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AUTUMN GRADUATION CEREMONY

Bytes Conference Centre

14 April 2010



The Da Vinci Institute for Technology Management

The Da Vinci Institute for Technology Management

Welcomes you to the Autumn Graduation Ceremony April 2010

Like the cheetah, Da Vinci graduates are the epitome of speed and power,
and lead by example.

Decisive, courageous, quick thinking, distinctive, agile, loyal and trusty,
this graceful creature is unique in the animal kingdom.

“Cheetahs” of the corporate environment are well equipped for business survival.



*The Da Vinci Institute for Technology Management (Pty) Ltd
Registered with the Department of Education as a private higher education institution
under the Higher Education Act, 1997. Registration Certificate No. 2004/HE07/003*

A message to the Graduates



Professor Roy Marcus

Pr Eng, BSc (Eng),

MSc (Eng),

PhD (Witwatersrand),

Hon Doc (TWR).

Chairman of the Board

The Da Vinci Institute for Technology Management welcomes you as one of our esteemed graduates. A hallmark of all our graduates is that they are recognised for their ability to manage complexity. It is in this realm that you are now expected to be a leader in demonstrating how, through having acquired new knowledge and skills, together with interacting and debating with your fellow graduates, has enabled you to gain new insights into the challenges facing organisations in their plight to remain relevant and sustainable. We have confidence in knowing, that having met the exacting standards of Da Vinci, you are well placed to make a meaningful contribution to both your work environment and your community. As you take on new roles and strive to meet your personal aspirations, we hope that you will uphold the very fundamentals upon which The Da Vinci Institute has been founded. These principles are what differentiate a Da Vinci graduate from all others, and they embody the teachings which Leonardo da Vinci espoused as he delved deeper and deeper into his insatiable desire to gain an understanding of the world, people and the dynamic interactions which makes life so interesting, and yet so challenging. We hope that your sojourn with Da Vinci has been an enriching experience in which you have been able to nourish and nurture yourself, whilst at the same time gaining new competencies and the confidence to be able to contribute to the ongoing sustainable performance of your organisation. We take pride in all our graduates, and remind you that you will be judged by your peers and will be uniquely differentiated by virtue of your experience with Da Vinci.

Da Vinci graduates are recognised for a number of distinguishing characteristics:

- They are known to be the catalysts of change
- They are acutely aware of the environment and constantly prepare themselves for the unexpected
- Whatever environment they find themselves in, they are consciously aware of the need to build a spirit of community
- Da Vinci graduates embrace diversity and are willing to take risks
- Da Vinci graduates understand systems, and are known for their passion to remain global

When all is said and done, you will be judged on your ability to cultivate a sense of empathy. We hope that these few guiding principles are indelibly engrained on your persona. In congratulating you on your achievements, we look forward to bathing in your reflected glory.

Professor Roy Marcus, Chairman

The Da Vinci Institute for Technology Management

Our guest speaker



Dr Ivan R May

*KStJ, FRSA BSc, BSc (Hons),
MSc, PhD, MBA (Witwatersrand),
Pr Sci Nat (SA), CM (SA, UK),
FIMM (SA), FCIM (UK),
FIBSA, FInstD.*

Ivan May commenced his career with a ten-year commitment to academia in the biological sciences at the University of the Witwatersrand, Johannesburg and Agricultural University, Wageningen, Netherlands. Subsequent to completing his formal business education, he went on to serve major commercial organisations as a strategic, brand and marketing visionary; including Greentemans Stores Ltd, Ogilvy Worldwide and Nedbank/Nedcor Ltd. Here he ultimately entered general management in the office of the Group Chief Executive.

In 1986 Ivan joined Nedbank where he masterminded a range of "green" affinity, cause-related and mutually beneficial banking products by which clients of the green bank contributed to conservation issues via the Green Trust. The Sports Trust, the Arts and Culture Trust of the President (both of which he founded in 1995) and the Nelson Mandela Children's Fund banking products soon followed.

Ivan is currently Chief Executive, Intellectual Capital Corporation of Africa and 1485am Radio Today (also DSTv audio 70), a BBC World Service and Channel Africa partner. He is the former CE of Cow Parade South Africa, a successful global initiative benefiting CHOC, (2004/5) the Children's Cancer Foundation in South Africa.

Ivan also serves on the board of the Advertising Standards Authority of SA, the Vodacom Foundation, is a council member of the Institute of Directors, Vice Chair of Business and Arts South Africa and also chairs the Territorial (Business) Advisory Council of the Salvation Army across five Southern African countries.

An elected Fellow of the IMM (SA) and of the Chartered Institute of Marketing UK, he is also a registered Chartered Marketer in both SA and the UK. He was the inaugural convener and chair of the Sunday Times Business Times Marketing Excellence Awards Council (2006, '07). He is currently a member of the Appeal Board of the Advertising Standards Authority, presided over by Mervyn King S.C.

