

SEPTEMBER
OCTOBER
NOVEMBER
2008

DINOKENG
SOUTH
AFRICA

DIN  KENG
SCENARIOS

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DINOKENG SCENARIOS  OUR PURPOSE

"We have all come together because we share a commitment to South Africa and to its future. Our purpose is to create a space and language for open, reflective and reasoned strategic conversation, among the broad community of South African leaders, about possible futures for the country, and the opportunities, risks and choices these futures present."



BOB HEAD

Bob Head joined Old Mutual plc in February 2003 as the Group HR & Strategy Director, but since 2004 has spent half of his time in Johannesburg and Cape Town (despite his contract stipulating that he would not work more than 50 miles from his home in Surrey, England). Initially he was seconded to Nedbank as Finance Director to assist with the turnaround and recovery of the bank, and subsequently took the lead in the South African Black Economic Empowerment deal that was announced in April 2005. In 2006 he was appointed Group Director, Southern Africa, and was responsible for optimising operations across the region and directing a number of corporate initiatives and potential acquisitions.

In August this year Bob was asked to return to London to take over the Group Strategy and Corporate Development portfolios, but will remain a director of Mutual & Federal, Nedbank and Old Mutual Life Assurance Company, South Africa.

Prior to Old Mutual, Bob was involved in two dot com bank start-ups in the UK. He was a founder of egg.com, and CEO of smile.co.uk, which has been the most highly rated online bank in the UK for the last 5 years. He also spent 7 years with the Prudential where he was Finance Director and then director of their International Division, and over 9 years with what is now known as Price Waterhouse Coopers.

Bob is a UK qualified chartered accountant, an Associate of the Chartered Insurance Institute, as well as a Fellow of the Chartered Institute of Bankers.



GRAÇA MACHEL

Graça Machel is a renowned international advocate for women and children's rights and has been a social and political activist over many decades. She is President of the Foundation for Community Development (FDC), a not for profit Mozambican organisation she founded in 1994.

Between 1975 and 1989, Graça served as Mozambique's Minister of Education. In 1994, the Secretary General of the United Nations appointed Graça as an independent expert to carry out an assessment of the impact of armed conflict on children.

Graça's many awards include the Laureate of Africa Prize for Leadership for the Sustainable End of Hunger (1992), the Nansen Medal in recognition of her contribution to the welfare of refugee children (1995), the Inter Press Service's International Achievement Award for her work on behalf of children internationally, the Africare Distinguished Humanitarian Service Award and the North-South Prize of the Council of Europe. In addition, Graça has served on the boards of numerous international organisations, including the UN Foundation, the Forum of African Women Educationalists, the African Leadership Forum and the International Crisis Group.

Amongst her current commitments, Graça is Chair of the GAVI Fund Board, Chancellor of the University of Cape Town, and Peer of the African Peer Review Mechanism. She also serves on the Africa Progress Panel, convened by Kofi Annan, former Secretary-General of the United Nations.

With Nelson Mandela and Desmond Tutu, Graça has convened the Elders, a group of leaders who will contribute their wisdom, independent leadership and integrity to tackling some of the world's toughest problems.

In January 2008, Graça was invited to serve on the Panel of Eminent African Personalities, chaired by Kofi Annan, which was charged by the African Union with mediating the crisis in Kenya and which resulted in an agreement, by the two main political parties, to form a coalition government.



THABANE VINCENT
MAPHAI

Vincent Maphai is Chairman of BHP Billiton, Southern Africa, and is responsible for coordinating the activities of the different operations in South Africa and Mozambique, and assisting in business development on the continent. Previously he was Corporate Affairs Director at The SAB-Miller Company, and Chairman of the Castle Brewing Company, Namibia.

Prior to joining the private sector in 1998, Vincent enjoyed an academic career that spanned over two decades. He taught locally at the Universities of Transkei, Witwatersrand, Western Cape, Cape Town and Pretoria and holds degrees from the Universities of Natal, UNISA and the Catholic University of Leuven, Belgium. He also participated in the Advanced Management Program at the Harvard Business School, and in 2007 the University of Pretoria awarded him the degree of Doctor of Philosophy, *Honoris Causa*. He has held various teaching and research fellowships at institutions abroad, including Oxford, Harvard, Princeton and Stanford.

Vincent has also been involved in a number of public policy projects and roles. Currently he chairs the Council of the University of KwaZulu-Natal and the South African Trust for Responsible Gambling. He was appointed Chairman of the Presidential Review Commission by President Nelson Mandela, and Chairman of the South African Broadcasting Corporation by President Mbeki.



RICK MENELL

Rick Menell trained as an exploration geologist and has an M.A. and B.A (Honours) from Cambridge University (UK), and a M.Sc. from Stanford (USA). He was an investment banker with J P Morgan in New York and Australia, and an executive director of gold producer Delta Gold in Australia. Rick returned to South Africa in 1992 to join the Anglovaal group and was appointed CEO of Anglovaal Mining in 1996 and Executive Chairman in 2002.

Following the merger of Anglovaal Mining with the interests of the Patrice Motsepe Group in early 2004, Rick was appointed Deputy Chairman of the boards of the resulting ARM group (African Rainbow Minerals). He became President and founding CEO of TEAL Exploration & Mining Inc. in 2005, a subsidiary of ARM, and retires from TEAL on 1 September 2008.

Rick was elected President of the South African Chamber of Mines in 1999 and again in 2000. He is currently Chairman of Bateman Engineering NV, and a director of The Standard Bank Group, Mutual & Federal Insurance Company and ARM.

