

## CURRICULUM VITAE

### **PERSONAL DETAILS**

Name : Khanyisile Kweyama  
Address :  
Contact Details :  
  
email :

### **PAST BOARD APPOINTMENTS**

BMW SA (Pty) Ltd  
Barloworld Logistics Africa Ltd  
Sovereign Foods Limited  
Actuarial Independent Consultants  
Anglo American Platinum Ltd  
Anglo America SA  
Kumba Iron Ore Ltd

### **PRESENT BOARD MEMBERSHIPS**

Brand South Africa – Chairperson  
South African Broadcasting Corporation (SABC) Interim Board Chair  
Telkom Ltd – Chairman of Social & Ethics Committee  
Appointments to National & Statutory Bodies  
Appointed to Employment Equity Commission – 2008 to 2012  
Appointed to National Planning Commission (NPC) - 2015  
Appointed to Gauteng Eminent Persons Group – March 2016

### **BUSINESS ACHIEVEMENTS AND AWARDS**

- Elected Vice President of the Chamber of Mines SA (2013, 2014)
- Appointed Director of BLSA (2012, 2013)
- Appointed Director of NEPAD National Business Forum (NBF) (2012, 2013)
- Most Influential Woman in the Mining, Resources and Extractive Sector – (2012 – 2015)
- Recognised as one of the 100 most inspiring women in mining in the world (2014, 15)
- Several Merits and achievement awards in HR from various industry bodies
- Appointed to Commission for Employment Equity (2008-2012)

## **ACADEMIC INFORMATION**

1996 : Post Graduate Diploma in Management (PDM)  
University of the Witwatersrand (WITS)

1997 – 1999 : Masters in Management (MM)  
University of Witwatersrand (WITS)  
(to complete thesis)

## **ADDITIONAL LEARNING**

Project Management : Damelin  
Negotiation Skills : CBM/Harvard Business School  
Change Management  
Facilitation Skills (ParticiPlan)  
Barloworld EDP- 2008 : GIBS

## **CAREER HISTORY**

Period : 2015 – 2017  
Position : Chief Executive Officer  
Company : Business Unity SA (BUSA)

### ***Key Performance Areas***

- Led BUSA, the organisation that represents the interests of businesses in South Africa
- Align BUSA programme with objectives of the National Development Plan (NDP)
- Represent business at various forums and platforms – local and international
- Serve on Nedlac Exco
- Co-chaired working group on Inclusive Growth at Presidential Business Working Group

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Period : 2012 – 2015  
Position : Executive Director (Head of Anglo South Africa)  
Company : Anglo American South Africa

### ***Key Performance Areas***

- Establish and support flagship projects of national importance with alignment to AA strategy – flowing out of SA Workstream PPP, Housing,

- Support South Africa Business Units in getting access to land for further development eg – Dingleton, Sishen, ICT, Mogalakwena,
- Corporate office efficiency improvements – facilities, outsourcing of canteen, aircraft, de beers integration into campus, Split Pines, Anglo farms
- Driving Zimele re-organisation strategy
- Lead driving Value Workstream – reorganisation of SA Business
- Support Platinum Review process
- Improve reporting of AASA
- Develop and nurture strategic relationships with key stakeholders
- Drive BU alignment on mining policy imperatives
- Support Group CEO in coordination of BUs on execution of stakeholder management
- AA Reputation Management in SA
- Develop and implement stakeholder management plan 2014
- Refresh AA position on various public policies such as Energy, Water
- External representation at business forums
- Ensure Business Unit boards are adequately aligned on AA positions
- Implement new ESOP structure
- Assist Business Development in execution of Project Libra (restructure of SA Coal business)
- Lead AA in compliance to Mining Charter
- Drive implementation of BBBEE codes
- Ensure that external representation of Anglo American plc is conducted proactively, effectively and in a consistent with the Group's external affairs plans and processes
- Support the Group Chief Executive in ensuring that the South African businesses remain coordinated an execution of group strategy in the region.
- Ensure that the various boards in South Africa are adequately informed on material SA matters.
- Member of AA Group Management Committee (GMC)