Serving on the executive committee of the convocation of the University of the Witwatersrand, he is also an honorary lecturer at the Steve Biko Centre for Bioethics at Wits Medical School.

He is the recipient of numerous prestigious awards amongst which rank the South African Biological Society's Captain Scott Memorial Medal, the Endangered Wildlife Trusts' Cheetah Award, and WWF Southern Africa's highest accolade, the WWF Gold Medal. The Jewish Report's inaugural Humanitarian of the Year Award, he shared jointly with then President Nelson Mandela (1998,'99). The Institute of Marketing Management's Financial Services Marketing Person of the Year; the Star's Marketing Man of the Year, the Association of Marketers' prestigious Protea Award. Additionally, the Marketing Federation of South Africa's gold Loerie Award, (2004) for consistent, innovative and sustained marketing excellence.

Dr Ivan Raymond May, a World Fellow of the Duke of Edinburgh Award, received a Knighthood of Justice of the Most Venerable Order of the Hospital of St John of Jerusalem from Her Majesty Queen Elizabeth II. He has also been honoured as a Fellow of the Royal Society of Arts, Manufacturing and Commerce and as Chevalier, Chaine des Rotisseurs, France.

Order of procedure - 15:00

Academic Procession	Audience please rise and remain standing until the Chairman is seated
Constitution of the Congregation	Chairman of The Institute
Welcome	Chairman of The Institute
Investiture of Fellows	Chairman of The Institute
Guest Speaker	Dr I May
Awarding of Certificates and conferment of Degrees	Chairman of The Institute and the Registrar
Da Vinci Alumni Welcome Address	Interim President, Alumni Association
Da Vinci Teaching Company Awards	Director, Technology Top 100
Council Award Presentation	Chairman of Council
Vote of Thanks, Academics	A Swart
Congratulations	Chairman of Council
Dissolution of the Congregation	Chairman of The Institute
Singing of The National Anthem	Members of the audience are requested to stand for the National Anthem
Academic Procession	The audience is requested to remain standing while the academic procession leaves the auditorium and not to leave before the end of the ceremony

Refreshments will be served in the Solaris Room immediately after the ceremony

The Da Vinci co-operative education model

A TRIBUTE TO VISIONARY COMPANIES IN SOUTH AFRICA

Da Vinci has a unique partnership with public and private organisations in the design and delivery of customised education solutions, the essence of which is a formal interaction in which both parties commit to a number of key deliverables.

These include:

- Joint responsibility for the design of the programmes
- Joint responsibility for the delivery of the programmes
- Joint responsibility for the quality control of the programmes
- Joint responsibility for the design of in-company assignments
- Joint responsibility for the full integration of the learning within the client operations.

Any organisation making a commitment of this nature bears testimony to their belief in the notion that "it is people who make the difference".

Da Vinci has been privileged to work with a team of dedicated executives and managers from a number of organisations. The hallmark of all of the programmes has been the significant organisational benefit to the sponsoring entities.

The Ann van Dyk Cheetah Centre Outreach Education Programme

Nobody who has seen a cheetah up close, heard it purr, or had the rare opportunity to touch it will ever forget the experience. This is one of the fundamental precepts upon which the erstwhile De Wildt Cheetah and Wildlife Trust's Outreach Education Programme was based.

This experience has the power to change a specific mind-set, instil passion and fill people with a sense of overwhelming awe, and it is this experience that will hopefully ensure the continued survival of this vulnerable species.

A highly trained, hand-reared animal used for interactive educational presentations has met with remarkable success in as far as propagating the necessity for conservation. For this reason, as well as the severity of the plight of cheetah in the wild, the Ann van Dyk Cheetah Centre initiated their Outreach Education Programme.

Ann van Dyk, founder of the Cheetah Centre, says, "Hand-raising a cheetah for this purpose was not an easy decision to make, but the cruelty that cheetahs are subjected to due to a lack of understanding, convinced me that a Cheetah Ambassador would create awareness about the plight of cheetahs."

Recent estimates show that there are less than 1000 cheetahs left in South Africa, many of which exist in protected areas, private reserves, zoos and breeding centres. Due to a continued loss of habitat, poaching, illegal trade and, in many instances, lack of relevant education, very few free-roaming cheetahs remain. In light of this, intensive conservation efforts are required to ensure the continued survival of the species.

The mission of the Outreach Education Programme is to create environmental awareness and community development through education and the sense of touch. School presentations, where Ambassador Cheetahs are actually taken into schools comprise a comprehensive, interactive lecture and presentation on the environment. The highlight of this interaction, which uses the cheetah as a basis, is the opportunity to meet and touch the ambassador cheetah.