Rick also serves on the boards of a number of non-profit organizations, including The National Business Trust, the National Business Initiative, and the international council of INSEAD business school. He is co-Chairman with Murphy Morobe of youth service organization, City Year South Africa, and is Chairman of the Palaeontological Scientific Trust (PAST).



NJONGONKULU
NDUNGANE

Winston Hugh Njongonkulu Ndungane was ordained as a priest of the Anglican Church in July 1974 in the Diocese of Cape Town after having served a three-year sentence on Robben Island as a political prisoner. He received a Bachelor of Divinity (Honours) degree at King's College, London, and became an associate of King's College in 1978. In 1979 he completed his Master of Theology degree in Christian Ethics, also at King's College.

In 1996 Njongo became Anglican Archbishop of Cape Town. He has been awarded several honorary degrees and doctorates from various institutions, including Rhodes University, Grahamstown, the Protestant Episcopal Seminary in Virginia (USA), the Episcopal Divinity School, Worcester State College, Massachusetts (USA), the University of Cape Town and Stellenbosch University. In June 2008, the University of South Africa awarded him an Honorary Doctorate in Literature and Philosophy.

Njongo has written many essays and has made numerous contributions to books. His own book, *A World With A Human Face: A Voice From Africa*, was published in 2000. He retired as Archbishop of Cape Town at the end of 2007 but remains intimately involved in the community through his work on the African Monitor and the Historic Schools Restoration Project. He continues to be recognised for his dedication and in April 2008 was bestowed the Order of the Grand Counsellor of the Baobab: Silver by President Thabo Mbeki, who cited his excellent contribution to the struggle against apartheid and his striving for a world free of wars, poverty and inequality.



MAMPHELA
RAMPHELE

Mamphela Ramphele is the Executive Chair of Circle Capital Ventures, a Cape Town based Black Economic Empowerment Company focusing on Growing Companies and Investing in People. She also serves on the boards of a number of major organisations.

Mamphela was the Managing Director of the World Bank from May 2000 to July 2004. As a member of the senior leadership team, she was responsible for managing the institution's human development activities in the areas of education; health, nutrition and population; and social protection. She was also responsible for the World Bank Institute, which provides training and learning to both staff and clients, and provided oversight and guidance to the Group's efforts in the areas of knowledge and information, and communication technologies. Prior to joining the Bank, Mamphela was Vice-Chancellor of the University of Cape Town, a post she took up in 1996, becoming the first black woman to hold this position at a South African university. From 2004 to 2005 she served as Co-Chair on the Global Commission for International Migration (GCIM).

Mamphela is the author of many important titles about critical socio-economic issues in South Africa. She has received numerous prestigious national and international awards, including a number of honorary doctorates acknowledging her scholarship, her service to the community, and her leading role in raising development issues and spearheading projects for disadvantaged persons throughout South Africa.

Mamphela qualified as a medical doctor at the University of Natal in 1972. She holds a PhD in Social Anthropology from the University of Cape Town, a Bachelor of Commerce degree in Administration from the University of South Africa, and diplomas in Tropical Health and Hygiene, and Public Health, from the University of Witwatersrand.



MIRIAM ALTMAN

Miriam Altman is Executive Director of the Centre for Poverty, Employment, & Growth at the Human Sciences Research Council in South Africa. She was educated in Canada and the UK, with a BA (Economics) McGill University; M.Phil (Dev Econ) University of Cambridge, PhD (Economics) University of Manchester. Her work focuses on developing practical policy options aimed at reducing unemployment in South Africa. In particular, she is currently leading an evidence-based employment scenarios process that draws together top decision and opinion makers.

Miriam is a leading expert in employment and industrial policy, with 20 years research and practical experience in economic development issues. Her work concentrates on framing public and private strategies to make the economy and industries more employment oriented. This has included work in a wide range of sectors, from fishing transformation to manufacturing to services industries, covering labour market, industrial, regional and technology policy.

Miriam has worked closely with the South African government since 1994. She was lead strategist for the economic development programme of a large urban regeneration programme, the Greater Alexandra Urban Renewal Project, designed the Department of Trade and Industry's core investment incentive programmes; chaired the Ministry of Agriculture's Employment Strategy Commission; and was Project Leader of the 1998 Employment Strategy and Presidential Jobs Summit. She has been active in promoting strategies to enhance the contribution of services industries to South Africa's growth and employment objectives.

Miriam has produced more than 80 publications and reports. Three edited books are forthcoming in 2008 on innovation in resource-based industries, the role of services in South Africa's development strategy, and challenges for labour market policy in South Africa.



FRANS BALENI

Frans Baleni is General Secretary of the National Union of Mineworkers (NUM), South Africa's largest trade union. He is Chairman of Cosatu's National Labour & Economic Development Institute, has been a Non-Executive Director of Rand Mutual Assurance since 2004, Chairman of the JB Marks Bursary Trust Fund since 2006, and a Non-Executive Director of the Elijah Barayi Memorial Training Centre. He is also Chairman of the Mineworkers Investment Trust and an Executive Member of the International Chemical, Energy and Mining Federation.

Frans has worked in the mining industry since 1979 and joined the NUM in 1982. His political career spans the UDF, ANC and SACP, and he served in the CODESA as a member of the negotiating team. He holds a BA in developmental studies.



