

RHODES UNIVERSITY: TRANSFORMATION SUMMIT FACILITATION TEAM



Busisiwe Dlamini

BBA (Bachelor of Business Administration)
Deep Democracy Development Program, Myrna Lewis
Development Program 2012

Languages: Mother Tongue: isiZulu / Other: English (fluent), Sotho (working knowledge), Danish (social communication), Afrikaans (elementary).

Busi is a multinational resident fellow at the Kettering Foundation in Dayton, Ohio and independent consultant in facilitation and training.

Her work as a dialogue practitioner focuses on issues of race, social justice and transformation. She was part of a national rollout of a transformation process through the Wits Centre for Diversity Studies (WiCDS), at the University of the Witwatersrand in Johannesburg.

She is a cofounding member of Democracy Works, a South African organisation working on citizen participation in deepening democracy. Her area of focus is around sustainability models for social justice work and cross sector collaboration. She is the former director of Dignity International, a rights based development organisation.

The greater part of her work before consulting was with a group of social innovators working on complex social issues using systems thinking methodology and scenario planning. She has been involved in supporting leadership, innovation and collaboration in the children sector and other projects included work in Food Security, Mining Safety, being part of a team facilitating health sector scenarios, Rural Poverty and social entrepreneurship. Her introduction to systems work was with Generon Consulting on a multi-sectoral project around Orphaned and Vulnerable Children.

Her professional networks include being an alumna of the British Council Trust the Difference, Gordon Institute of Business Science (GIBS) Catalyst & Nexus, Common Purpose Navigator program and the Duke Leadership Program. She is a founding member of the South African chapter for Pioneers of Change, a learning community of young social change agents in five continents. During her tenure she led learning journeys including a social entrepreneurship exchange between South Africa and Sweden in partnership with the Social Entrepreneurship Forum.



Desiree Paulsen

(Adv Dipl in Adult Ed, Training and Devel. UCT , Mphil UWC)

Desiree has 15 years of experience as an organizational development practitioner and transformation facilitator. Her clients are Community-based Organisations, Educational Institutions, NPOs, Universities, Government Departments and Private Companies in South Africa. Her current work in facilitation of transformation and change processes includes **South African National Biodiversity Institute** –Biodiversity Information and Policy Advice Division (BIPA) – **Institutional Transformation Process** Commenced June 2016

ongoing in 2017 – long term consultancy; **Nelson Mandela Metropolitan University – Large scale Culture Change Process** – Joined the team of facilitators in 2013 – continuing into 2017 with Institutional Culture Change Processes for Faculty of Social Development; Faculty of Health Sciences; Student Counselling; Student Housing; Estates and Facilities Management; Examinations Dept ; Student Governance and Disability Unit; Law Faculty - processes involving capacity building of staff to work with Culture Change processes (including strategic thinking, team building and leadership development; decolonising the curriculum) **Nelson Mandela Metropolitan University – 2 Facilitation Skills Workshops with lecturers and academic staff** June 2017; **National Research Foundation Transformation and Diversity Workshops** conducted in all NRF facilities (On behalf of Wits Centre for Diversity Studies) –2015 to 2016; **Positive Vibes – Organisational Development**

Support and Accompaniment to organisations working with LGBTI people in SADEC regions – Zambia, Malawi, Botswana, Namibia; **LEGABIBO (Lesbians, Gays and Bisexuals of Botswana) - Consultancy Services:** 1) Policy Development 2) Organisational Review and Organisational Development - October 2016; **World Psychiatry Association** – Presentation and Symposium on **Transformation and Diversity** in Organisations November 2016; **Facilitating Transformation in Organisations** (workshop) 2017 hosted by Inyathelo. For more about her work and practice see blog: <http://desireepaulsen.blogspot.com/>



Jude Clark

PhD (Manchester Metropolitan University, UK)

My professional qualification is in clinical psychology and my area of expertise in the area of group process, gender and trauma. I have over 20 years of experience in facilitating processes around issues of social justice, transformation, diversity and healing at individual, organisational and community levels. I was a consultant facilitator for WITS Centre for Diversity Studies (WiCDS) from 2012 to 2016, and for Training for Transformation since 2010. I would describe the core impetus of my work as “facilitating dialogue”. The methodology I use draws on narrative and feminist theory, the participatory adult education methods of Paulo Freire and contemporary organisational development theories. I am also a trained practitioner of Theatre of the Oppressed methodology (Augusto Boal). These resources combine aspects of self-reflection and social analysis in a facilitation process that is creative, participatory and dynamic. In simple, practical terms my facilitation skills draw on a methodology that:

- Uses stories and story-telling to explore and understand personal and social issues
- Explores alternative ways of sharing knowledge using creative forms of dialogue like narrative theatre, drawing, bodywork, and work with tactile materials
- Allows all participants to be affirmed by and contribute to the group process
- Ensures that participants leave with new, easily applicable knowledge as well as practical skill.



Kirsten Klopper

BSc (Chemistry and English), Honours (Development Studies), MBA

Kirsten is an independent development consultant with 30 years’ experience in the social and economic development sector.