The Black Tie Ensemble

The Black Tie Ensemble, a leading South African opera company, was founded in 1999 by legendary South African diva, Mimi Coertse, along with renowned opera director and costume designer, Neels Hansen. Based at the South African State Theatre in Pretoria, the Ensemble is managed by Arnold Cloete, with acclaimed repetiteur Susan Steenkamp-Swanepoel acting as senior coach and repetiteur to the singers. In collaboration with generous sponsors, the Ensemble has successfully staged numerous opera seasons. The Black Tie Ensemble Incubator Scheme was established to train young singers who have the potential of making a career out of opera - singers who may not otherwise have the resources necessary to pursue a formal musical education. As part of the BTE's ongoing opera education and outreach initiative, they facilitate school tours to introduce children to the world of opera. The Black Tie Ensemble is a true investment in the future!

Louette Johnston - Coloratura

Louette's singing career started whilst in primary school, where she sang the role of Dorothy in the school musical *The Wizard of Oz*. She was chosen for the Natal Youth Choir, singing many solo parts, and then went on to study at the Opera School, Pretoria Technikon. Louette joined BTE in 2000 and has, to critical acclaim sung the role of Gilda in Verdi's *'Rigoletto'*, the BTE's first full-length opera. She sang the role of Violetta in BTE's Opera in Miniature of Verdi's *'La Traviata'*. In BTE's miniature version of Romberg's *'The Student Prince'*, she sang the role of Kathy. In June 2004 Louette sang the Musetta in BTE's production of Puccini's *'La Bohème'* and in 2005 she performed solos in BTE's *'A Tribute to Mario Lanza'*. In 2004, during a visit to Austria with the support of the Department of Arts and Culture, she performed with BTE in four concerts - three concerts in the city of Graz and one in Vienna. In 2006 she sang the role of Adina in Donizetti's *'L'elisir d'amore'* during BTE's Four Opera Vignettes production.

Loveline Madumo – Soprano

An outreach programme about opera, presented by PACT Opera, made Loveline decide to pursue studies in opera. Her first professional role was the Strawberry Woman in the State Theatre's production of Gershwin's 'Porgy and Bess', followed by the roles of Countess Ceprano in Verdi's 'Rigoletto' and Marlyn Dirks in Temming's South African opera, 'Buchuland'. She holds a National High Diploma in Performing Arts (Opera) and a Bachelors Degree in Education Technology obtained from the Tshwane University of Technology. Loveline joined BTE during 1999, and in 2001, she was part of the ensemble which visited China and performed in Beijing, Shanghai and Hong Kong. In 2004 she sang the role of Mimi in BTE's production of Puccini's 'La Bohème' to critical acclaim. In 2004, during a visit to Austria with the support of the Department of Arts and Culture, she performed with BTE in four concerts - three concerts in the city of Graz and one in Vienna.

In 2005, at the invitation of the Department of Arts and Culture, she performed with BTE in Japan at the AICHI World Expo 2005 in Nagoya, as well as at the South African Embassy in Tokyo. In 2006 she sang the title role in Puccini's 'Tosca' during BTE's Four Opera Vignettes production. She also performed as a soloist at the 2007 production of 'A Tribute to Mario Lanza'.

SHORT PROGRAMMES

ALTECH ACADEMY: INDUSTRIAL RELATIONS PROGRAMME

Altech requested the design and delivery of an Industrial Relations programme to further enhance their employees skills in this field. The programme aims to provide candidates with an overview of labour legislation and an interpretation and application of the Labour Relations Act. Specific attention is given to the state of collective bargaining in South Africa, Workplace Forums and the like. In addition, the student acquires the ability to interpret legislation and collective agreements in the contexts of the hierarchy of labour law, case law and international instruments.

KEY ACCOUNT MANAGEMENT PROGRAMME

In its quest to enhance customer service delivery, Altech requested the design and delivery of a Key Account Management programme to further develop employees in this field. The programme aims to provide candidates with sound customer service and relationship management competencies, distinguishing between customer relationship management and customer experience management. Key account management strategies were introduced to aid in developing a key account management strategy in line with business challenges.

LEADERSHIP DEVELOPMENT PROGRAMME 1

Altech, in terms of its commitment towards black economic empowerment, has identified the need to deliver a management development offering to BEE candidates. Consequently, a relevant Leadership Development Programme was designed and delivered in a format where maximum benefit was achieved. Accent was placed on creating a cadre of BEE employees who will be able to join the Altech executive team in future, having an excellent understanding of transformational leadership and the impact on business performance.

LEADERSHIP DEVELOPMENT PROGRAMME 2

The Altron Group identified the need to grow professional expertise within the organisation to develop a strong and broad skills base for the TMT environment. The focus of the programme was to enable a new generation of leaders to make a greater contribution in creating business benefits for the Altron Group. A Development Programme in Leadership was designed at PhD level and delivered to members of the Young Presidents Club within the Altron Group .