ANN BERNSTEIN

Ann Bernstein is the founding executive of the Centre for Development and Enterprise (CDE) and one of the country's leading development experts and policy analysts. She was a member of the Transformation Team and then the Board of the Development Bank of Southern Africa (1994 - 2004). She has published extensively on business, democracy, development and policy-making in South Africa, including the books *Migration and Refugee Policies* (with M. Weiner, 1999), *Business and Democracy: Cohabitation or Contradiction?* (with P.L. Berger, 1998), and *Policy Making in A New Democracy: South Africa's Challenges for the 21st century* (1999). In 2005, Ann was selected as a Fellow at the National Endowment for Democracy in Washington DC, and in 2007 she joined the Board of the Brenthurst Foundation.

In its thirteen years of existence the CDE has become a powerful national resource in the world of ideas and policy direction. As a totally independent think tank, specializing in questions of national development, the organization has achieved national impact and its work is read and heard by leading politicians and decision makers throughout South Africa. It has a unique niche in the country's policy debates, and is able to attract the most senior officials, politicians, experts and business executives to its robust workshops and policy forums. CDE's track record is one of excellence in the development of policy ideas, credible local and international research to back these up, and effective strategies to provoke public debate.

CDE has a special focus on the role of business and its contribution to development. The organisation's most recent publications include: *Land Reform in South Africa: Getting back on track* (2008), and *Doubling for Growth: Addressing the maths and science challenge in South Africa's schools* (2007).



NKOSINATHI BIKO

Nkosinathi Biko is the Chief Executive Officer of the Steve Biko Foundation. He holds directorships in a number of local and international companies and is a member of various non-profit institutions. He sits on the board of the South African History Archives and is the Chairperson of the Business Place eQonce, an initiative aimed at assisting youth and women entrepreneurs.

Nkosinathi has expansive work experience across a range of media platforms. After university, he joined the Sowetan, the biggest black daily newspaper, as the Deputy Marketing Manager, and then moved into broadcast media where he produced a number of television documentaries and youth programmes for SABC, Bop TV and e-TV. With the convergence of print and broadcast media on the Internet platform, he took up the position of E-commerce product manager with Primedia's iafrika.com, one of the first consumer portals to be launched in South Africa. He was jointly responsible for launching Metropolis Transactive, the first local Business-to-Business trading platform, where he served as the E-commerce Strategy Manager.

He is also a published writer, a speaker on the international circuit, and a lecturer. He has presented extensively on Human Rights at conferences throughout the world, and his lectures have been heard at universities locally and across the USA.

Nkosinathi graduated from the University of Cape Town where he pursued a Bachelor of Social Science (Economics) and a Postgraduate Diploma in Marketing Management. He has also studied Property Development and Finance through the University of the Witwatersrand.



CHERYL CAROLUS

Cheryl Carolus is currently Executive Chair of Peotona Group Holdings, a wholly women-owned company with assets in resources and infrastructure feeder industries. The Company has been set up with a vision to leverage sustainable opportunities for individuals and communities in the "second economy" through the company's own "first economy" activity. 70%+ of all large investments have been placed in ring fenced Community Trusts for education and or enterprise development.

Cheryl was part of the ANC elections team that prepared the organisation to fight the first democratic election. She led the ANC consultative process to develop a policy for a post-apartheid South Africa, and as Deputy Secretary General of the ANC, she repositioned its structures to function as a parliamentary party at national, provincial and local levels.

Through her work as SA High Commissioner (Ambassador) to the UK, Cheryl built a model for collaboration with South African companies based in London, which included strong networks with the major players in the British government, business and NGO world. She applied these same networks in her work for South African Tourism resulting in a major repositioning of South Africa as a serious global tourism destination and as a major economic centre.

Cheryl plays an active role in a number of civil society organisations mainly around young people at risk, conservation and global conflict. She is Chairperson of the South African National Parks Board, a board executive committee member of the International Marketing Council of South Africa, Chairperson of loveLife, and a board member of Soul City Health Institute and the International Crisis Group and WWF International. She also holds non-executive positions on the boards of a number of major South African companies. Cheryl has a BA Law degree and Bachelor of Education.



ANGELA COETZEE

Angela Coetzee holds a Diploma in Computer Science Programming and a Bachelors in Applied Value & Policy studies. Her other interests are the phenomena of entrepreneurship and understanding global contexts to address local challenges. She will pursue a Masters in 2009 to explore migration patterns into South Africa and to investigate the entrepreneurial activities that migrants generate.

Angela's passion lies in working with young people and unlocking their brilliance, which is something that she believes everyone to have. She has come to understand that social contexts guide our behaviour. She has travelled extensively and has realised two things; people are all pretty much the same and they have common human needs and desires, and we are all interconnected, whether we like it or not.

Angela enjoys reading, but only if the content teaches her something new. She loves extreme sports, like bungee, rock jumping and climbing, working with her hands to feed her creative side, and spending time in nature and with her family.



Ryan Coetzee is a member of parliament and the CEO of the Democratic Alliance. He has been the DA's chief strategist for 10 years and in this capacity is co-responsible for developing the DA's analysis of South Africa's democratic development. He has held various positions in the party and has consulted to the Western Cape government and the City of Cape Town.

Ryan is 35 years old and has a Bachelor of Arts degree and a Higher Diploma in Education from the University of Cape Town.



Paul Hanratty was appointed the Managing Director of Old Mutual South Africa (OMSA) in July 2006, and is a member of the Group Executive Committee of Old Mutual plc. Paul worked in various actuarial, marketing, finance and business units after joining the company in 1984. He is Deputy Chairman of the Life Office's Association (LOA), which is being merged into a new association that will represent the entire long-term savings and investment industry.