Period : 2011 – 2012  
Position : Executive Head: Human Resources  
Company : Anglo American Platinum

### ***Key Performance Areas***

#### **Labour relations**

- Network, build and maintain good social relationships with the trade unions and their representatives

#### **Business and Strategic Management**

- Lead the broader Anglo American “people agenda” in Anglo Platinum in the context of the South African political and economic reality
- Actively participate in and collaborate with the Group Human Resources Leadership Team in the development and sharing of policies and procedures
- Support the development and acceptance of corporate strategic and business plans

#### **Change Management**

- Support the CEO in identifying the impact of change on the organisation and implementing the strategies to support it
- Act as a catalyst of change
- Motivate, inspire and partner with others to embrace and lead change
- Communicate changes effectively
- Monitor transition and evaluate results

#### **Legal compliance and control**

- Ensure legal compliance with all applicable South African legislation in terms of labour law, etc.
  
- Adhere to any other legislation, guidelines and directives as Applicable

#### **Overall business results**

- Manage quality of HR service delivery
- Manage financial HR resources and performance
- Ensure information management and systems administration

### **Effective people management**

- leader of the HR teams operating across the Anglo Platinum matrix
- Engage actively with the HR teams and business unit heads

### **Support overall business management of Anglo Platinum**

- Input of ideas for overall business direction and decision making
- Visible ownership of Anglo Platinum wide human capital initiatives
- Representing Anglo Platinum in a variety of human capital related forums
- Monitor Anglo Platinum human capital performance and motivate action plans for variances
- Proactively identify human capital risks and threats to the business
- Support the Board and Executive Management team to achieve improved performance

### **Anglo American Groupwide responsibilities**

- Represent Anglo American Platinum in AA Group Leadership team
- Actively participate in Group projects and programmes
- 'Translate' Group policies and principles into tactical Anglo Platinum reality
- Support and mentor other senior HR professionals across the Group

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Period : 2008 – 2011  
Position : Group Executive: Global HR,  
Transformation and Sustainability  
Company : Barloworld Ltd

### **Key Performance Areas**

- **Global HR Management**
  - Support Barloworld Total Rewards Strategy
  - Benchmarking and marketing pricing of Executive Pay
  - Maintaining Barloworld Recognition Award Strategy
  - Including CEO Awards Programme
  - Support Barloworld Executive ICR

- Trustee of BAW Medical Aid Scheme
  - Trustee of BAW Pension Fund
  - Manage LDP & EDP
- **Organisational Performance**
  - Manage HR statistics required for Corporate
  - Governance, Annual Report and EE
  - Oversee International Executive Transfers
  - Manage Group Induction Programme
  - Chairperson of HR Forum
  - Implement (EVC) Employee Value Creation
- **Empowerment & Transformation**
  - Lead and Manage BEE and SED Process
  - Provide Strategic Direction and position Barloworld as a legitimate and transformation leader within the SA business environment
  - Lead in achieving Level 3 Rating for Barloworld
  - Maintain Relationship with high level equity partners
  - Recruit and retain high level Black Executives to ensure management legitimacy
  - Ensure Barloworld Scorecard Legitimacy
  - Chairperson of Transformation Forum
- **Social Economic Development (SED)**
  - Manage CSI department
  - Chairperson of Barloworld Trust
- **Government & Stakeholders**
  - Secure engagement with government and other key stakeholders
  - Develop and participate in relations with formal business bodies
  - Build Barloworld Profile as active decision maker and business leaders
- **Enterprise Development**
  - Assist in maintaining the commercially viable and sustainable enterprise development programme
  - Strategically network and partner with appropriate stakeholders