PROJECT MANAGEMENT PROGRAMME (JOHANNESBURG AND KENYA)

Altech requested the design and delivery of a Project Management programme to further develop their employees in this specialist field. The programme aims to develop the key elements behind the implementation of projects in an holistic way. This is enhanced by comparative analyses and multiple methods. Project management tools are introduced enabling candidates to design resource allocation strategies in line with their identified business challenges.

SUPERVISORY MANAGEMENT PROGRAMME

Altech requested the design and delivery of a Supervisory Management programme which will further develop their employees in this field. The programme facilitated a process where learners were equipped with the necessary emotional and supervisory skills and competencies necessary to manage themselves and their team members, to align them with the goals and objectives of Altech and in mastering specific supervisory management skills, which includes, planning, organising, delegating, leading and control.

SHORT PROGRAMMES

ANGLOGOLD ASHANTI:

SUPERVISORY MANAGEMENT PROGRAMME (JOHANNESBURG AND GUINEA)

AngloGold Ashanti identified the need for a Supervisory Management programme to address the skills required by first line management. These first line managers translate the organisational vision to employees and form the link between staff and management.

ANGLO PLATINUM:

PROJECT MANAGEMENT PROGRAMME

Following an executive decision to introduce project management as the key driver for all operations within Anglo Platinum, a contract was entered into between Da Vinci and Anglo Platinum to design and deliver a suite of project management modules. The Anglo Platinum Fundamentals of Project Management programme has been co-designed with a view to providing candidates with a working knowledge of the project management process, including risk analysis and legal aspects, using the Anglo Platinum in-house process as a bench mark. Candidates are required to enter the programme with a real project taken from their work environment.

ESKOM:

TECHNOLOGY LEADERSHIP PROGRAMME

Eskom identified the need for an industry driven Technology Leadership Development programme, which resulted in the design of a well integrated, multi-disciplinary programme. This programme strives to ensure that the workforce will enthusiastically take ownership of all of its technologies and promote them with balance, vision and drive.

GAUTENG SHARED SERVICES CENTRE:

MANAGEMENT DEVELOPMENT PROGRAMME

Gauteng Shared Services identified the need for a Management Development Programme at NQF levels 5, 8 and 8+, to inculcate an awareness of technology and innovation management. Key to the success of the programme was that the intervention had to be both relevant and delivered in a format where maximum benefit would be achieved. The Institute has successfully developed and delivered the Management Development Programme according to Gauteng Shared Services' specific requirements, and will continue to provide a learning experience to students.

QUALIFICATIONS IN THE MANAGEMENT OF TECHNOLOGY AND INNOVATION (MOTI)

DIPLOMA (MOTI) ALTECH ACADEMY

Altech requested The Institute to design and deliver a Diploma programme which will cultivate a strong and broad skills base for the economy, and in particular, will enable employees to make a greater contribution in creating business benefit for the organisation. Using the Da Vinci framework of the management of technology, innovation and people within a systemic environment (TIPS), candidates were exposed to a new way of thinking about their environment.

ESKOM: IN THE DOMAIN OF PROJECT MANAGEMENT

The Eskom and Da Vinci teams designed a diploma programme aimed at developing a group of employees who would be able to fill various roles in project planning, execution and control. Based on an innovative approach to course design in which the tacit knowledge of experts was captured, candidates were exposed to the latest global thinking on project management.

MASTER OF SCIENCE (MOTI) LEONARDO PROGRAMME

The Da Vinci Institute has pleasure in awarding the Leonardo masters graduants with the Masters in the Management of Technology, Innovation, People and Systems. The Da Vinci approach to learning development is characterised by the emphasis placed on the need for students to become critical and creative thinkers, and eventually, elected representatives and employees who utilise innovative approaches in managing their work life within their organisations. To this end, the Da Vinci Leonardo programme equips learners with the required competence to serve in transformation management and leadership positions, enabling them to initiate socio-economic transformation within South Africa.

ESKOM: IN THE DOMAIN OF PROJECT MANAGEMENT

The Eskom and Da Vinci teams designed a masters degree programme aimed at developing a group of employees who would be able to fill various roles in project planning, execution and control. The programme aims to develop the key elements behind the implementation of projects in an holistic way which is further enhanced by comparative analyses and multiple methods. Based on an innovative approach to course design in which the tacit knowledge of experts was captured, candidates were exposed to the latest global thinking on project management.

TELKOM SA: IN THE DOMAIN OF INFORMATION COMMUNICATION TECHNOLOGY

In its commitment to ensure that senior management are appropriately skilled to participate effectively in strategic planning and operational decisions, Telkom SA requested the design of a Management Development programme. The programme is focused on exposing candidates to a range of telecommunication technologies and management processes. The Telkom Da Vinci partnership resulted in Da Vinci entering into a formal partnership with the Centre for Telecommunications Management at the Marshall School of Business from the University of Southern California.

