like managing childcare – with work as there is a crèche at the factory. There is no need to mention that

this produces highest quality products, creates real impacts and this allowed the company to develop new revenue streams, like repairing garments, instead of just selling lots of them. This has become a cult-following among outdoor enthusiasts, cementing the future profitability of the company.

These alternatives need to be paced next to the orthodox mainstream approach. This is where critical thinking comes in. Students need to see if a "profit above all" approach would make more value available than a circular and sustainable approach. Although I am committed to sustainability, it is here where I must suspend or reveal my own interests and allow students to evaluate this alternative. The benefit of such alternatives can be re-articulated in their own work. Students had the opportunity to bring these new ways of working into their own enterprises or assignments that they had to do. Can they independently argue for these benefits, or do they see the limits of these and can they construct alternatives?

I am reminded that the mark of a good lecturer is to produce students better than yourself. In a sense, the articulation of a teaching philosophy triggers a process of critical engagement, and this is what we need to build a better world through our work.

MCom Sustainability Management Class – First Cohort

By Frances Wessels and Angela Silinda

Our future depends on the sustainable work we do today. Irrespective of who we are, what we do, or where we live, we all have a moral obligation to our future generations to sustain the planet and to contribute to society. Our present choices and actions have enormous long-term impacts on future generations.

The MCom Business Management's newly introduced Sustainability Management module is therefore of vital importance as it offers students the opportunity to gain a better understanding of the role that sustainability plays in the broader spectrum of organisations, systems, and society.

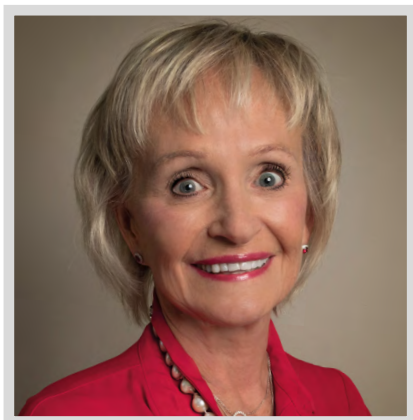
Dr Reddy offers a fresh new perspective on the latest sustainability trends that focus on embedded sustainability within all business strategies where all stakeholders are involved and can benefit, instead of ring-fencing sustainability management as a standalone strategy. Students are encouraged to learn more about sustainability management goals, problems and solutions in the corporate environment in South Africa and globally through a stimulating interactive experience of both practical and theoretical knowledge.



Staff Achievements

Honorary Doctorate: Doctor Honoris Causa

By Professor Dr Cecile Nieuwenhuizen



Krakow, 27 May 2022

The Doctor Honoris Causa from the University of Economics Krakow (UEK) was awarded to Prof Nieuwenhuizen on 27 May 2022. The process involved many people over an extended period, including Vice-Rector Prof Piotr Buła, previous Rector Prof Andrzej Chochół, Rector Prof Stanisław Mazur, Prof Jan Wiktor, her supervisor, the Senate of UEK as well as professors from other universities who acted as reviewers: Rector Prof Andrzej Kaleta from Wrocław University of Economics and Business and Prof Thomas Baaken from Münster University of Applied Sciences.

She is one of only 31 people to be honoured in this way in the 97 years of existence of UEK, and the first woman. The Doctor Honoris Causa was awarded for her *contribution to research on entrepreneurship, and for the*

development of cooperation between UEK and UJ.

The development of cooperation between Cracow University of Economics and the University of Johannesburg started in 2009 when she was Head of Department of Business Management at UJ. Prof Buła and Prof Goldman initiated the collaboration and a Memorandum of Agreement was signed by the respective Rectors, Prof Andrzej Chochół and Dean, Prof Kruger. Since 2009, various rectors, vice-rectors, deans, and heads of departments visited the other university, attended conferences, and enjoyed some tourism. Professors and lecturers were exchanged regularly and on an annual basis to lecture, do research, attend and present at conferences, and were introduced to academics from other universities in both countries as well as other countries. They entertained and welcomed each other in their homes, learned more about different cultures, and became friends. Through their collaborations, they serve on advisory boards, publish their research, act as external examiners for master's, MBA, and doctoral students, expose staff and students to other countries and celebrate special events together. In general, their collaborations contributed extensively to the development and international exposure of staff, academics, and students. Thanks to the continued commitment of both universities, colleagues, and the respective Rectors/ VCs and Deans, collaboration flourishes.

