

Dr. Lize A.E Booyesen



DR LIZE BOOYSEN

DBL (Unisa), MA Clin Psych (**cum Laude**) (UJ), MA Psych (**cum laude**) (UP), MA Crim (**cum laude**) (UP) Hons Psych (UP), Hons Crim (UP), BA (UP)

Dr Lize Booyesen is currently professor of Organisational Behaviour and Leadership in the Graduate School of Leadership and Change at Antioch University (USA). She does research and consults in the fields of leadership, culture and diversity, and has published numerous articles and chapters nationally and internationally. Lize holds an MA in Clinical Psychology *cum laude* (University of Johannesburg, South Africa), an MA in Research Psychology *cum laude*, and an MA in Criminology *cum laude* (University of Pretoria, South Africa). She completed her Doctorate in Business Leadership at University of South Africa in 1999 on *The influences of race and gender on leadership attributes of South African managers*. Lize is registered as both a Clinical and a Research Psychologist and has extensive practical experience.

Dr Booyesen is also adjunct faculty at the Center for Creative Leadership, Greensboro, North Carolina, USA as researcher and executive leadership coach, since 2009. In addition, Lize is Professor Extraordinaire at University of Stellenbosch Business School, Senior Research Fellow in the Department of Industrial Psychology and People Management at University of Johannesburg, South Africa, and International Faculty at IEDC-Bled School of Management on their DBA program. She is distinguished fellow of the International Leadership Association (ILA) and past Chair of the Business Leadership Member Interest Group of the (ILA). She has been involved in the 12 nation Leadership Across Differences (LAD) research project conducted by the CCL, since 2003 and a LAD visiting scholar at the CCL in 2004, 2005, 2007 and 2008. She participated in the GLOBE 65-nations research project on leadership, national culture and organizational practices, during 1994 - 2003 steered by Wharton Business School, University of Pennsylvania. Prior to her current positions Lize was full professor at the School of Business Leadership (SBL), University of South Africa, where she has been lecturing since 1992 to MBA and DBA students. She also has held several management positions at the SBL. She served on the SBL Board of directors from 1999 to 2006, she held the portfolios Director Human Resources Development, and Academic Director. She was the Research Manager at the SBL in 2007 to 2008, and the Editor of the South African Journal of Labor Relations from 2006 - 2008. She has been guest editor of several international Journals. Some of the national and international awards she has received for her work include the **Globe Research Award**, 1997 for

her contribution to social science study of International Leadership and Organisational Behaviour, **Best paper award**, at the 25th Organisational Behaviour Teaching Conference, 10-13 June, 1998. La Verne University, California. USA, **SBL Researcher of the year** 1999, and merit awards 2000 and 2007. **Best paper award**, at the Southern African Institute for Management Scientists 12th Annual Conference, Africa's Century, 2000, and nomination for Shoprite/Checkers SABC TV2 **Woman of the year**, 2001. She is included as one of 50 role models for South African women and as leadership expert in the book **Inspirational Women @ Work**, (2003). Lize is the joint recipient, with Stella Nkomo, of the **Best academic career achievement at Unisa** awarded during the Unisa 150 year celebrations honouring its women, August, 2004. **Excellent Teamwork Award: Global Leadership & Organizational Behavior Effectiveness Research project (GLOBE)** (2005) for the publication *Culture Leadership & Organizations: The GLOBE study of 62 Societies*, which was awarded the 2005 M. Scott Myers Award for Applied Research in the Workplace, conferred by The **Society for Industrial Organizational Psychology (SIOP)**. The second GLOBE book, of which Lize was a chapter author, received the 2008 **Ursula Gielen Global Psychology Book Award**. Lize also has won the 2010 **Best Professor In Organizational Behavior Award** conferred at the World HRD Congress & Innovation Summit, Mumbai, 16 February, 2011, and the **Emerald Publishing Group Award: Highly Commended Award Winner at the Literati Network Awards for Excellence 2011**, awarded at the **Academy of Management Conference**, 2011, for a publication she co-authored. In 2013 she won the **Best Paper Award**, in stream 19: National and international perspectives, at the 6th Equality, Diversity and Inclusion (EDI) Conference 1 – 3 July, Athens for a paper she co-authored.

Lize serves as external examiner at masters and doctoral level for most South African Business Schools, and Economic and Management Faculties. She is a member of review panels of numerous scholarly journals and panels, and currently serves on the editorial board of the SA Business Review, and SA Journal of Labour Relations. Lize started her career in 1983 as a researcher in the field of human behavior at the Human Sciences Research Council. After completing her Master's degree in Clinical Psychology she worked at Weskoppies Psychiatric Hospital as a consultant psychologist and part-time lecturer at the Department of Psychiatry at the University of Pretoria. She then joined the SA Police Service's Institute of Behavioral Sciences, in a management position and held the rank of Captain. During this time Lize was also in private practice and at the Centre for Child and Adult Guidance at the HSRC on a part-time basis, for five years.

CURRICULUM VITAE

NAME: ANNIE ELIZA BOOYSEN (LIZE)

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EMAIL ADDRESS: abooyesen@antioch.edu

DATE OF BIRTH: 14 May 1960

PLACE OF BIRTH: Pretoria (South African Citizen), permanent residency in USA

MARITAL STATUS: Divorced - 1 daughter (Born 26 May 1995)

ACADEMIC TRAINING

HIGH SCHOOL EDUCATION:

Matriculated: Rustenburg High school 1978 (Rustenburg). Matric exemption, 2 distinctions.
School prefect and head girl of girls hostel - 1978.