THE DA VINCI INSTITUTE FOR TECHNOLOGY MANAGEMENT

AWARDING OF CERTIFICATES

Short programmes

ALTECH ACADEMY:

Industrial Relations Programme

CHETTY	Kuvendrie	PEDREGAL	Joao Pedro Guerra
DU PLOOY	Rudolph	PILLAY	Bradley
DU TOIT	Francois	PILLAY	Nivashnee
HERZFIELD	Craig	POTGIETER	Verena Yvonne
JACOBS	Gary Paul	REEVES	Sarah
KRAHTZ	Peter Christian	SINGH	Sanesh
LEECH	Laetitia Karen	SOLE	Jennifer Lindsay
MAKEN	Kamal Gopal	SOLOMON	Nadia
MAYER	Brendan	SPANIER MARSON	Aileen
MUNSAMY	Thareshini Devi		

Key Account Management Programme

BOTTMAN	Bazil	PAUL	Cecil Emmanuel
FESTER	Hilton	PILLAY	Loganathan
MADUMA	Hildigard Nonhlanhla	PYPERS	Loraine
MAHOMED	Faizah Bibi	RIGNEY	Cedric Mark
MAIKOO	Anuj	TAIT	Theuns

Leadership Development Programme 1

BOOI	Mandla Lonwabo	RAMNATH	Jeniffer
LALJIT	Quintin	SUNDRAJ	Thiloshnee

Leadership Development Programme 2

COKOTO	Brian	SIBISI	Mbusi
MANANA	Dumisa		

Short programmes

Project Management Programme (Johannesburg and Kenya)

CHRISTIE	Keith Lincoln	ODUOR	Thomas Oludhe
DE WEE	Chantal Cheryl	THERON	Ceri
MASILELA	Wandy	TOSH	Khayelihle Godfrey
MOTSUENYANE	Senne Daniel	VENTER	Annette
NJUE	Faith Kathomi	WILLIAMS	Carla Lisa

Supervisory Management Programme

AFRICA	Edward Frank	MASSYN	Irene
BADENHORST	Hester	MOODLEY	Neville
BELL	Malcolm	MOOLMAN	Johannes
CHANA	Jagruti	MOSAVEL	Martin Emanuel
CHETTY	Kuvendrie	MUTSEKA	Itayi
DORFLING	Arno	NARAYANASAMI	Leann
DYERS	Roland	ODENDAAL	Johan Petrus
ENGEL	Lindy	OMARJEE	Jocelyn Elizabeth
ENGLBRECHT	Nicolette	PILLAY	Nivashnee
FOURIE	Anna Jacoba Magdalena	PILLAY	Preshan Christiano
GOVENDER	Ralph	PILLAY	Verona
GRUIJTERS	Anthony Michael	PRETORIUS	Francois
HECTOR	Crystal Theresa	QUINN	Noleen
HERTZ	Gareth Kenrick	RAJNARAIN	Tracy
HUDSON	Rene Alexander	REDDY	Thoorasamy Gopaul
JANSEN	Jovana	REID	Rehana Irene
KHAN	Lucretia	SINGH	Avishkar
LAKA	Mmakau Merriam	SINGH	Sanesh
LLOYD	Ursula Yvonne	SNYMAN	Anton
LOTTER	Cornelis Johannes Jacobus	VAN ROOYEN	Albertus Stephanus
MAHARAJ	Ramu Sathnarain	VAN WYK	George Gerald
MAIBELO	Moshoeshoe Ezekiel	VENTER	Annette
MANSFIELD	Lucinda	VOSLOO	Louw Daniel

ANGLOGOLD ASHANTI:**Supervisory Management Programme (Johannesburg and Guinea)**

BANGOURA	Cheick Alimou	MOGASHU	Santatsa Lionel
BOTHA	Charlene	MURGATROYD	Jane Rita
CHOLOGI	Mankuni Maria	NAUDE	Chantel
DU PLESSIS	Elmarie Christina	NYAKA	Lebohang Ignisius
DZAKPATA	Isaac Kwasi	OLIVIER	Hendrina Wilhelmina
HERBST	Abraham Jacobus	OTTO	Talita
JANSE VAN RENSBURG	Rentia	PIENAAR	Gesina Aletta Magrieta
JOUBERT	Sandra	RICHARDSON	Anan
LENO	Pierre Sallo	SANDLANE	Landile Thabiso
MADLOLO	Mthundezi Godfrey	SEETSI	Tlabeli Joseph
MATSAUNG	Maletsepe Louisa	VENTER	Ellen Esther