Paul's interests in the business world include leading business transformation and the development of financial markets and financial instruments. He was born and educated in Zimbabwe, studied business science and actuarial science at the University of Cape Town, and is a Fellow of the Actuarial Association of South Africa.



HANIFF HOOSEN

Haniff Hoosen is a member of the National Executive Committee of the Independent Democrats (ID). He joined the ID in 2005, became the Election Campaign Manager in 2006, was elected as Secretary General in July 2007, and nominated to National Parliament in August 2008. Haniff serves on the Educational and Safety & Security Portfolio committees.

Haniff worked in various PR roles for the New National Party during the 1990's, became the youngest candidate to Parliament in 1994, and served as a councillor on the Durban Metro Council from 1996 to 2001. He studied for a B Proc (Law) at Unisa but has yet to complete his degree.



MOEMEDI
KEPADISA

Moemedi Kepadisa is Head of the Education and Policy Unit of the National Council of Trade Unions (NACTU). He started his trade union activities in 1988 as a member of the Banking, Insurance, Finance, and Assurance Workers' Union (BIFAWU); and is a member of the Azanian People's Organisation (AZAPO). He represents labour at the National Economic Development and Labour Council (NEDLAC) in the Trade and Industry and Public Finance and Monetary Policy Chambers of this body.

Moemedi has extensive experience in the financial services sector and has held various leadership positions in professional, business, statutory and community based organisations. These include the Tertiary Education Fund of South Africa (TEFSA); the Advisory Committee to the Minister of Education on the Establishment of the National Student Financial Aid Scheme; the Economic, Social and Cultural Council of South Africa (Ecosocc-SA), and the Financial Sector Charter Council.

Moemedi holds a degree in Business Administration from the University of Johannesburg; and a Licentiate and Associate Diploma from the Institute of Bankers in South Africa. He is currently studying towards a Masters Degree in Public Policy and Management. In addition, he has undergone leadership training and development programmes at the University of Wisconsin-Milwaukee and Morehouse College in the USA; and has represented South Africa in international forums such as the ILO, and other United Nations organs.

Currently, Moemedi serves as a member of the National Governing Council of the African Peer Review Mechanism, a body tasked with conducting a country self-assessment on Socio-Economic Development, Corporate Governance, Economic Management and Political Governance issues.



REUEL KHOZA

Reuel Khoza is currently Chairman of Aka Capital (Pty) Ltd, Nedbank Group, and Corobrik (Pty) Ltd, and director of several companies in which Aka Capital has invested. He is also Fellow and President of the Institute of Directors in Southern Africa.

As Chairman of the Nepad Business Foundation, Reuel initiated the establishment of the African Leadership Development Programme that is jointly run by the Wits Business School and the Nepad Business Foundation.

Reuel holds a BA Honours (Psychology), from the University of the North (now University of Limpopo), MA Marketing Management, from the University of Lancaster, UK, an Engineering Doctorate (Business), from the University of Warwick, UK, and Doctorate of Laws honoris causa, Rhodes University.

He is a Visiting Professor at Rhodes Investec Business School, Rhodes University, Grahamstown, and a Professor Extra Ordinairé at the University of Stellenbosch Business School, Cape Town, and lectures in corporate strategy, corporate governance and business leadership. He is also author of "Let Africa Lead", and co-author of "The Power of Governance".



Kallie Kriel is currently the CEO of AfriForum, the civil initiative established by Solidarity. AfriForum offers a forum for the constructive activation of minorities outside the realm of party politics to participate in public debate and action. It is responsible for a broad range of campaigns aimed at the protection of civil rights, including opposition against political interference in sport, crime and the changing of place names. The organisation also manages the Come Home Campaign that provides free advice to South Africans abroad about the return process to South Africa.

Kallie has a BA Honours degree (Cum Laude), a Higher Educational Diploma (Cum Laude) and Masters Degree in Political Geography, all from the University of Pretoria.

During his years as student, Kallie served as member of the Student Council of the University of Pretoria and, after the completion of his studies, he worked as teacher for three years at Hoërskool Centurion. He has been in the service of Solidarity for 9 years.



ANTJIE KROG

Antjie Krog is a poet, writer, journalist and Extraordinary Professor at the University of the Western Cape.

She has published twelve volumes of poetry, three volumes of verse for children, a short novel and a play in Afrikaans. In addition, she has written two non-fiction books in English: "Country of my Skull", based on the South African Truth and Reconciliation Commission, and "A Change of Tongue", about the transformation in South Africa after ten years.

Antjie's work has been translated into English, Dutch, Italian, French, German, Spanish, Swedish, Serbian and Arabic. Her book "Country of my Skull" was named as one of the Top 100 books to come out of Africa in the 20th century, and it is being widely prescribed at universities as part of the curriculum dealing with writing about the past. She was also asked to translate the autobiography of Nelson Mandela, "Long Walk to Freedom", into Afrikaans.

Antjie holds four honorary doctorates and has been awarded numerous prestigious awards, both Afrikaans and English, for poetry, non-fiction and translation.



MARY MALETE

Mary Malete is President of the Federation of Unions of South Africa (FEDUSA) and the first President of the South African Confederation of Trade Unions (SACOTU). She serves on various boards, including the Commission for Conciliation, Mediation and Arbitration (CCMA), LAMOSA (Land Access Movement of South Africa) and the Job Creation Trust.

Mary grew up in Lady Selbourne. Her father, Jerry Molokwane, was a herdsman in the Ramotshinyadi in Bolobedu, and a third generation descendent of the Modjadji, the Queen Rainmaker. Her mother, Johanna Shabangu, was a garment worker in Johannesburg and belonged to the garment workers union.