Prof Nieuwenhuizen's publications include 43 articles in accredited journals, 43 international conferences, 16 national conferences, and 52 books. Her most important contribution to Entrepreneurship Education are two books. The first, developed for an undergraduate degree and diploma qualifications, is *Entrepreneurship and how to establish your business*. This book is now in its 6th edition with a total of 182 000 books sold. The second, *Entrepreneurship: A South African perspective*, aimed more at higher level and postgraduate students, is now in its 4th edition. Sales total at close to 80 000 with more than 600 citations boosting her Google Scholar citations to 1 700 and an h-index of 20.

She has supervised 9 Doctoral and 20 master's students to graduation and is still actively involved in postgraduate supervision.

But most importantly, the years of entrepreneurship research have taught her that we should highlight the stories of entrepreneurs. She agrees with the great Austrian economist, Professor Joseph Schumpeter, who aptly notes that entrepreneurs are the heroes of society. Entrepreneurs, corporate entrepreneurs, social entrepreneurs, and all types of entrepreneurs create wealth and jobs and through their innovations, perseverance, passion, and dedication make the world a better place.



Prof Dr Cecile Nieuwenhuizen giving an acceptance speech

PhD Funding (UNDP Grant)

By Ms Tiyani Baadjie



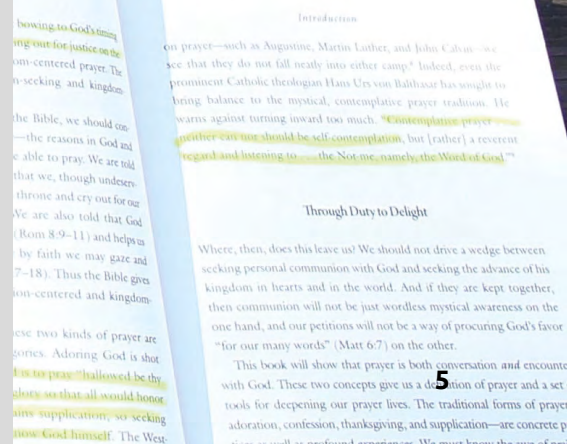
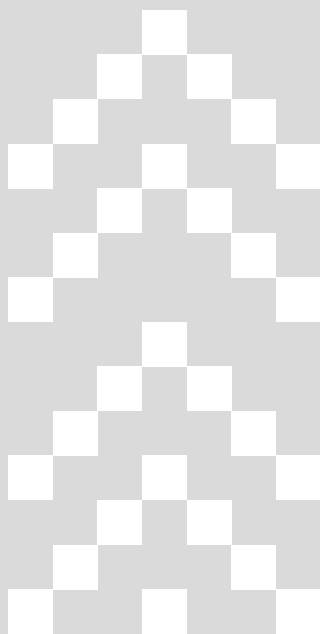
The process of obtaining a PhD involves costly activities. When the call for applications came about, I grabbed the opportunity and applied. I applied for the University Staff Doctoral Programme (USDP) grant to bridge the gap between lack of funding and forging international collaborations and publishing. I will use the funds to support my research activities, including collaborating with international scholars and supervision opportunities. The funds will allow me mobility opportunities abroad, thus solidifying relationships that I will forge with international scholars.

My research investigates instilling an entrepreneurial mindset in university graduates to use their professional training to create business enterprises, thus rather creating jobs than seeking employment in the labour market. My study was born out of curiosity concerning the "no-fee" structure on higher education beneficiaries for qualifying households earning less than R350k per annum from 2018.

An antecedent from the #FeesMustFall protests.

To meet my research objectives, I will have to interview students from the four broad fields of study referred to as first-order CESH categories, which would have been limited due to the unavailability of funds. The grant will allow me to interview the sample initially intended and not be limited to Gauteng and achieve my research aims. Moreover, in my international collaborations, I intend to learn other universities' best practices in my area of specialisation, entrepreneurship.

I desire my PhD research to offer valuable insight into dealing with youth and graduate unemployment in South Africa with the hope of inspiring the development of an entrepreneurial mindset and setting appropriate research priorities for this youth and graduate unemployment burden.