- Assist in identification of appropriate programmes
- **Sustainability Management**
  - Lead BAW participation in GRI Reporting
  - Develop, implement and monitor sustainability programme
  - Member of Risk and Sustainability Committee
  - Sustainability Champion
- **BBBEE**
  - Liaison with Empowerment Partners
  - Management of BBBEE Employee Trust
  - Trustee of GST and BET
- **Corporate Functions**
  - Co-Chair Corporate Leaders Forum (Incorporating HR, Finance & Accounting, Facilities, Marketing IT and Transformation)
  - Manage ICR, IPM, SATORI, COMQUEST – IT System

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Period : 2003 – 2008  
 Position : Group Executive: HR & Corporate Affairs  
 Company : Allied Technologies (Altech)

### ***Key Performance Areas***

- Transformation Process Management
- BBBEE
- Human Resources Management

### ***Deliverables/Outputs***

- Performance Management
- Human Resource Development
- Organisational Development
- Human Resource Management
- Chairperson of Altech Transformation Committee
- Development of Altech Transformation Policy
- Strategic Planning on Transformation
- Alignment of Transformation Process With Group Strategy

- Marketing of Transformation Process to Altech Operations And other Stakeholders
- Co-ordination of Transformation Process at Group Companies
- Monitoring and Evaluation of Transformation Process
- Reporting on BBBEE Indicators
- Chairperson of Altron Transformation Committee
- Altech Representative At ICT Charter Process
- Facilitation of CSI Workgroup at ICT Working Group
- Drafting Committee on EE and Skills Development At ICT Charter Working Group
- Identification of BEE Partners for Altech Operations
- Relationship Management with BEE Partners
- Strategic Business Development with Government Partners
- Development of Affirmative Procurement Database
- Relationship Management with Affirmative Suppliers
- Development of Altech Training Academy
- Implementation of Group-Wide Performance Management Programme
- Member of Altech Executive Committee (MANCO)

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Period : 1998 – 2002  
 Position : Managing Director  
 Company : KTK HR Solutions

### **RESPONSIBILITES**

- Business Development
- Facilitation of Transformation Processes at various clients
- Stakeholder Management
- HR Consulting
- Events Management
- Training and Development

### **CLIENTS**

- Limpopo Provincial Government – Premier's Office
- Department of Labour – National Skills Authority
- Department of Agriculture
- Standard Bank
- Health and Welfare SETA
- Education Training & Development SETA
- Mpumalanga Economic Empowerment Corporation
- Mpumalanga Training Authority
- National Gambling Board



- USSASA/ Love Life
- Office of the President
- Department of Foreign Affairs
- Department of Water Affairs and Forestry

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Period : 1995 – 1997  
 Position : Executive Director  
 Company : Nokusa Consulting

### **RESPONSIBILITIES**

- Communications Consulting
- Events Management
- Promotions
- Change Management
- Business Development
- Marketing of Company

### **CLIENTS**

- Enterprise Magazine
- SAFA
- Department of Sports and Recreation

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Period : 1994 – 1995  
 Position : Consultant – Government Sales  
 Company : BMW (SA)

### **RESPONSIBILITIES**

- Marketing and Sales to Government and Parastatal Sector
- Market Analysis
- Sales Planning

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Period : 1991 – 1994  
 Position : Assistant to National Programmes Director  
 Company : Consultative Business Movement (CBM)

### **RESPONSIBILITIES**

- Organising committee meetings and plenary sessions
- Secretariat to Working Groups
  
- Organising of CODESA I and II sessions
  
- Liaison with embassies on foreign delegations
- Chairperson of Provincial Election Observer Network
  
- Accreditation of local and international observers to election

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Period : 1988 – 1990  
Position : Office Manager  
Company : Evangelical Lutheran Church in America  
Washington DC Synod

### **RESPONSIBILITIES**

- Office Management
- Co-ordination of anti-apartheid activities
- Project management of community projects
- Financial management
- Fund raising

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Period : 1982  
Position : Research Assistant  
Company : HSRC

### **RESPONSIBILITIES**

- Research interviews
- Questionnaire development
- Report compilation