Mary pursued a career in nursing. She trained in general nursing at the Glen Cowie Mission Hospital and the Pretoria General Hospital (now the Pretoria Academic Hospital), and midwifery at Baragwanath Hospital. She completed various nursing courses and diplomas, culminating in her obtaining a B Cur. Degree from the University of South Africa. Through her dedication and hard work she was promoted from senior sister to senior matron, and then to Nursing Service Manager, second in chief at the Hillbrow Hospital.

Mary joined Hospersa under the leadership of Frank Sexwale, the chairperson, and took over the presidency portfolio of the Black Hospersa Congress, which later merged with their white counterparts. She has served as president of the Catholic Nurses Guild in Southern Africa and worked for the Catholic Health Care Association as a Director. Mary has made a significant contribution to the labour movement of the country.



DANIEL MMINELE

Daniel Mminele was appointed Executive General Manager: Markets at the South African Reserve Bank (SARB) in August 2005. In this role he is responsible for the management, supervision and control of the Financial Markets Department, the National Payments System Department, the Exchange Control Department and the Financial Services Department. Prior to this he was head of the Financial Markets Department (April 2003 to July 2005), General Manager of the International Banking Department (April 2001 to August 2003) and Executive Assistant to the Senior Deputy Governor (September 1999 to March 2001).

Daniel is a member of the Governor's Executive Committee and has been a member of the Monetary Policy Committee of the SARB since August 2004.

Prior to joining the SARB, Daniel was Deputy Divisional Head of Special Projects at African Merchant Bank Ltd, and Customer Relations Manager (Corporate Banking) of Commerzbank AG, Johannesburg. Between 1987 and 1995 he held various positions at Westdeutsche Landesbank Girozentrale (WestLB) in Düsseldorf (Germany) and London.



NAMHLA MNIKI

Namhla Mniki has been a Project Director at the African Monitor since 2006. The African Monitor is an independent African body which acts as a catalyst to monitor development funding commitments, delivery and impact on the grassroots, and to bring strong additional African voices to the development agenda.

Prior to joining the African Monitor, Namhla held a number of posts as a lecturer, consultant, trainer and researcher. Between 1999 and 2004 she lectured at the Institute of Social Development at the University of the Western Cape, and in political studies at the University of Cape Town (UCT). She was also a senior researcher at the Children's Institute, UCT, an organization that aims to promote equality and realise the rights of all children in South Africa.

Namhla holds a Bachelor of Arts degree and a post-graduate degree in Development Studies.



AARON
MOTSOALEDI

Dr Phakishe Aaron Motsoaledi was born at Phokoane village in the Northern Province.

He obtained his matric at Setotolwane High School in 1976 and completed MBCHB at the University of Natal in 1983.

He worked as a private teacher, medical intern, medical officer, General Practitioner and Sessional Doctor until 1994 when he was elected as a Member of the Provincial Legislature in the Northern Province after the first democratic elections.

From 1994 – 1997 he was appointed the MEC for Education, Arts, Sports and Culture. In 1998 – 1999 he was appointed as the MEC for Transport.

After the second democratic elections in 1999 he was appointed the MEC for Agriculture until December 2004. He was redeployed to serve again as the MEC for Education, the position he still holds to date.

He served in various leadership roles in many structures including AZASO, UDF, NAMDA, Sekhukhune Advice Office, Hlatlolanang Primary Health Care Project and African National Congress (ANC) from a branch up to the Provincial level.

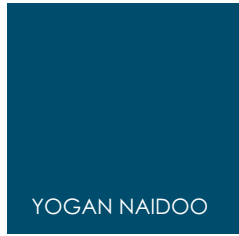


JAY NAIDOO

Jay Naidoo is Chairman of the J&J Group Development Trust, launched as the social development arm of the J&J Group (Pty) Ltd with education and health as its key programme areas. He is also the Chairman of the Development Bank of Southern Africa (DBSA), a major development finance institution operating in the Southern African Region; and Chairman of the Global Alliance for Improved Nutrition (GAIN). GAIN is a global public-private partnership launched by Bill Gates and Kofi Annan in 2002 to fight malnutrition facing an estimated two billion people in the world.

Jay is a member of the International Telecommunications Union's (ITU) Advisory Board and is Deputy Chair and Trustee of the loveLife Trust, a NGO fighting the AIDS pandemic in South Africa. He is a member of the Global Health Advisory Panel of the Bill and Melinda Foundation and the Health Advisory Committee of the Clinton Global Initiative. He was recently appointed to the Chronic Disease and Malnutrition Global Agenda Council, as well as the Gender Parity Group of the World Economic Forum.

Jay was a leading anti-apartheid activist, and the first General Secretary of the Congress of South African Trade Unions, the country's largest federation of unions that played a leading role in the struggle for freedom. From 1994 to 1999, he was Minister in the President's Office responsible for the Reconstruction and Development Programme (RDP), and later Minister of Telecommunications, Post and Broadcasting in Nelson Mandela's cabinet.



Yogan Naidoo is the founder and chief executive of Business Solutions Africa (BSA), a South African based, globally focused business strategy consultancy. The BSA identity is cultivated purely from redefining the norm, operating as an innovative provider of consulting and advisory services in Black Economic Empowerment, BPO Strategy and Investment, New Media and Entertainment, New Venture Creation, Science and Technology Innovation, SMME Development and Tourism.