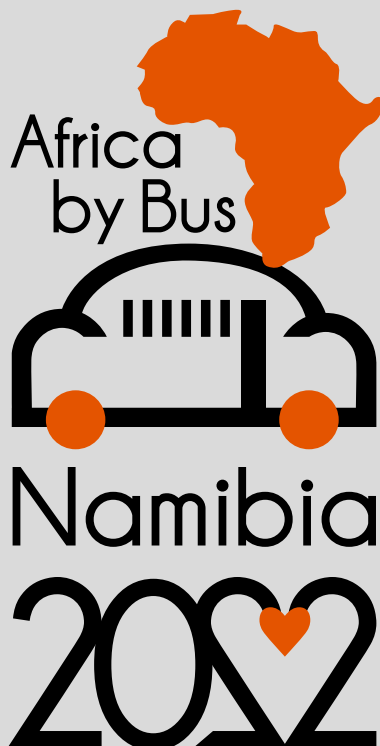
Internationalisation

Africa-by-Bus College of Business and Economics Trip

By Mr Lawrance Seseni & Mr Semanga Mabuza



CBE Africa by Bus Delegates preparing to leave for Namibia



As part of the University's Pan-African agenda and continental academic and research collaboration and partnership establishment, the College of Business and Economics (CBE) participated in the UJ Internationalisation Office project, Africa-by-Bus. The chaperones of five staff and 36 students (delegates) were from the CBE School of Accountancy, School of Consumer Intelligence, School of Management, School of Tourism and Hospitality.

Why Namibia?

Namibia is a beautiful country with a rich history. The ethnic groups are diverse and this leads to cultural diversity in the country. Economically, the country is above-average when compared to other countries in the SADC region. However, a lot still needs to be done

to empower the locals so they can get out of abject poverty. At the moment, Namibia exports 18% of its goods to South Africa. This makes South Africa the third-largest consumer of Namibian goods. The goods they mostly export are diamonds, uranium oxide, meats, furs, and other animal products, base metals, fish, and gold.

This project was inspired by the concept of "accelerating intra-African trade and boosting Africa's trading position in the global market by strengthening Africa's common voice and policy space in global trade negotiations". This trip intended to expose CBE students to foreign markets, international businesses, and different cultures. Another aim was to align our students with the Free African Trade policy.

Trip activities were:

Sunday, 4 September 2022:

Traveling to Namibia via Botswana (1-day trip)

Monday, 5 September 2022:

Cultural Exchange and Interaction: Staff and Student experience – visiting Namibian landmarks and city of Windhoek highlights.

Tuesday, 6 September 2022:

Official Staff and Students' University of Namibia and Faculty Campus Visit: Staff and student interaction. Mr Lawrence Seseni presented projects he and Mr Semanga Mabuza are involved in at UJ to staff members of the Department of Enterprise Development, to UJ and UNAM students. Discussions regarding possible partnership opportunities were held. Subsequent to this, Mr Lawrence

Seseni and Mr Semanga Mabuza were invited to guest lecture in some of the classes to UNAM students.

Wednesday, 7 September 2022:

Day at leisure: Windhoek City Tour including Museum & Independence Square.

Thursday, 8 September 2022:

Ministry of Environment and Tourism, industry visit: a large company (Black Diamond Engineering Company).

Friday, 9 September 2022:

Township/Kapana Tour, Cultural Excursion: Interact with Namibian citizens and enjoy local food and beverage. Visited local small businesses in the township.

Saturday, 10 September 2022:

Traveling back to South Africa via Botswana (1-day trip)

This project was spearheaded by the Internationalisation Office, the Dean's Office/College Marketing Team and the Department of Business Management under the leadership of Dr Ronel Toerien, Ms Wendy Gertse, Prof Chris Schachtebeck, Mr Lawrence Seseni, Mr Lebethe Malefo and Ms Lisle du Plessis from the Study Abroad Office, a division of the Internationalisation Office.

Five staff members of the College of Business and Economics volunteered to be chaperones: Ms Wendy Gertse (Dean's Office), Ms Sallie-Joyce Yasmiena (Dean's Office), Mr Lawrence Seseni (Department of Business Management), Mr Semanga Mabuza (Department of Business Management) and Mr Siyabonga Ndlovu (Department of Accountancy).

Africa-by-Bus Organising Team:

Dr Ronel Toerien

Manager
CBE Corporate and Postgraduate
Projects and Internationalisation
Executive
Dean's Office
Africa by Bus Organiser



Mr Semanga Mabuza

Assistant Lecturer
Department of Business
Management
Africa by Bus Organiser &
Chaperone



Ms Wendy Gertse

Manager Marketing,
Brand and Stakeholders
Executive Dean's Office
Africa by Bus Organiser and
Chaperone



