

Johannesburg  
22 January 2018

### **NEW APPOINTMENT: CGF STRENGTHENS ITS HUMAN CAPITAL PORTFOLIO TO BOLSTER ITS GOVERNANCE SERVICES**

CGF is delighted to welcome a renowned South African Human Capital specialist, Hannes Janse van Rensburg as the newest member of its team of Lead Consultants. Hannes has a multi-disciplined business background that covers the full spectrum of Human Capital services, Adult Education at tertiary level as well business consulting. Given this invaluable experience which he has acquired over the last four decades, Hannes brings a unique skill set to our team. Hannes holds the following degrees; MBA, MEd (Adult Education - focusing on cognitive development) and was one of the pioneers to be registered with SAQA as a Master Human Resource Professional, through the SABPP (SA Board for People Practices). In addition he holds a diversified portfolio of certificates ranging from labour law, employee relations, health & safety to coaching, including Neuro-Linguistic Programming (NLP).

Post his undergraduate studies, Hannes joined the mining industry where he worked for circa three decades for various national and international organisations, predominantly in the field of human resources. During this period he executed multiple value adding interventions. These included the development, implementation and maintenance of comprehensive Human Resource Management ('HRM') strategies for a large mining house. Moreover, Hannes also succeeded in developing, implementing and managing a comprehensive Education, Training and Development ('ETD') strategy for a mining company which employed approximately 24,000 employees. This strategy included the establishment of state-of-the art training centers which catered for mining engineering, metallurgy, various engineering disciplines as well as supervisory, management and leadership development.



Hannes Janse van Rensburg joins CGF as a Lead Independent Consultant

Hannes did some ground-breaking work in the mining industry, by integrating the HR, Safety and Health and Remuneration functions. During this phase of his career he also facilitated the development, implementation, evaluation and re-alignment of HR within the strategic business plans of the organisation, which was considered revolutionary at the time. He served as trustee of the employee provident fund as well as a board member of the MQA (Mining Seta), representing the platinum industry.

Hannes also formed close business relations with Dr. Edward de Bono, (the "father" of lateral thinking) and the de Bono Foundation. During his tenure as Group ETD Manager for Lonrho Platinum, he trained 1,500 illiterate mine employees in enhancing their cognitive thinking skills (namely their ability to enhance their decision making, problem solving, conflict handling) with great success. Employees were trained to work in teams using the de Bono lateral thinking toolset and post training research was conducted at various levels, including team production performance. Trained teams delivered a 22% productivity increase over a period of approximately six months' post training. This formal academic research project culminated in Hannes receiving a MEd in Adult Education from Wits University in 2001. The success of his research project at Lonrho resulted in him receiving international acclaim. Hannes then embarked on an international lecture tour with Dr de Bono and its Foundation members, where he co-presented the results of the effective application of the de Bono tools in educating adults in the development of cognitive thinking

## ANNOUNCEMENT

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skills. Hannes also co-represented with Dr de Bono at the World Conference on Thinking in Edmonton Canada, as well as the World Conference on lateral thinking in Malta.

Due to his passion for assisting businesses at all levels of complexity, Hannes formed a successful joint venture with a national human resources consulting company. As MD for the North West province and a significant shareholder, he and his team of consultants were able to consult to multi-industry-based corporate clients. These services included outsourced HRM strategic services, labour law, skills and equity, as well as learning and development services. He also facilitated the alignment of HR and business strategic imperatives. As a direct result of his commitment to best HR practices, Hannes developed a new simplistic and cost effective Job Grading system, which can be directly correlated to other systems such as Paterson, Hay and Castilian. The importance of quality HR systems in a company is essential, and it forms a critical component of an organisation's group wellness and corporate governance structures. Hannes developed a comprehensive HR audit system which provides a practical action plan to rectify quality and compliance deviations.

The development of the youth in South Africa is a further passion Hannes holds close to his heart, and he believes youth development remains a critical task for creating a sustainable future for South Africa. For the past three years Hannes has been a shareholder and Campus Head of a Higher Education College and Training center. The academy focuses on the development of accounting, business as well as international standards of IT knowledge and skills transfer.

Another area high on Hannes' agenda is the development of young, aspirant managers and executives. As the future business leaders of South Africa, they need to be equipped to deal with much more than the technical parts of their daily duties. To this end, Hannes has been providing an integral coaching and mentoring service to a blue chip, JSE-listed company and its subsidiaries over the past five years. He strives to assist mentees to move from "excellence" to "significance."

Both Hannes and CGF are excited to offer an enhanced service offering to our client base, utilising the synergies between our existing world-class portfolios and skillsets. Should you wish to contact Hannes regarding his service portfolio, please feel to contact him at 082 494 7993 or email [hannesjansevanrensburg1953@gmail.com](mailto:hannesjansevanrensburg1953@gmail.com)

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Words: 901

#### ***About CGF Research Institute (Pty) Ltd: Professional Services***

CGF is a Proudly South African, Level 4 B-BBEE compliant company that specialises in corporate governance services and consulting. The company has developed numerous products and services that cover governance, risk and compliance (GRC) matters, all designed to create a high-level awareness and understanding of GRC issues impacting the organisation.

Through CGF's Lead Independent Consultants, our professional consulting capabilities include the aggregation of local and international best of breed governance reporting and research services and extend to;

- strategic management consulting, business re-structuring, executive placements, executive coaching, board assessments and evaluation, out-sourced company secretarial functions, facilitation of Corporate Governance Awareness workshops, IT governance through to Enterprise Risk Management (ERM) consulting. All CGF's services cater for large corporates, small and medium sized businesses and state owned organisations.

To find out more about CGF, its Lead Independent Consultants and Patrons access [www.cgf.co.za](http://www.cgf.co.za) or [www.corporate-governance.co.za](http://www.corporate-governance.co.za) or phone +27 (11) 476 8264/0