BSA enjoys associate relationships with the Ethekewini Municipality, the University of Kwa Zulu Natal, Letchmiah Daya Mandindi, PC Training and Business College, Internet Solutions, the KwaZulu-Natal ICTE Cluster, the KwaZulu-Natal Tourist Authority, the Insika Development Trust, the SABC and, in addition, is currently Project Executive for the City of Durban's 2010 FIFA World Soccer Cup Economic Development Work Stream.

Yogan serves on the advisory boards of the Chatsworth Education Development Trust and PC Training and Business College and, is also a successful innovator and change agent having created and developed Africa's premier tourist and investor health, safety and communication online resource in a strategic public-private partnership with the KwaZulu-Natal Tourist Authority.

Yogan holds a Bachelor of Arts (BA) degree in Industrial Psychology (1990) from the University of the Witwatersrand and a New Venture Creation Certification (2003) from Wits Business School. As a Nelson Mandela Scholar, Yogan completed his MBA (2005) at the Cass Business School, City of London University, achieving a distinction for his MBA Thesis on "Black Economic Empowerment as a Foreign Direct Investment Vehicle".



MAITE NKOANA-
MASHABANE

Maite Nkoana-Mashabane was born in Ga-Makanye village in the Limpopo Province. During the 1980s, she was an active member of the United Democratic Front (UDF) and served in the various structures of the Mass Democratic Movement (MDM) and the ANC underground. After the unbanning of the ANC in 1990, she actively participated in the re-launch of the ANC Women's League in the country, was the Chairperson in Limpopo between 1992 and 1995, and also served as a member of the League's National Working Committee.

Maite was as a Member of Parliament in the National Assembly from 1994 to 1995, and subsequently appointed as High Commissioner to Malaysia, servicing the Philippines and Brunei. In 1999 she became High Commissioner to India, servicing Sri Lanka, Bangladesh, Maldives and Nepal until 2003.

In November 2004 Maite was appointed MEC for Local Government and Housing and resumed her duties in January of 2005.

In the last 4 years, Maite has served as Deputy Secretary-General of the ANC in Limpopo and as a Member of the National Executive Committee (NEC) and the National Working Committee (NWC) of the ANC Women's League. In 2007, she was appointed as Provincial Convener of the Progressive Women's Movement (Limpopo) and elected as a Member of the ANC NEC and NWC.



THANDI C
NONTENJA

Thandi Nontenja is the Provincial Secretary of the UDM in Gauteng and serves as the National Treasurer of the Party. She grew up in Mount Frere in the Eastern Cape and matriculated at the Colana High School. She has several diplomas in finance, accounting and business management as well as political leadership.

Thandi ended her career in the business sector when she was elected as a city councillor for the United Democratic Movement (UDM) of the Johannesburg Metropolitan Council in 2006. Thandi has been very active in women's organisations and is a member of People Opposing Women Abuse.



THAMI KA
PLAATJIE

Thami ka Plaatjie is the current Director of the Pan African Foundation, an NGO that specialises in matters affecting the youth, culture and the heritage of the African people. In addition, he is the Acting President of the Pan Africanist Congress (PAC) until its elective congress that is to be held in Cape Town in November 2008.

Thami has been a lecturer and registrar at Vista University and a senior manager of Strategy & Policy Co-ordination at the National Development Agency. He chaired the Vista Local Transformation Forum (Vaal campus) and was Co-Convenor of the National Reparation Movement. He has held various positions in the PAC, including Chairman of the Vaal region, Secretary of Education in the Gauteng province, and Secretary General.

Thami completed a Bachelor of Arts at Vista University and a Master of Arts at Rand Afrikaans University (RAU). At present, he is a researcher for the South African Democracy Trust and has been entrusted with the responsibility of writing two chapters on the PAC.



SONJA SEBOTSÁ

Sonja Sebotsa is the Principal Partner of women's investment and advisory firm Identity Partners. Identity Partners has diversified equity interests with a view to growing the participation and influence of women in the economy. To this end, the major operating subsidiary of Identity Partners is the Identity Development Fund, an SME fund focused on funding businesses owned by women and youth, thus achieving empowerment via ownership as well as entrepreneurship, especially through enterprise development and preferential procurement initiatives.

From 2002 to 2007, Sonja was an Executive Director at WDB Investment Holdings, a broad-based empowerment company dedicated to empowering women through channelling income from investments to poor women through the programmes of the WDB Trust. Prior to joining WDB, Sonja was vice president of Deutsche Bank's Investment Banking Division, having spent five years in their corporate finance teams in Johannesburg, London and Tokyo, gaining extensive experience in mergers & acquisitions, privatisations and BEE transactions.

Sonja is currently a Non-Executive Director on the boards of a number of JSE listed companies, has been recognized by the Black Management Forum, and is a member of ABSIP (the Association of Black Securities and Investment Professionals).

Sonja has an LLB (Honours) degree from the London School of Economics and Political Science, an MA from McGill University in Montreal, and is a Registered Person with the Securities and Futures Authority of the UK.



RAENETTE
TALJAARD

Raenette Taljaard is a former DA MP and was the Shadow Minister of Finance from 2002, and a member of the Portfolio Committee on Finance. She also served on numerous other parliamentary committees, including the Standing Committee on Public Accounts during the arms deal investigation. In 1999, at the age of 25, she was the youngest woman to have been elected to the South African parliament.