Mr. Siyabonga Ndlovu

Assistant Lecturer
Department of Accountancy
Africa by Bus Chaperone



Ms Yasmiena Sallie-Joyce

Executive Secretary
Executive Dean's Office
Africa by Bus Chaperone



Ms Lisle du Plessis

Study Abroad Manager
Internationalisation Office
Africa by Bus Coordinator



Prof Chris Schachtebeck

Head of Department
Department of Business
Management
Africa by Bus Organiser



Travel Agent

FCM Travel Solutions
Ms Bonolo Molate



Mr Lawrence Seseni

Lecturer
Department of Business
Management
Africa by Bus Project Leader and
Chaperone



Mr Lebethe Malefo

Director of Study Abroadss
Internationalisation Office
Africa by Bus Coordinator



European Innovation Academy Innovation Bootcamp 2022, Batumi Georgia

By Xolani Excellent Sifundza

I was nominated and accepted to attend the EIA Innovation bootcamp, which took place in Batumi, Georgia, from 5-9 September 2022. The Bootcamp aimed to help young people to become recognised leaders in innovation and develop their entrepreneurial mindsets with the help of Silicon Valley mentors – experts in the ecosystem. The facilitation of the bootcamp was conducted by the Sutardja Center for Entrepreneurship and Technology, University of California Berkeley.

The bootcamp was sponsored and supported by several Georgian and USA organisations, such as USAID, Ministry of Education and Science of Georgia, Startup Connect, Adjara Group, US Market Access Center, Caucasus University, BTU, Georgia's Innovation & Technology Agency, and Business Media Georgia.

During the bootcamp, we were grouped into a team of five members, where we were given the opportunity to work on the United Nations Sustainable Development Goal number 12, which is about responsible consumption and production. All the teams were given

different SDGs to work with until the end of the bootcamp; this was done with the aim of developing innovative solutions to address some of the challenges outlined in the SDGs. We were then taken through a creative mindset and design thinking course presented by Sura Al-Naimi, a keynote speaker on innovation and creativity; the course has been delivered to big, listed companies such as Unilever, Sony Entertainment Network, Gap Inc, GSK, and Disney. The other tools we were equipped with include leadership, assembling a team, pitching to investors, self-development and other important aspects needed in building a successful start-up.

We were also given an opportunity to attend the Start-up World Cup, where 10 Georgian Start-ups were pitching to investors and the winner had the opportunity to attend the World Cup in Silicon Valley, San Francisco, and compete for \$1 million cash prize as an investment to their start-ups.

Overview

- Georgia is a very safe country with

friendly citizens.

- The bootcamp was very insightful with lot of learning, and I am committed to share what I have learned with other students in the University of Johannesburg and in my community where I come from.
- I have made contacts and networked with individuals whom I am going to form partnerships with to bring the bootcamp to South Africa.
- The mentors were impressed at how much knowledge the South African group had and are keen to take us to USA for an exchange programme with the University of California.
- Africa is not too far from some of the European countries, with the right leadership in our continent and country, we would be able to achieve what a lot of European countries have achieved.

I want to thank the University of Johannesburg, the International Office, and Department of Business Management through the leadership of Prof Chris Schachtebeck

Chaperone

Dr Leon Janse van Rensburg



Dr Leon Janse van Rensburg



After brainstorming session



Engaging Ken Singer, from Silicon Valley

Alumni News

The School of Management launches its Alumni Affinity Group

By Mr Thabiso Ntando



On 12 May 2022, the School of Management (SoM), in collaboration with the UJ Alumni Office launched its Affinity Group. The event was hosted at the University's School of Tourism and Hospitality (STH) building on the Auckland Park Bunting Road Campus

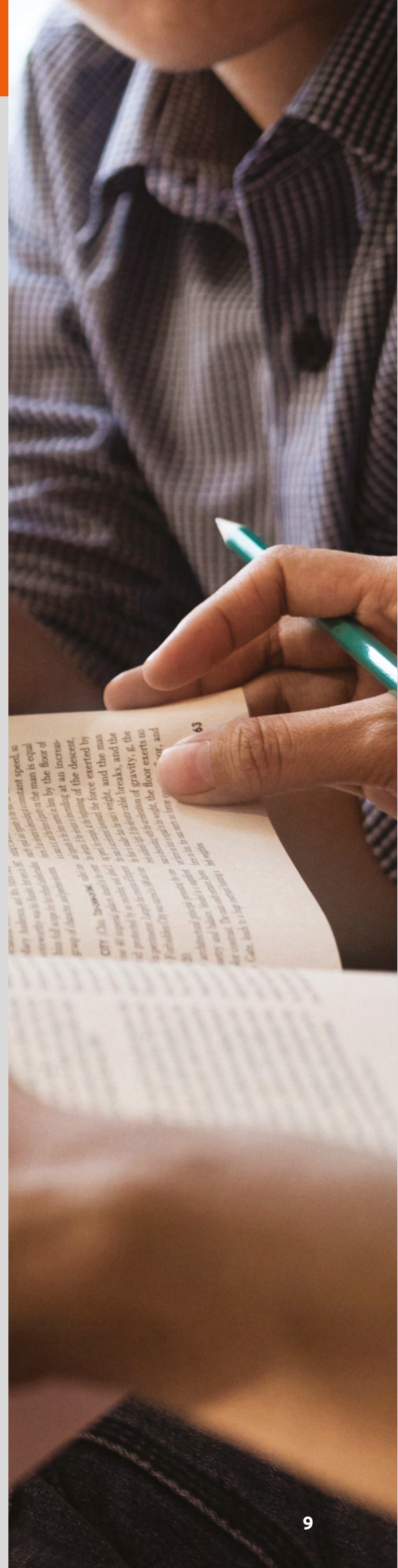
(APB).

