

# Profile of Andrew J. Johnson

## Educational

- PhD Industrial Psychology (WIP), Univ. of Jhb, Johannesburg, SA (2009 ...)
  - Thesis: *(The Role of Mental Models in Effective Leadership Behaviour)*
- MSc Occupational Psychology, Univ. of Nottingham, Nottingham, UK (1993/94)
  - Dissertation: *(The Measurement of) Group Processes in Emergency & Disaster Situations*
- BA (Hons) Psychology, University of South Africa, Pretoria, SA (1988-91)
- BA (Psychology & Philosophy), University of South Africa, Pretoria, SA (1982-85)
- B. of Sacred Theology (*candidate*), Urbanium University, Rome, Italy (1981-89)

## Professional

- Registered Industrial Psychologist, HPCSA, PS 52957
- Member, Global Forum on Exec. Dev. and Bus. Driven Action Learning, France
- Member, Corporate Leadership Council, USA

## Occupational

- Executive: CoE Organisational Effectiveness, Edcon Ltd, Johannesburg (present)
- Senior Consultant: Learning & Development, MTN, Johannesburg (Jan 05- Mar 06)
- Executive: Group Learning & Performance, Transnet, Johannesburg (Aug 02 - Dec 04)
- GM: Leadership & Transformation, Avmin Ltd, Johannesburg (Feb 00 - May 02)
- Manager: HR Development, JSE, Johannesburg (Jan 98 - Jan 00)
- Manpower Dev. Manager, Circle International SA, Johannesburg (Oct 96 - Dec 97)
- HR Consultant, Liberty Life Association Of Africa, Johannesburg (Jan 95 - Sept 96)

## Key Competencies

- HR Strategic Consulting (incl. HR metrics)
- Talent Acquisition (incl. EVP & Branding)
- Assessment Services (incl. supervising 22 Industrial Psychology Interns to date; leading a team of 8 psychologists & 8 psychometrists)
- Survey Management
- Competency Management
- Performance Optimisation
- Talent Management
- Leadership Development
- Organisational Culture
- Transformation
- Diagnostics & Change Management
- HR Technology
- Learning & Development

## Seminar Presentations & Facilitation

- Building the Talented Organisation, The HR Practice Breakfast Seminar, Johannesburg, 2008
- Transforming Corporate Culture, Daimler-Chrysler Senior Management Forum, Pretoria, 2004
- Aligning Performance Management with Corporate Strategy, 5th Annual Performance Measurement & Management in Public Sector Summit, Johannesburg 2004
- Action Learning & Executive Development, Learning Series on Summit TV, Johannesburg, 2003
- GIBS Action Learning Consortium: Lessons Learned, Global Forum on Executive Development & Business Driven Action Learning: Inaugural Africa Regional Imbizo, Johannesburg, 2003
- Integrating Individual Development with Business Results: Action Learning, Executive Seminar: Talent Strategy Enhancing Business Performance, Johannesburg, 2003
- HR's Critical Role in Organisational Ethics, HR's Accountability in Corporate Governance Conference, Johannesburg, 2003
- Industrial Psychology as a Career in Human Resources, 'Take 5' Educational Programme on SABC 1, Johannesburg, 2002
- King II, An Overview, Micro Enterprise Alliance Workshop, Johannesburg, 2002

## Board membership

1. National Empowerment Fund (NEF) (04 - 05)  
is a statutory body under the auspices of the DTI to promote BBBEE (member: human capital and rem committee)
2. Libertas Afrika Financial Services (Pty) Ltd (04)  
is a Liberty Life franchise providing financial services (non-executive director)
3. The City of Johannesburg Property Company (JPC) (03 - 05)  
a corporatised utility of the CoJ, managing property assets for CoJ (non-executive director, chairperson: hr & rem committee)
4. Transparency South Africa (T-SA) (01 - 03)  
SA chapter of Transparency International, fighting corruption public & private sectors (non-executive director, vice-chairperson)
5. Society for Industrial Psychology (SIP) (00 - 01)  
the professional Society for Industrial and Organisational Psychologists in South Africa (executive member, treasurer)
6. King Committee on Corporate Governance (Integrated Sustainability Reporting) (00 - 02)  
KII Taskforce on Integrated Sustainability Reporting, reviewed the non-financial aspects of corporate governance (incl., stakeholder engagement, SEAAR, SHE, ethics, societal & transformation issues, BEE, human & intellectual capital)
7. National Student Financial Aid Scheme (NSFAS) (00 - 03)  
a statutory body of the DoE, regulating of the national student loan scheme for studies at tertiary educational institutions (non-executive director, chairperson: finance committee)
8. National Engagement in Ethics Development (NEED) (99 - 01)  
is a training provider in ethics development in government, business, academia & religious bodies (facilitator)
9. International Foundation for Education & Self-Help (IFESH) (98 - 01)  
funded primarily by USAID to increase the knowledge & skills of junior black employees in the financial services sector, & to assist in increasing access to financial markets of the historically disadvantaged populations of South Africa (advisory board member)
10. Coalition for Peace in Africa (COPA) (98 - 00)  
is a conflict transformation network working to build the capacity of network members, to provide support to existing service providers in development, human rights, justice & reconciliation, & public sector management (management committee member)