Having lived and worked among rural and peri-urban communities, and with experience in the non-government, philanthropic, public and private sectors, she has an appreciation for diversity and inclusion which is reflected in her values and focus on social justice. She is committed to a more just and equitable society and seeks to embody this in her relationships and her process-oriented approach to life and work.

As an associate of the Wits Centre for Diversity Studies (WiCDS) she is a trained facilitator of transformation, inclusion and diversity processes and has experience working with clients in the public, private and education sector, including, for example, the National Research Foundation, University of Johannesburg, and a number of private schools.

Her skills in facilitating strategy development, planning, culture change and change management have been used in a variety of sectors, and include clients such as Soul City Institute for Social Justice and the South African Reserve Bank.

She is passionate about working with people, delivering action-oriented training, facilitating conversations and processes which are deeply democratic and transformative, and promote awareness, integrity, reflection, inclusion and agency.



Nhlakanipho Moses Sigasa

Moses has over 18 years' leadership experience in cross cultural organisations.

As an experienced engineer working in the mining industry and national union of mine workers, he specialises in bridging the communication gap between the executive and staff for a cohesive and engaged environment that breeds success.

He is passionate about workable business concepts and profitable diverse communities in professional and social spaces respectively.



Nazeema Mohamed

BA, Honours, MA

Diplomas in Teaching, Education Research and Education, Policy, Planning and Analysis

Nazeema is an independent consultant. She served as the Higher Education for Social Justice Program Officer at Ford Foundation's Southern African Office until 31 March 2015. Prior to joining the Ford Foundation, she was Transformation Director at the University of Witwatersrand (Wits) between 2008 and 2013. She also served as Transformation Manager at the University of Cape Town for approximately five years. Her training and expertise is in higher education policy development with a focus on equity and social justice concerns. Nazeema has worked as a policy analyst, consultant and manager in higher education. She has worked at the University of the Western Cape, the American Council on Education and the Centre for Education Policy Development. She served as Parliamentary Liaison for the Africa Institute of South Africa, was a Director of Policy Development in Higher Education in the Department of Education, was appointed to the first National Youth Commission by former President Mandela and has served on several governmental committees. Nazeema is a gender activist and has worked on issues of gender equity throughout her career. She was appointed by the Minister of Higher Education and Training to the Ministerial Oversight Committee on Transformation two years ago.



Ntombizandile Xaba

(BA Hons, HDipEd, MA)

NtombiZandile (Zed), founder and principal consultant with Ndiza Le Training and Development Consultancy (Ndiza Le) brings vast experience in designing and facilitating Diversity and Inclusion interventions for a wide range of sectors and organizations.

A highly experienced facilitator, trainer, and conflict coach, Zed consults to national and multi-national business organizations, as well as to government and NGO sectors and includes diversity, leadership, team-work, conflict, personal mastery.

Zed has been working on Diversity and Inclusion work since she founded Ndiza Le in 2001 and has initiated, and been involved in a wide range of Diversity and Inclusion assignments. She has been involved in a significant number of assignments at universities. She was invited to facilitate dialogues with staff at the University of Pretoria, she has done some Diversity and Conflict work at

Wits University with staff. She facilitated a number of dialogues for students at the University of Cape Town between 2010 and 2012.

Zed has worked with many private schools in Johannesburg, with financial service organizations and in the NGO sector. Zed conceptualized and facilitated a programme called Reconciliation thru Remembrance, for a racially diverse group of South Africans in Johannesburg in 2010. This process was recorded and is now available on film for teaching purposes. She has presented this film at various international conferences.

Zed is a trained Conflict Coach and Mediator. She uses her experience in Conflict work to facilitate the usually very difficult Diversity conversations.



Zandile Ndhlovu

Zandile Ndhlovu is an entrepreneur, a perception shifter and boundary pusher, seeking to challenge business to find new ways of creating value from within.

The journey of her growth has always been filled with the question of how to address social injustices without 'ticking boxes', this birthed the founding of Bridge Elements, a company based in South Africa in which she is the CEO, the company focuses on Diversity Strategies, Facilitation and Diversity

management amongst other facets.

The highlight of some of the work she has been a part of was facilitating dialogue between management and organised labour within the construction sector, a place that has seen very little 'transformation' since the term was 'birthed'. Bridge Elements assists companies to get through 'transformation fatigue' and realise value from all stakeholders, we believe that companies that are not diverse cannot see the fullest potential of growth & profit in the long run.

Further to this, Zandile has been part of a Social Justice Group that was started by a colleague, with enough 'fire' she joined the core team assisting with facilitating discussion on race and inequality issues with the intention to meet each other where all the participants were and jointly work towards creating a better society by having a heightened level of dialogue. This group has been running since 2015 and continues today in Johannesburg.

The main facilitation tool was through dialogue,

Through the Wits Centre for Diversity Studies, Zandile's facilitation experience has grown in leaps and bounds, always finding a way to transcend the present in order to bridge the gap and craft new ways of recreating the envisioned future.