

Executive Profile

Experience Summary

Over the past 37 years Jan has gained extensive experience in the broad fields of;

- Human Resource Management excluding labour relations,
- Organisation Development and Culture Management,
- Training, Facilitation, Coaching and Mentoring,
- Business Management and governance, and
- Consulting.

This experience was gained in large and small Manufacturing and Service industries, Government and NGOs.

His career is driven by his passion for business optimisation through the development of human resource potential and effective utilization of systems and systems thinking. He adopts a macro perspective which includes, amongst other, data-, financial- and operations management perspectives to develop a comprehensive whole. He approaches business optimization with a human growth and development focus and interventions are done through people related change which often includes pre- and post- assessments on individual and/or group level.

Prior to starting as management consultant, he was employed in large organisations (Eskom, Anglo American Properties and Consol Ltd), where he progressed to the level of Training Manager. As Training manager he carried full responsibility for training of cleaners, security personnel and technical staff as well as supervisory, management and executive development. He also carried the responsibility for all Organisation Development interventions and Employment Equity Management. This position was followed by a position at director level in an entrepreneurial concern (family business) with international ties.

Since 1995 Jan has functioned as a successful management consultant, both independently and in association with other consulting firms. He has participated in, managed and coordinated numerous change interventions within South Africa and for large multinational organisations throughout Africa.

For the past decade, Jan has been actively involved in the development of future managers through part time lecturing at tertiary institutions. He acted – and still acts - both as lecturer and research supervisor for Human Resource, Organisation Development, Strategic Management, Operations Management, Project Management and related subjects.

Some key interventions Jan has been involved in as consultant included:

- Strategic Management and Corporate Governance processes,
- Team building,
- Human Resource systems design,
- Numerous training sessions,
- Organisation system design including ERP and,
- Culture change interventions.

For the past five years Jan has been consulting extensively within the health sector. He has been involved in both training health practitioners in business related subjects (Strategy, Operations, Project management, Governance and Leadership) and supporting 9 health districts in the compilation and review of district health plans. In addition, he presents a clinic management workshop to

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government clinic managers helping them understand the business side of achieving ideal clinic status and the 90-90-90 programme.

In addition to the aforementioned, Jan has presented and published various papers on individual and organisation functioning at conferences.

He has also been involved informally as guide and mentor in the development of NGOs dealing with development, the aged and HIV. A few of the organisations and areas of involvement over the past few years are;

- CARIS – Christian AIDS Resource and Information Service (IT and organisation management support and mentoring)
- CABSA – Christian AIDS Bureau (IT, Bookkeeping, conference exhibits, and Graphic Design)
- BOCAIP - Botswana Christian AIDS Intervention Programme (Mentoring and Coaching on Strategic planning and development.
- Fontainebleau Community Church (Executive Team personality assessment and feedback)
- Family Impact – Zimbabwe (Mentoring on organisational change dynamics)
- Highveld Synod Ministry of Care for the Aged (Facilitation of needs identification sessions)
- Trans50 Association – Organisation managing retirement centres (Culture assessment and feedback)

Jan consulted and trained in South Africa, Botswana, Zimbabwe, Ghana, Kenya, DRC and Tanzania.

Personal attributes

Jan can best be described as an individualist with a drive to understand, and help others understand, the world around them. Based on psychometric assessment results, Jan is highly intelligent with very well developed E-ductive abilities, allowing him to see patterns and relationships presented in situations and information. His innovative approach and natural ability to interpret the macro perspective is supported by an ability to simplify complex issues and to patiently explain them in easily understandable formats. This has turned him a valued advisor in the sub disciplines of strategy, business management and organisational change. Jan is highly motivated with well developed presentation and facilitation skills. His ability to grasp, and set out concepts quickly has made him a sought after project management partner, specifically where tight deadlines exist. This is supported by the fact that he is equally comfortable functioning individually or in groups. He believes in delivering results that exceed expectations every time.

Broad Psychometric profile

MBTI Type Preferences: INTP.

Gallup StrengthsFinder Strengths: Ideation, Relator, Restorative, Strategic, Learner.

Ravens Progressive Matrices - Advanced: Results in top 5% of population.

Proven Areas of Knowledge, Functioning and Strength

- ❑ Organisation Development Management
- ❑ Leadership and Governance
- ❑ Business Management (HR, Strategy, Operations and Projects)
- ❑ Computer skills

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- ❑ Training and Training Management
- ❑ Human Resource Management
- ❑ Strategic and Operations Management
- ❑ Business Assessments and Surveys
- ❑ Client Management
- ❑ Business Process Analysis and Audits
- ❑ Guiding and mentoring
- ❑ Systems Planning and Design

Academic Involvement (Tertiary Institutions)

- ❑ Development and identification of course material required at post graduate and MBA level.
- ❑ Examination and maintaining of standards at Masters level.
- ❑ Designed and presented course content on various management subjects incl. Strategy, Operations-, Project-, Change- and HR management at various Tertiary educational institutions. (Bond University, University of Wales, Oxford Brookes, Damelin/Milpark Business School, UNISA – SBL and currently UP and Foundation for Professional Development)
- ❑ Assisted students in clarification of dissertation research topics and approaches.
- ❑ Acted as supervisor on dissertations (Diplomas and post graduate).
- ❑ Acted as guest lecturer on selected management subjects.
- ❑ Contributed chapters in books and published editorials and articles on various topics.