Raenette is a Yale World Fellow, a Fellow of the Emerging Leaders Programme of the Centre for Leadership and Public Values (UCT's Graduate School of Business and Duke University), and a Young Global Leader of the World Economic Forum. She holds a BA in Law, a BA (Honours) in Political Science, cum laude, and an MA in Political Science (International Relations) cum laude, all from the Rand Afrikaans University, and an MSc in Public Administration and Public Policy, cum laude, from the London School of Economics and Political Science.

Raenette is currently the Director of The Helen Suzman Foundation, and lectures part-time at the Wits Graduate School of Public and Development Management in areas ranging from public finance to regulation and peace keeping and peace enforcement. She is also an alumnus of the Prince of Wales Business and Environment Programme (University of Cambridge Programme and Industry), and lectures extensively, locally and abroad, on the privatization of security, military outsourcing and the need for regulation.



Mathatha Tsedu is the Editor-in-Chief of City Press. Between 1998 and 2002 he was Deputy Editor of the The Star and the Sunday Independent, and Deputy Chief Executive of the SABC News.

Mathatha graduated with an honours degree in Journalism Studies from the University of the Witwatersrand, and has attended several journalism courses in South Africa, Kenya, Belgium, Zimbabwe and the UK. He also spent ten months at Harvard (USA) where he studied leadership, management, journalism ethics and general economics.

Mathatha is currently Chairperson of The African Editors Forum (TAEF), a council member of the South African Editors Forum (SANEF) and a Board Member of Via Afrika Publishers. He also served as a member of the Task Group on Government Communications appointed by the then Deputy President, Thabo Mbeki, which led to the demise of SADC and the creation of GCIS.

Mathatha has received a number of prestigious awards including the Nieman Fellowship in 1996/97, the Nat Nakasa Award for Courageous Journalism, and the Mondli Shanduka Newspapers Lifetime Achiever Award in 2008.



SIMPIWE KENNETH
TSHABALALA

Sim Tshabalala has been with Standard Bank since September 2000 and was appointed Chief Executive of Standard Bank of South Africa (SBSA) in March 2008. Prior to this, he held various other senior positions at the bank, including Chief Executive of Personal and Business Banking, Deputy Managing Director of Retail Banking, and Managing Director of Stanbic Africa.

Sim holds Bachelor of Arts and Bachelor of Law degrees from Rhodes University, Grahamstown; a Master of Law from the University of Notre Dame, Indiana, USA, and has completed a Higher Diploma in Taxation Law through the University of the Witwatersrand.



Reverend Keith Muntuwenkosi "Musa" Zondi is Secretary General of the IFP; an Executive on the KwaZulu-Natal Christian Council, and represents the IFP as a Member of Parliament and of the National Assembly.

Musa has been involved in the IFP since 1975 and held various leadership positions in the IFP Youth Brigade from 1984 before being made National Chair Emeritus. He has been the National Spokesperson of the IFP, and served on various select committees, including Education, Arts & Culture, Economic & Foreign Affairs, Labour, Public Enterprises, Communications and Minerals & Energy. He was also Deputy Minister of Public Works from 2001 to 2004.

Musa completed a Bachelor of Arts degree through UNISA in 1989, specialising in Development Administration, African Politics and Theology.



SARAH BABB

Sarah is a partner of Reos Partners. She is an experienced facilitator and designer of multi-stakeholder processes for collective learning, allowing for new solutions to emerge.

Sarah has been a programme manager, designer and facilitator in many sector-based and corporate development projects in South Africa for the past 13 years. One such project was designing and managing a national development project across the microfinance sector, with a budget of R78m, over a period of three years reaching over 10,000 consumers, over 1,000 micro lenders and building skills across 100's of intermediaries.

Sarah has a MBA (cum laude, GIBS 2003-4), PDM (Wits Business School, with distinction), BA (Wits) and is currently completing her Doctorate (DBA, at GIBS). She has presented at national conferences since 1995 and has published widely in local journals, including co-publishing a book "Perspectives in Learnerships: South African Case Studies".



MATT BLAND

Matt Bland is a Programme Director at Old Mutual plc and has worked for Bob Head, one of the convenors of the Dinokeng Scenarios, for over two years. Matt has 16 years project management experience in the banking, telecommunications and government sectors, and the accounting and legal professions. He started at Nedbank in 1998 and managed the credit risk management and card portfolios before being appointed to the Strategic Recovery and Turnaround Office, a new division established in 2005. He joined Bob in 2006 as part of a small team tasked with identifying and realising synergies across Old Mutual's operations in Southern Africa, and leading a number of corporate restructure initiatives.

Matt majored in Psychology and Journalism at Rhodes University, Grahamstown, and completed an MBA at the University of Hull (UK) in 1994. Prior to joining Nedbank he worked in London for 5 years for Save The Children Fund, Lonrho and TQM Consultants, amongst others. His final assignment abroad was with ECHO, a foreign exchange clearing house, for which he prepared a thesis on "foreign exchange rate volatility and risk management" and presented it to the major banks across Europe.

Matt has been involved in the Dinokeng Scenarios since its inception in early 2008 and has worked closely with the sponsors, stakeholders, convenors and secretariat in designing, structuring and managing the project.



ADAM KAHANE

Adam Kahane is a partner in Generon Reos LLC, an international consulting and capacity-building firm based in Cambridge, Massachusetts. Adam is a leading designer and facilitator of processes through which business, government, and civil society leaders can work together to solve their toughest, most complex problems. He has worked in more than fifty countries, in every part of the world, with executives and politicians, generals and guerrillas, civil servants and trade unionists, community activists and United Nations officials, clergy and artists.