ANGLO PLATINUM:**Project Management Programme**

ANTHONY	Trish Jenenine	MBEDU	Xolile Daniel
BALOYI	Shadrack Lloyd	MBONISO	Penshele Welcome
BURGER	Schalk Willem	MCLOUGHLIN	Rory Stephen
CHETTY	Keshena	MONEY	Virgil Thomas
DE ASCENSAO	Stephne Avryl	MULLER	Yolande
DE BEER	Ronald Samuel Johannes	PADAYACHEE	Odelia Bianca
ERASMUS	Andries Gustav	ROEBL	Dennis William
FABER	Petrus Jacobus	SWINBURNE	Anita
GASEEMELWE	Lapologang Benjamin	VAN DYK	Belinda
KILIAN	Chris	VAN DER BERG	Johanna Helena Susanna
MAHLANGU	Sibongiseni Gilnel	VISSER	Pieter
MAKOBANE	Lawrence Relebohile	WAGENAAR	Catherine

Short programmes

ESKOM:

Technology Leadership Programme

DHLAMINI	Sizwe Magiya	MAFEREKA	Mothetho David
HARIPERSAD	Naushaad	MLANGENI	Prescious Phumzile
KAIBE	Likhabiso Alma	PALACKAL	Robby John
KHWELA	Sthokozile Cleopatra	PETER	Prescious Luthando
MADZONGA	Lufuno Seth	THWALA	Lungile Nozipho

GAUTENG SHARED SERVICES CENTRE:

Management Development Programme

PHASHE	Ketlareng Rose
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CONFERRING OF QUALIFICATIONS IN THE MANAGEMENT OF TECHNOLOGY AND INNOVATION

Diploma (MOTI)

ALTECH ACADEMY

DE GOUVEIA	Daniel Joachim	STEYN	Dewald Johannes
ERNEST	Stanley Winston Cyril	STEYNBERG	Gustav
KELLY	Michael William Robert	VAN ROY	Darron René
PRETORIUS	Shawn		

ESKOM: IN THE DOMAIN OF PROJECT MANAGEMENT

Adendorff	Louise Frances WITH DISTINCTION	Ndlovu Viviers	Solomon Celeste
Hendricks	Mary Anne WITH DISTINCTION		

Master of Science (MOTI)

Master of Science (MOTI)

DHAVER-YOUNG Karmatchee

Dissertation: Flue Gas Desulphurisation Technologies and Coal Fired power stations: An Eskom survey

The most recent estimated construction cost for full-scale installation at Medupi power station is R7 billion. The power station will be constructed as “FGD ready” where space will be made available until such time that emission legislation limits will dictate the start of construction. With the installation of emission monitors, together with more efficient coal combustion and ambient monitoring that will correctly quantify the concentration of sulphur dioxide in the exit gas stream, the installation of FGD at Medupi power station can be delayed if the sulphur dioxide concentrations are kept within limits.

Assuming a 14% interest rate, the deferred cost saving per annum (since all funding will have to be borrowed) until installation, translates to R980 million. Eskom Generation will save R980 million per annum on interest paid for each year that the installation of FGD at Medupi is delayed. This will be of great benefit to the organisation given the present credit crunch and the struggle to borrow funding upfront.

HARIPERSAD Naushaad

Dissertation: Clean Coal Technology: An investigation into the Eskom landscape

The tools obtained during the course modules enabled a solid foundation for the structuring of the dissertation. The dissertation itself necessitated interaction with key stakeholders internal and external to Eskom, thus enabling the student's exponential personal growth in the field of clean coal technologies (CCTs). Given the visibility, knowledge and respect gained through this journey, the student has established himself as a leading authority within this field of study in Eskom, and now has the responsibility of managing and positioning Clean Coal and Emission Control Technologies within the organisation.

Master of Science (MOTI)

Master of Science (MOTI)

POOLO Ishmael Joel

Dissertation: Smart grids and electricity distribution networks: The Smart Metering option WITH DISTINCTION

The candidate was very pleased and privileged to be part of the programme because of the professionalism of experienced lecturers who were conversant with their subject matter. One of the most interesting parts of the programme was the post modular study 'mini-dissertations' which enabled the candidate to apply the knowledge gained, without going back to the literature for reference sake. Group learning was in itself a unique experience; the candidate learned how to work not only in groups but also in mixed groups. This is the future of work based learning. Through group work, the candidate managed to depoliticise the leadership layer, created coherence and developed a sense of common purpose.

ESKOM: IN THE DOMAIN OF PROJECT MANAGEMENT

FOURIE Leon

Dissertation: The Management of Records Information: A South African Energy Utility industry survey

The candidate found the programme extremely valuable, especially in view of the rapid growth and changes in corporate business and companies like Eskom, which are continuously striving to improve effectiveness, performance and results. The success of the programme lies in the non-generic project management training approach with technical and practical exposure, ensuring that each individual is exposed to all aspects of the management of technology and innovation. Through this unique learning style the candidate was exposed to tools, techniques and knowledge which empowered him to comprehend and adapt to the changing global environment. The programme enabled the individual to embrace his current working environment with all its challenges, empowering him with cutting-edge thinking skills and helping him to become a creative team player who seeks greater insight with confidence – a factor which is required in today's changing corporate world.