The event was hosted by UJ Alumni, businessman and SABC Group chairperson, Mr Bongumusa Makhathini. The Executive Dean of the College of Business and Economics, Prof Daneel van Lill, was in attendance with other prominent UJ alumni, staff and members of management from the Departments of Business Management, Finance and Investment Management, Industrial Psychology and People Management, and Transport and Supply Chain Management.

The Alumni Affinity Group is a platform that is intended, among many other reasons, to enable the University to foster collaboration with its alumni. The University of Johannesburg (UJ) boasts a rich number of former students who have developed into prominent leaders of society. These are leaders who have contributed significantly to various fields within business, entrepreneurship, and academia, to name a few.

The affinity group is based on the acknowledgement that a relationship between the University and its former students is ongoing and there are always opportunities for a mutually beneficial collaboration to emerge. This collaboration then contributes towards the future of the institution, which will have a broader positive impact on society, the country, the continent as well as the world.

Since its launch, the School of Management's Alumni Affinity Group has been running various programmes that interested UJ Alumni can be a part of, and these will continue to run in 2023. All UJ alumni are invited to participate in and contribute to the affinity group by connecting with fellow alumni on www.ujalumni.co.za and join the online conversation to receive updates for the affinity group.



Alumni Success Story

By Mr Dalixolo Cassandra Mbuyane

BCom: Honours: Strategic Management, BCom: General
(Business Management)



Liberty Finance Solutions

Born in the place of the rising sun, a small-town dreamer who wanted nothing more than to build a successful life for himself.

Childhood background (where I grew up)

I was born in Mpumalanga, raised in a township called Kanyamazane, just outside Mbombela. I was raised by my mother who worked hard to give me the best opportunities possible.

I grew up with a passion for soccer, spending most of my afternoons playing at soccer practice, and at the time I did not realise that I was actually distracting myself from township social ills and keeping out of trouble. Another escape was through reading. Reading taught me perspective by debunking the views and limitations I had surrounding different cultures, to embrace different contexts and know that there was a life worthy to be pursued outside of my province, country and continent (although my reading started for an altogether different reason).

Journey to UJ

I matriculated at Valencia Combined School in 2012; at the time I was not really sure of the career path I wanted to take so I went for the broad approach, I enrolled for a BCom General degree (BCom Business Management). It was not without its challenges, just like anything worth doing. Fortunately, I was never shy to ask questions and I had many conversations that put things into perspective. I remember one of these very vividly with a gentleman towards the end of my second year: my uncertainty about my future career,

a loving mother who was stretched thin trying to support my university education, and the pressure of academics had me questioning my very presence at university. This man simply told me to think back to the beginning, from the time that I decided that I wanted to be a university graduate, to the time I enrolled and then decide if I was wrong all those years prior, I was not wrong! I wanted *this*, I wanted to be a grad because I saw my future self, working for a bank (doing what? That only God, my ancestors and the devil knew), I saw myself making life easier for my mother and siblings back at home. So, I saw it right to the end.

Work experience as a teacher

For someone who had graduated at the University of Johannesburg desperate for a big break, I was part of the unemployed graduate statistic. With no qualification in teaching yet, I had an opportunity to teach part time, I found it exciting, some of my role models were my school teachers so now I would know what it was like to be them. And I felt a sense of pride to know I have a hand in moulding the next generation. I spent

a memorable three years doing this, all the while at the back of my mind I knew I wanted some game time in the big leagues, Corporate South Africa. I enrolled in a BCom Honours in Strategic Management degree at UJ, to refresh my knowledge base and increase my competitiveness as a candidate in the job market. I studied full time in 2019, and by God's grace, the following year I got my shot!