Career and Achievements to date

Self Employed

1996 – Present

Examples of company worked with:

Foundation for Professional Development	2009 – Present
FHI 360	2016 - 2017
Jopie van Rooyen & Partners	1999 – 2004
Lecturing various Organisations	

AMPROS (*Anglo American Property Services*)

1991 – 1995

Training and OD manager

ESKOM

1982 – 1991

Departments / functions worked on:

Training Department	1983 - 1985
- Training Systems	
- Supervisory Training	
- Training of Trainers and Facilitators	
Management Performance and Development	1985 - 1991
- Training of Trainers and Facilitator (Function management)	
- Quality Improvement Systems	
- Departmental Privatisation task team	
- HR Practitioner Development	

Consol Glass (PTY) Ltd

1981 - 1981

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HR Officer

Education and Development

- Master of Business Administration (Research - "Organisation Character and Management Team Type")
University of Witwatersrand, 1997
- Management Development Programme (Eskom Groups) *University Of South Africa - SBL 1989*
- Honours degree in Training Management (Research - "Model of Trainers as Change Agents")
RAU / University of Johannesburg, 1987
- Bachelors degree in Biological Sciences (Biochemistry & Psychology) *RAU / University of Johannesburg, 1984*

Conferences and Courses

Speaking Engagements:

Presented papers at various international and local conferences, including:

- 2007 Paper: "Enhancing Interventions through Measuring Cultural Dynamics" - South African Institute of Management Scientists Conference. Johannesburg: 21 September 2007.
- 2007 Paper: "Cultural Dynamics of Organisations as Framework for Change." - South African Institute of Management Scientists Conference. Johannesburg: 20 September 2007.
- 2004 Paper: "Linking Type and Organisation Understanding for Organisation Development." - Association for Psychological Type (APT) XV Conference, Toronto, Canada.
- 2002 Paper: "Working with Organisational Culture: Profiling South African Business with the OCTA®".
Co-presented a Paper on "Ravens Coloured Progressive Matrices: Norms for Scholars of 2001 in the Free State".
- 1999 Paper: "Diversity Based Performance Management" – Institute for International Research.
- 1998 Paper: "Type in HR" – SAAPT Conference
Paper: "Organisation Character" – SAAPT Conference
- 1997 Paper: "Changing World of Work" – South African Insurance Board Conference
- 1996 Paper: "Management Team Type and Organisation Character" – ITUO Conference

Conference Organising:

- 2002 Co-organiser International Conference: A Tapestry of Gifts: Exploring the Rich Fabric of Human Behaviour (Indaba Hotel) Co-organiser International Type Users Organisation Conference (Indaba Hotel)
- 1996 Co-organiser Southern African Association for Psychological Type Conference (VW Conference Centre)
- 1991 Organiser Eskom Quality Convention for Eskom top 400 executives (Mintek)

Product Development:

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- ❑ Various materials, training manuals and handouts for MBTI® users.
- ❑ Organisation Character Type Assessment®: A set of validated instruments for assessing organisation culture from perspective of cultural styles, Constructs and Jungian Type.
- ❑ Audit of Systemic Change: Assessment instrument evaluating change readiness and potential for resistance in an organisation.
- ❑ Organisation Communication Survey: Assessment instrument for evaluation of sources and effectiveness of communication in an organisation.
- ❑ The Distant Evaluation of Cultural Agreement (DECA) questionnaire. This questionnaire is aimed specifically for use at the pre-merger or acquisition stage to assess perceived cultural match.
- ❑ Various other Instruments on e.g. Leadership, Job grading and Climate

Development / Course Attendance:

- ❑ Attended numeral development courses ranging from IT to process consulting and leadership. A list can be compiled on request.

Publications

1. Chapter on South Africa in: Ginn, C. (ed) (2001) **Leadership Type and Culture: Perspectives from Across the Globe**. Centre for Applied Psychological Type Inc. Gainesville, Florida.
2. "Elusive Butterfly: Pinning Down Organisational Culture." In: **Australian Psychological Type Review** Vol. 3 no. 3. November 2001.
3. "Culturally Influenced Competence" in **People Dynamics** Vol. 22. no 8. September 2005
4. "Culture and Performance Management" in **People Dynamics** Vol 24 no 6. July 2006
5. "Models and Mindsets" in **People Dynamics** Vol 25 no 1, Jan 2007
6. "Internet Based Assessments" in **People Dynamics** (Vol 24 no 2) Feb 2006
7. Chapter on "Leadership and Culture" in: Allen, S. (ed) (2009) **The CALE Leadership Handbook**. Centre for Applied Leadership Excellence. Compris Printers, South Africa.
8. A number of short "editorials"/contributions to **People Dynamics** (Publication of Institute of Personnel Management in South Africa)
9. Busy writing a book on psychodynamics of organisations as basis of OD success or failure.

Supervision (Selection of dissertations supervised)

Note: This is not an exhaustive list as records were not kept.

- Koekemoer H.G.,: Cultural Differences amongst Information Technology Organisations and Possible Factors influencing such differences. Unpublished dissertation submitted to Oxford Brookes University in partial fulfilment for the degree Master of Business Administration. September 2004.

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- ❑ Health: Excellent

Updated: Jan 2019