TELKOM SA: IN THE DOMAIN OF INFORMATION COMMUNICATION TECHNOLOGY

FURSTENBERG Gert Roelof

**Dissertation: Information and Communication Technology outsource services: A South African Survey
WITH DISTINCTION**

The whole programme was an amazing learning experience, was well structured giving exposure to, and forcing the students to think of the many facets within the telecommunications environment. The knowledge and skills gained through this programme were phenomenal. The student can attest to the fact that he has grown as an individual, not just in skills and knowledge, but also in honing the ability to think about the same problem from different angles and perspectives - to look at, and think about the unforeseen results of the decisions people make daily. The candidate confirms that the experience gained and skills learned in conducting his research will prove invaluable in the future.

Doctor of Philosophy (MOTI)

HOLTMANN Barbara

Thesis: Safe communities of opportunities: A strategy for a safe South Africa

The candidate has through Systems Thinking and Design Thinking approaches developed a strategy for a Safe South Africa through the implementation of a model for a “Safe Community of Opportunity”. The model is the outcome of extensive work undertaken over the course of the past five years and draws from widely inclusive consultation and literature reviews.

This study presents evidence of, and argues that, ‘unsafety’ is a whole-government and whole-society problem. The researcher demonstrates that it is only through a multi-perspective lens and the promotion and enactment of a multi-stakeholder vision at local level, that communities will be able to look inwards for opportunities. They can then begin to invest themselves in the promotion of such opportunities thereby enhancing their communities which are often focused on access to better services, to employment, to a better life for their children, and to increased personal and community safety.

The research concludes unequivocally that ‘unsafety’ is experienced at local level, and it must logically be addressed at local level. Local safety approaches must bring together the perspectives, understanding and vision of local actors in collaborative, integrative approaches to overcome the fragile social systems that are the legacy of Apartheid, and that perpetuate vulnerability and increase the risks of a cycle of crime and violence.

Since it is implausible to expect that all or even most local safety strategies will be able to access and benefit from systems expertise within local environments, the model as presented pre-empts this short-coming and provides a toolkit in which these concepts and theories are embedded. The model proposes ways of overcoming shortcomings of human capacity and management at local level, it promotes innovation and harnesses technology in providing a systemic approach to local safety.

Here is a model, which is destined to become the core of a national strategy, which for the first time has unpacked the real challenges facing the country. It is now recognised as the most definitive study ever undertaken in South Africa. Its validity must be seen in the light of the reaction by communities and more importantly by government agencies that are literally standing in queues to engage with Barbara to implement the findings.

Academic Supervisor: Professor Roy Marcus

Field Supervisor: Dr Marianne Camerer

VERHAEGHE Audrey Elizabeth

Thesis: Development of a sustainability index for knowledge-driven organisations in South Africa

The study moved away from traditional starting points such as triple-bottom-line reporting, by investigating those aspects which have to be measured to capture the true value of an organisation, uncontaminated by short-term profitability tactics.

Focus was placed on the issue of sustainability at organisational level and, more specifically, the measurement of sustainability in knowledge-driven organisations. The premise was that if sustainability can be measured by means of a reliable index, it can provide an antidote for unsustainable organisational practices, such as the unsustainable credit provision which led to the collapse of major financial institutions in 2008.

Whilst acknowledging that financial sustainability remains a cardinal priority for any organisation, the researcher demonstrates, that with greater consciousness the organisation operating in micro, mezzo and macro environments forms part of a value chain where the concepts of limited resources, the sink capacity of the environment, ecological economics and the rejection of the idea that some things are literally priceless, are becoming increasingly more important.

Doctor of Philosophy (MOTI)

The outcome is the measurement of good stewardship practices in seven focus areas - Innovation, Client-orientation, Human Capital, Corporate Governance and Leadership, Finances, Operations and Environment.

Having developed the structure of the Sustainability Index, the model was applied to 13 organisations from the Technology Top 100 programme. These organisations participated in a qualitative and quantitative study aimed at validating and calibrating the Index. What impressed the examiners most about the model is that the sensitivity was such that it distinguished winning organisations from those whose chances of long term survival were rated as being very low. In fact, the one organisation which obtained the lowest rating eventually closed down!

The reality is that short-term greed will never disappear, but a good sustainability index will provide a choice for those who care. It is believed that this study, through the development of the sustainability index, will make an important contribution towards such choices.