Work experience at Liberty/LibFin

The interview process was extremely challenging – with 2-3 interviews held, it's quite an experience. You can just imagine the insurmountable joy I had when I received the phone call that I had got the job. The risk of leaving teaching in Mpumalanga to go back to being a student to study my BCom Honours in Strategic Management was well worth it. I would be working at Liberty Financial Solutions (LibFin) for 12 months. It was an intern position, a pay cut, but it was a priceless opportunity and I dug my claws deep.

I got here and I immersed (still do) myself in the tasks that I was trusted

with. I joined the operations team, I also got a bit of exposure in other areas as well, like Compliance and Treasury. It has been an exciting journey thus far, at Libfin we learn every day. There is plenty of room for growth, I myself joined as an intern in 2020, and my story has transformed from intern to trade analyst and most recently, to trade control specialist. The most recent title change came with the greatest change in responsibilities, I look after the collateral. And such major changes would not be possible had it not been for the supportive team members. When I arrived at Libfin, it was a great environment to learn and to work, and it still is.

A short motivation to current students

Life does get better.

Be brave, let go, have fun, but most importantly, be kind to yourself. You're doing a good job and it is important to give yourself credit for every achievement – big or small. Remember why you started your journey in the first place.

Tutors News

Tutor Success Story

By Ms Christen Letlhogonolo Pooe



Let me start by introducing myself. My name is Christen Letlhogonolo Pooe, I was born and raised in Rustenburg, a city in North West province. Raised by my mother, grandmother, aunts and uncles, I come from humble beginnings and in my family, I am the first one to graduate at a university.

My HR career started in 2016 when I registered for my Diploma in Human Resource Management at the University of Johannesburg Soweto Campus. Confession, never in my life did I ever think that I would find myself enrolled for a management qualification. Growing up, I had passion for engineering; however, I soon realised that it was not my calling. My first year was not easy at all as I used to enjoy number theory more than reading literature and for this reason, I put aside some time for

studying every day, which ultimately turned me into a bookworm. In my three years of undergrad, I majored in Human Resource Management and Business Management and completed my Diploma at the end of 2018.

During my third year, I became a tutor for Employment Relations for second-year students on the APB and Soweto Campuses. In 2019, I registered for my BTech in Human Resource Management. In the course of the year, I took the opportunity when it arose to tutor Business Management for BCom Business Management students. Tutoring Business Management opened my eyes to the knowledge that I could have unlooked had I focused just on learning and not teaching. Business Management gave me proficiencies, knowledge and skills that I continue to

apply in every aspect of my life.

It is through tutoring that I gained confidence and landed my first corporate job at Giesecke and Devrient Mobile Security as a Human Resource Business Partner Intern. During my internship, I was exposed to a lot and had to apply all the knowledge that I learned during my undergraduate years and I must say that taking the time to learn and understand the fundamentals of business, which include planning, influencing, analysing and networking, has played a major role in my development as a Human Resource professional. I completed my BCom Honours in Human Resource Management while I was working as an intern. Studying and working can be

depressing at times but the reward is worth it.

I am now studying towards my Master's in Employment Relations at the University of Johannesburg. I scored a permanent role as a Human Resource Administrator at Kganya Insurance Administrators and I am finally running my own business called BontClaire HR Solutions (Pty) Ltd. BontClaire provides HR solutions, such as recruitment, employee relations, and HR advisory services to corporate companies. Should you wish to contact me regarding business, you can do so by emailing me at christen@bontclaire.co.za.

In closing, one of the biggest highlights of studying business management is

the key management skills that have given me the opportunity to showcase my skills and become a valuable asset in the company that I work for. I have built a skill set to respond to challenges and current developments in business and society and I have gained the ability to make informed decisions that consider ethical, economic and cultural implications.

I have no doubt that I am going to do well in life. I remember when I was in my second year, one of my lectures said that about 80% of students who go to UJ get jobs in the first year of completing their studies. Trust me when I say, I believe him now.

Alumni Entrepreneurship Enrichment Seminar and Webshop

By Mr Sizwe Mkwanazi

The alumni entrepreneurship enrichment seminar and webshop was a hybrid event and took place on 14 October 2022. The initiative is a build up to the annual entrepreneurship winter school. In 2021, the Department of Business Management held an entrepreneurship winter school led by Prof Thea Tselepis. This was a two-day event covering various topics and issues pertaining to entrepreneurship.