Adam is the author of *Solving Tough Problems: An Open Way of Talking, Listening, and Creating New Realities* (San Francisco: Berrett-Koehler, 2004). Nelson Mandela said: "This breakthrough book addresses the central challenge of our time: finding a way to work together to solve the problems we have created."

During the early 1990s, Adam was head of Social, Political, Economic and Technological Scenarios for Royal Dutch/Shell in London. He has a B.Sc. in Physics (First Class Honours) from McGill University (Montreal), an M.A. in Energy and Resource Economics from the University of California (Berkeley), and an M.A. in Applied Behavioural Science from Bastyr University (Seattle).



ALAYNE
MANNION

Alayne Mannion has spent the last 20 years looking after Chief Executives, Chairmen and other senior executives at Old Mutual in South Africa and Old Mutual plc in London. She worked closely with the Chairman & Chief Executive during Old Mutual's demutualization in 2000, and from 2002 to 2005 she managed the offices in both Cape Town and London, travelling frequently between the two cities.

In 2005, Alayne joined the Group Directorate of Southern Africa, a new division headed up by Bob Head, one of the convenors of the Dinokeng Scenarios, and has been responsible for a variety of support and administrative functions.

Alayne has been involved in the Dinokeng Scenarios project since its inception in early 2008 and has now been seconded to the project on a full-time basis. She is a member of the project secretariat and her responsibilities range from logistics management and communications, to project accounting and administration.



DEBRA MARSDEN

Debra is currently an executive at Wiphold where she looks after Business Transformation & Corporate Affairs. Wiphold is actively involved in the companies it's invested and Debra spends a lot of her time working in companies such as Adcorp, Hans Merensky, Nedbank and Old Mutual, assisting with transformation and new business development. One such focus has been the development with Old Mutual & Nedbank of an alternative rural financial services model currently being piloted in the Mquma district in the Eastern Cape and Acornhoek in Mpumalanga.

Before joining Wiphold Debra was GM of Corporate Affairs & Transformation at Old Mutual. Prior to Old Mutual Debra held the following positions: Economic Affairs Director of the Consultative Business Movement, Secretariat Head of the National Economic Forum and Deputy Director of Nedlac. She designed and implemented Old Mutual's transformation programme and formed part of the 10-person negotiating team which developed the Financial Sector Charter. Her very first job was as a trade union researcher for the Labour Research Service in Cape Town.

During 2004 Debra took a year's sabbatical and spent most of that time in Brazil, Peru and Argentina. She developed a passion for Brazil, second only to her love for South Africa, and from that time learnt the pleasure of getting that often elusive work- life balance right.

Debra graduated from UCT with a Bachelor of Business Science (Economics Honours). During her time at UCT she became actively involved in Shawco, the UDF and the Cape Democrats. She was born in Krugersdorp, or Mogale City as it is now known.



ISHMAEL
MKHABELA

Ishmael Mkhabela is the founder and Chief Executive Officer of Interfaith Community Development Association (ICDA), an agency which, since 1991, has pioneered and promoted broad-based relational community organizing and community conflict resolution in South Africa. In 2001 Ishmael founded ICDA Housing and Development Consultants (PTY) Ltd, a business arm that provides urban development services to a range of clients, from businesses and churches to government agencies and housing and community renewal programmes.

Ishmael chairs the boards of a number of trusts and companies, including the Johannesburg Social Housing Company, the Steve Biko Foundation and Kabo Development Trust. He is also deputy Chairperson of St Augustine College, the Catholic University of South Africa.

Ishmael is a trustee of FinMark Trust, Jim Khazamula Trust, and Donaldson Trust, and holds directorships at a number of community development initiatives, including the Centre for Development and Enterprise, City Year South Africa, and the Aggrey Klaaste Nation Building Foundation.

Ishmael's work links in with school regeneration programmes as well as current and past development initiatives of national service agencies, women, youth, workers, civic and community-based organizations and faith-based institutions. Ishmael is founding Chairperson of the Soweto Action Committee and former Chairperson and President of the Azanian People's Organisation.



YVONNE MUTHIEN

Yvonne Muthien is currently a business consultant working on strategy frameworks, organizational efficiency and new business development. She previously served as Vice President of Public Affairs & Communications for Coca-Cola Africa in London, and was Group Executive of Corporate Affairs at MTN. She currently serves as a Board Member for Africon, as an alternate Board Member of MTN Nigeria, and as a Board Member of Mossgas, the South African Broadcasting Corporation (SABC) and Transnet.

Yvonne completed her D.Phil. degree in Sociology and Politics at Oxford University (UK) in 1989 and holds a master's degree from the Northwestern University (USA) as well as a BA (Honours) degree cum laude from the University of the Western Cape, South Africa. She previously held the position of Associate Professor in Sociology at the University of Natal, Durban. She is widely published, and has written and edited a number of books, articles and international conference papers. She has also completed short courses on 'Strategic Finance' and 'Finance for Non-Financial Managers', 'Revenue Growth Management', 'Financial Integrity', 'Incidence Management & Crisis Resolution', as well attended the Senior Executive Leadership programmes of Coca-Cola and MTN.

In December 2002, Yvonne was bestowed with a Presidential Award as Grand Counsellor of the Order of Baobab, by President Mbeki, for her contribution to the 'Building of National Identity through the Development of National Symbol'.

Yvonne is an active participant in a number of global forums, including the Corporate Council on Africa, World Economic Forum, Commonwealth Business Council and NEPAD. She also serves as Chairperson of the Commonwealth Business Council Intra-Africa Trade Working Group, which made trade recommendations to the Commonwealth Heads of Government in Kampala in November 2007.