Academic Supervisor: Professor Roy Marcus

Field Supervisor: Dr Elsbeth Dixon

The Da Vinci Council Awards

THE FOLLOWING AWARDS ARE AWARDED ANNUALLY AT THE DA VINCI AUTUMN GRADUATION

THE DA VINCI COMMUNITY SERVICE AWARD

The Da Vinci Institute has incorporated Community Service as a key component in all offerings to clients. This award recognises students who demonstrate a commitment towards community involvement and who have included community activities into their learning.

No Recipient

THE DA VINCI NDLOVU AWARD

This award was instituted and sponsored by Dr Arvid Huss, a former Programme Designer at The Da Vinci Institute for Technology Management. Ndlovu (elephant) as described in Arvid's own words is "a remarkable animal who is extremely sensitive to the needs of the community in which he/she finds solace - a remarkable communicator and a giant amongst others".

Recipient: Prof Johann Coetzee

THE DA VINCI EXCELLENCE AWARD

The aim of this Da Vinci PhD Academic Award is firstly, to acknowledge academic excellence demonstrated by a Da Vinci PhD graduate; secondly, to serve as an example of excellence for the Da Vinci students; and thirdly, to promote The Da Vinci Institute for Technology Management through the quality of its students' work.

Recipients: Dr Alan Barnard and Dr Rudolph Phillis

THE LEONARDO DA VINCI AWARD

This award recognises students who display persistence, cheerfulness in the face of adversity, a sense of adventure, tenacity, courage and helpfulness to others, and who has ably balanced their academic studies with extramural activities. In short, the student should show balance in life.

Recipient: Alicia Swart

THE ANN VAN DYK APPLIED RESEARCH AWARD

The Ann van Dyk Applied Research Award recognises students who, through excellence in applied research, contribute to a new understanding of what is core to the Da Vinci offerings in terms of the Management of Technology, Innovation, People and Systems Thinking. The student(s) should, through research activities, demonstrate unquestionable contribution towards the creation of new knowledge as related to the Management of Technology, the Management of Innovation, the Management of People and the Management of Systems within a specific organisational context. The award aims to encourage students to become business driven action learning research activists, presenting outputs which demonstrate excellence, quality and relevance to their respective workplace environments.

Recipient: Dr Pat Naidoo

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Acknowledgements

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for their significant contribution to the growth and development of our graduates, and to all of the lecturers, supervisors, moderators and members of our academic council for their contribution to the learning experience of students.

A special word of thanks to our guest speaker, Dr I May, The Black Tie Ensemble and The Ann van Dyk Cheetah Centre.

GAUDEAMUS – Composer unknown

Gaudeamus igitur

Let us rejoice therefore

Juvenes dum sumus

While we are young.

Post jucundum juventutem

After a pleasant youth

Post molestam senectutem

After a troublesome old age

Nos habebit humus.

The earth will have us.

Interesting facts:

Gaudeamus igitur is probably the most popular of the surviving "drinking songs" associated with the members of the medieval universities. These universities sprang up in various centers of western Europe, largely in the 12th and 13th centuries. Many of them are still in existence. The cliché, "wine, women, and song," is a reasonable description of the typical contents of their "drinking songs," which often, as in the above specimen, included a certain amount of ribaldry. When the German composer, Johannes Brahms, was given an honorary doctorate by the University of Breslau in 1880, he showed his gratitude by composing his Academic Festival Overture, based on themes from medieval student songs. The climax of the work is a brilliant rendition of the traditional Gaudeamus igitur theme.

PLEA FOR AFRICA

Give a thought to Africa!
'neath the burning sun there are hosts of weary hearts,
Waiting to be won.
Many lives have passed away;
and in many homes there are voices crying now,
to the living God.

Tell the love of Jesus, by her hills and waters
God bless Africa, and her sons and daughters!

Breathe a prayer for Africa!
God the Father's love can reach down and bless all hearts,
From His heaven above.
And when lips are moved by grace, they so sweetly sing;
Pray for peace in Africa, from our loving God.

Tell the love of Jesus, by her hills and waters
God bless Africa, and her sons and daughters!

Music: John Know Bokwe Words: A Glasgow lady

The South African National Anthem

Nkosi sikelel' iAfrika
Maluphakanyisw' uphondo lwayo,
Yizwa imithandazo yethu,
Nkosi sikelela, thina lusapho lwayo.
Morena boloka setjhaba sa heso,
O fedise dintwa la matshwenyeho,
O se boloke, O se boloke setjhaba sa heso,
Setjhaba sa South Afrika - South Afrika.

Uit die blou van onse hemel,
Uit die diepte van ons see,
Oor ons ewige gebergtes,
Waar die kranse antwoord gee,
Sounds the call to come together,
And united we shall stand,
Let us live and strive for freedom,
In South Africa our land.



Congratulations

**to all The Da Vinci Institute Diplomates
and Graduates on their achievements**