Inspired by the entrepreneurship winter school, the seminar and webshop provided a platform to alumni to share about their entrepreneurial journeys post university. Mr Makhosini Mthethwa spoke about his start-up Makho Creations, Mr Lwazi Basholo focused on corporate entrepreneurship and a project he leads at Standard Bank South Africa, Mr Itumeleng Sebeho and Ms Kagiso Mahlangu shared their own perspectives and experiences of running a social enterprise. Ms Magurite McAlpine the owner of McAlpine clothing, and Mr Katlego Ngakane, owner of KEK adventures, presented their business case studies and personal lessons about their entrepreneurship journeys.

The seminar and webshop programme consisted of two sessions. The morning session was online and in person on

Soweto Campus. Prof Schachtebeck opened the session with words of welcome and by reaffirming the department's commitment to entrepreneurship. Prof Adri Drotskie, the Director of the School of Management, followed, by stating the importance of alumni involvement in in the school.

The seminar and webshop organisers, Prof Thea Tselepis, Mr Lawrence Seseni

and Mr Sizwe Mkwanazi, noted the need for more frequent engagements with the alumni, including inviting them to give guest lectures and workshops on the work they do. The seminar and webshop was successful in reaching current students in the department and in sharing some inspirations for student entrepreneurship for those students aspiring to become entrepreneurs.

Event organisers:

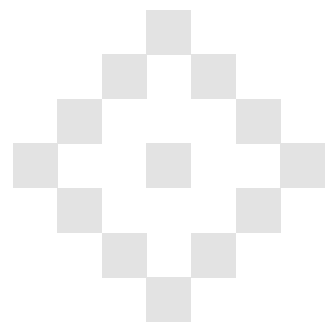
Prof Thea Tselepis



Mr Sizwe Mkwanazi



Mr Lawrence Seseni



Speakers:

Ms Magurite McAlpine
Entrepreneur
(McAlpine clothing)



Ms Kagiso Mahlangu
Entrepreneurship Specialist,
Corporate Affairs Division (SAB)
and Founder of Patch-Up
South Africa (NPO)



Mr Lwazi Basholo
Head of Shyft for Africa
(Standard Bank)



Mr Katlego Ngakane
Entrepreneur
(KEK adventures)



Mr Itumeleng Sebeho
Regional Programme Coordinator
(Enactus South Africa)



Mr Makhosini Mthethwa
Entrepreneur
(Makho Creations)



Events and activities

Secretaries' Day

By Ms Minnaar Charmaine

Secretaries Day was celebrated at the Wanderers Club on Wednesday, 7 September 2022, by Nadine Mitchley, Kintlo Molaba, Charmaine Minnaar, and Maria Ramasehla. The keynote speaker at the function was Dr Samke J. Ngcobo, who addressed all the secretaries in attendance on her journey with mental illness. Dr Ngcobo is a medical professional, based in Johannesburg, who is passionate about issues related to mental health advocacy as well as mental health psycho-education. Further, Dr Ngcobo is an author, philanthropist, professional speaker, and entrepreneur. She founded a non-profit organisation, called Sisters for Mental Health, and a company, called Vocal Mentality (Pty) Ltd, which focuses on psycho-educating the corporate community and community at large about mental illnesses and mental health. After Dr Ngcobo's keynote speech, we enjoyed the rest of the afternoon with a lovely three-course meal and live music for entertainment.



From left to right: Ms Nadine Mitchley, Ms Mmamokintlana Molaba, Ms Charmaine Minnaar, Ms Maria Ramasehla

Teambuilding

Departmental Cooking Competition

The Department of Business Management held a teambuilding on 2 September 2022 at Toadbury Hall, Country Hotel, Krugersdorp. Staff members who were in attendance were in groups of four to six members and were given colour coded aprons per groups. Groups were as follows:

Winners (Teambuilding)

First Place – The Blue Team



From left to right: Dr Cashandra Mara, Prof Geoff Goldman, Prof Thea Tselepis, Ms Suzan Hughes, Dr Maria Bounds & Mr John Davids

Second Place – The Red Team



From left to right: Mr Dirk Rossouw, Ms Mmamokintlana Molaba, Dr Anoosha Makka, Mr Khanya Rumbu & Dr Vivence Kalitanyi

Third Place – The Khaki Team



From left to right: Ms Zuki Mancoba, Mr Lefu Khiba, Ms Tiyani Baadjie & Ms Sibongile Mfunwani

The White Team



Ms Boni Ngwenya, Ms Nadine Mitchley, Mr Ridwaan Roberts, Ms Ida Smit, Dr Seugnet Bronkhorst, Ms Ayisha Akhalwaya

The Green Team



Prof Natanya Meyer, Ms Caroline Phadi, Mr Makgaba Manabile, Mr Sello Motshekga, Dr Herman Boikanyo, Mr Thula Gumede



Staff members who attended the departmental teambuilding.

