

Dr Gerhard van Rensburg

Career history	1982–2001	Senior Pastor of the Dutch Reformed Church Elarduspark, Pretoria.
	2002–2007	Practiced as a leadership and organisational development consultant, facilitator and coach with Olea Leadership Support Centre, The Lead Africa Group and independently under the name New Era Leadership.
Post matric Education	1974–1976	Rand Afrikaans University
		▪ B.A., Hebrew and Philosophy
	1977–1979	University of Pretoria
		▪ BD
	1980–1981	University of Pretoria
		▪ Dipl Theol
	1985–1986	University of South Africa
		▪ MTh (Practical Theology)
1990–1991	University of South Africa	
	▪ DTh (Practical Theology – Thesis: Leadership and organizational structures in congregations)	
2002–2003	University of Natal	
	MCom (Leadership Studies) – Dissertation title: The need and process for the change from a management to a leadership culture in organisations.	
Coaching training	2002	Coaching course provided by Knowledge Universe (Dr Denise Bjorkman) in Johannesburg
	2009	Action learning course provided by WIAL

**Coaching
experience**

180 Leaders (executive, senior and middle management) from 12 organisations. I have more than 800 hours individual coaching experience. The focus of my coaching was leadership development in the areas of vision and direction, modeling character, integrity, courage and personal mastery and creating an environment for others' growth.

Clients:

- As facilitator and assessor in The Lead Africa Group: Wesbank, SABS, Imperial Bank, Gold Fields and BHP Billiton
- Sasol (Procurement Division)
- Lloyd Viljoen Attorneys
- Toga Linings
- Jasco Security
- Beckman Coulter
- Colliers International
- Avery Dennison
- Madason Filtaflo
- Ernst & Young (senior partner)
- Vodacom
- Chemical Initiatives
- BCX (Financial director)
- MTN
- Auto & General
- Van Schaik Publishers
- Aspen Pharmacare Holdings (new client)
- SAA – subcontracted by Talentline

**Coaching
pannels,
accreditations
and associates**

- Member of Comensa
- Ernst & Young coaching pannel
- Associate Senior Coach of The Coaching Centre (Member of the Global Coaching Community)
- Supply chain management assessment tool – I have developed the leadership component (LUMUS and UNIDO) and am accredited as an assessor and preferred service provider
- Da Vinci Institute for Technology Management – academic supervisor
- Talentline

**Coaching
principle**

Coaching facilitates success and is congruent with the way we want to work and the way we have to work. It is relevant to the modern world of business because it is holistic and adaptive. Coaching is also a method that respects people as individuals, not merely as cogs in the business machine. Rooted in conversation, coaching is evolving as a natural form of leadership.

Endorsements

Gerhard started working with our company, early in 2008, firstly with the senior managers and later with the middle management strata. I have seen a marked improvement in team interactions, individuals' self awareness and motivation. This must be attributed largely to Gerhard's process, his calm and reassuring manner and his unthreatening and approachable way that he transfers information to individuals and groups during feedback sessions.

I look forward to working further with Gerhard as we unlock our company's human potential. I would also recommend his methodology to others to implement in their companies.

Seve Sackett Managing Director Chemical Initiatives

Gerhard has worked for MTN on a number of occasions providing academic and real life insights on leadership and management at seminars and breakaways. He prepares his material carefully and his insights are always readily understood by the audience and relevant to the topic being discussed. I have no hesitation in recommending Gerhard as either a facilitator or contributor to management development seminars.

Tim Lowry Managing Director MTN South Africa

The challenges facing Avery Dennison in South Africa, like most other business, are immense. Now, more than ever, we need to focus upon developing strong leaders that can lead with care, inspiration and wisdom in an increasingly global and interconnected environment.

Gerhard has helped us make huge strides towards achieving a leadership culture that recognizes team learning, the need for the empowerment of all our employees, the alignment of our vision and values, and, perhaps most importantly, the creation of an overall culture of care and trust.

Thanks to input from Gerhard, we are becoming a more progressive organization, poised for growth and expansion off the back of a more appropriate and relevant leadership culture.

Kent Stobbart, Managing Director, Avery Dennison South Africa

Identifying and mentoring potential leaders needs someone with emotional and social intelligence, exceptional people skills and the ability to be compassionate but also straightforward and to the point. Dr van Rensburg has the ability to combine all these skills to establish an environment for growth, to identify and assess leaders. He has the exceptional capability to identify each individual's strengths and weaknesses and from there develop a coaching program which is personalised for that individual. His outstanding knowledge on the subject and his ability to

create trust with every individual added exceptional value to our programs

René Snyman, Managing Director, Beckman Coulter South Africa.

It gives me pleasure to thank you very much for the excellent work that you have done in the development of our people and specifically in the area of leadership. Your soft approach has certainly created an environment of trust within our management team and I believe this to be conducive to good learning and growth

Frik de Villiers CEO Multivid a division of Jasco Trading (Pty) Ltd.

Publications

The Leadership Challenge in Africa – a framework for African Renaissance Leaders

Publisher: Van Schaik

Year: (June) 2007

Leadership Thoughts – Inspire yourself, inspire others

Publisher: Van Schaik

Publisher: Van Schaik

Year: (October) 2009