Top Achievers Price-Giving Ceremony

On 9 November 2022, the Department of Business Management held the annual Top Achievers event. The event was held virtually on Microsoft Teams. Top performing students who had performed exceptionally well in 2021 from various programmes were recognised for their outstanding academic achievements. In attendance were the Director of the School of Management, Prof Adri Drotskie, and the Head of Department, Prof Chris Schachtebeck. The guest speaker for the event was Prof Frans van der Colff. Prof van der Colff, Associate Professor of Practice in the Department of Business Management, an Executive Fellow at Henley Business School, and Managing Director of VDC Consulting, motivated the top achievers, staff and guests. Prof van der Colff spoke about what it means to be an African, what separates us from the rest of the world and elaborated on the concept Ubuntu. He urged top achievers to contribute in building Africa. 2021 top achievers are as follows:

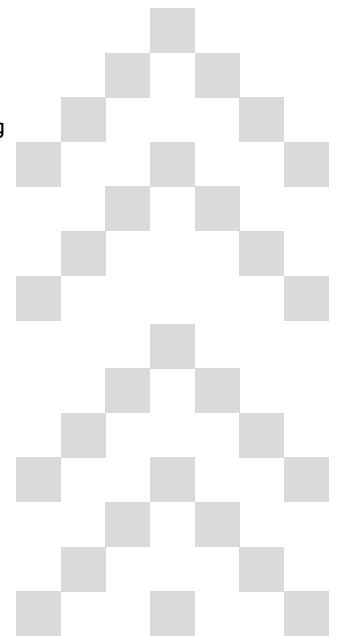
1. National Diploma Small Business Management: Ms L Motlhanke
2. Advanced Diploma in Management: Ms ET Hlabane
3. Advanced Diploma in Business Management: Ms AG Mathebula
4. Postgraduate Diploma Business Management: Ms P Magazi
5. BCom (Business Management): Ms S Mahiti
6. BCom (Entrepreneurship Management): Ms CL Stockigt
7. BCom Honours (Strategic Management): Mr LD De Wet

MCom Business Management – Overall and Coursework

1. Best Performance: Business Management Specialisation 2020-2021: Ms Azmina Khan
2. Best Performance: Supply Chain Management Specialisation 2020-2021: Mr Hobyane Magopa
3. Best Performance in the module Entrepreneurship 2021: Mr Romain Abbas
4. Best Overall Performance in MCom Business Management Coursework 2020-2021: Mr Cecil Koeberg
5. Best Overall Performance in MCom Business Management Coursework 2020-2021: Ms Teboho Motaung
6. Best Overall Performance in Business Management Coursework 2021: Ms Thobekle Nxumalo
7. Best Performance: Business Management Specialisation 2021: Mr Romain Abbas
8. Best Performance in Business Management Specialisation 2021: Ms Thobekle Nxumalo

MCom Strategic Management (Research)

1. MCom Strategic Management: 2020: Ms ZJ Bosch
2. MCom Strategic Management: 2021: Ms MB Shongwe



Year-end Function

On 24 November 2022, the Department of Business Management held a year-end function hosted at the School of Tourism and Hospitality (STH). Staff members had fun at the event. All departmental staff members from all four campuses flocked to STH for the event. Staff members enjoyed the food. This was a perfect gathering for networking, catching up with colleagues from other campuses and some were meeting each other for the first time since most meetings are held virtually.

Staff members who attended the Year-end function



Editors' Link

As the editorial team, we would like to thank everyone who contributed their stories. This made it possible for this edition to be published. The next publication will be the Indaba Newsletter: Teaching and Learning Special Edition. Write to the editor if you want your Teaching and Learning story to be included. Encourage your former students to write articles about your teaching and submit them as well. The deadline for submitting stories is 15 February 2023. Email your story to Lawrance Seseni using this email address: lawrences@uj.ac.za. It is expected that the next edition will be published on 15 March 2023. Have a blessed festive holiday and enjoy recess.

Thank you!

Editors: Mr Lawrance Seseni and Mr Semanga Mabuza