UNIVERSITY EDUCATION:

Bachelors Artium (BA, UP) - 1981 Cum Laude.

Bachelors Honores in Psychology (BA Hons Psych, UP) - 1982.

Bachelors Honores in Criminology (BA Hons Crim. UP) - 1984.

Magister Artium in Psychology (MA Psych, UP) -15.09.1988 Cum Laude. Dissertation: **The relationship between personality aspects and reckless and negligent driving.**

Magister Artium in Criminology (MA Crim, UP) – 15.09.1988 Cum Laude. Dissertation: **An idiographic analysis of the causative factors in six homogenous drug addicts: a criminological investigation.**

Magister Artium in Clinical Psychology (MA Clin Psych, RAU) – 24.04.1991 Cum Laude.
Dissertation: **Thematic apperceptions, therapist description and client report: A Constructionist fit.**

Doctorate in Business Leadership (DBL, UNISA): 6.10.1999:

Part 1: Selected courses in Masters in Business Leadership (MBL) - 1997: Completed **cum laude**.
Lize had to do two MBL final year courses in order to comply with the DBL acceptance criteria.
Advanced Strategic management – With distinction
Organisational Change and Transformation – With distinction

Part 2: DBL Research Thesis: **An examination of race and gender influences on the leadership attributes of South African managers**

UNIVERSITY ACHIEVEMENTS:

- Academic honorary colours UP - 1988-09-01.
- The first person to receive two Magister degrees at one graduation ceremony, both received with distinction from UP.
- Merit bursaries received for each study year, Univ Pretoria, RAU and UNISA.
- HSRC merit bursaries received for:
 - Hons Psychology
 - MA Clinical Psychology
 - DBL

- HSRC employee merit bursaries received for:
 - MA Research Psychology
 - Hons Criminology
 - MA Criminology

PROFESSIONAL REGISTRATION

Registered at the Health Profession Council of South Africa:

- Psychometrist since 1983-01-05 / PMT 351
- Clinical Psychologist since 1991-02-07 / PS 3082
- Research Psychologist since 1991-07-05 / PS 3082
- Clinical Psychologist Practice number: Pr 8618682

Member of the Psychological Association of South Africa (PsySA)

- Categories: Research Psychology - 1987
- Clinical Psychology - 1991
- Industrial Psychology - 1994

PREVIOUS WORK EXPERIENCE (1983 - 2009)

PSYCHOLOGICAL RESEARCH: 1983 - 1990 (HSRC)

1983-10-01 / 1986-12-31: Assistant Researcher

Assistant Researcher at the Traffic Research Department of IPER (Institute for Psychological and Edumetric Research) of the HSRC (Human Sciences Research Council).

1987-01-01 / 1989-01-31: Researcher

Researcher at the Personality Psychology Department at the IPER of the HSRC.

Reason for leaving: Further studies.

PSYCHOMETRIST AND INTERN CLINICAL PSYCHOLOGIST: 1989 - 1990

1989-02-01 / 1989-10-31: Psychometrist (registered from 1983-01-05 - PMT 315)

Part-time Psychometrist at the Centre for Child and Adult Guidance (CCAG) of the HSRC. Further training and experience in psychometrics at RAU during MA (Clin Psych) 1.

Training and experience in all the psychometric tests generally used in clinical, guidance, industrial and research psychological practice. This training covers the intelligence, aptitude, personality and motivational tests and questionnaires.

1990/01/01- 1990/04/31: Intern Clinical Psychologist: Sterkfontein Psychiatric Hospital
1990/05/01- 1990/12/31: Intern Clinical Psychologist: Weskoppies Psychiatric Hospital

Reason for leaving: Completed studies.

CONSULTANT CLINICAL PSYCHOLOGIST & PART-TIME LECTURER: 1991/01/01 –1991/05/29

Weskoppies Psychiatric Hospital and the Department of Psychiatry at the University of Pretoria.

Duties included inter alia:

Psychological evaluation of psychiatric patients

Therapeutic interventions for patients and family members

Lecturing to M.Med Psych, MBChB IV and nursing students

Reason for leaving: Head hunted to South African Police Service.

CLINICAL AND RESEARCH PSYCHOLOGIST AND HEAD OF CENTRE: 1991/05/30 – 1992/04/30:

South African Police Service: Institute for Behavioural Sciences: Centre for Academic and Research Psychology

Duties included inter alia:

Supervision, consultation and management

Research and development of training material and actual training

Therapeutic intervention and psychological evaluation

Reason for leaving: Head hunted to Graduate School for Business Leadership (SBL), University of South Africa (UNISA)

PART-TIME PSYCHOLOGIST IN PRIVATE PRACTICE: 1991-04-01 / 1995-04-30:

Private Practice at home 1991-04-01 to 1991-07-31; from 1991-08-01 part-time in private practice with the Centre for Child and Adult Guidance (CCAG) attached to Group: Education of the HSRC.

Duties included all facets of psychotherapy and clinical work, covering the entire spectrum of patients, as well as limited research inputs. A required 30 hours per month completed after hours. Started work at SBL, while still in part time practice. Left practice because of responsibilities at SBL.

UNIVERSITY OF SOUTH AFRICA: GRADUATE SCHOOL OF BUSINESS LEADERSHIP - 1992-05 - 2009-06:

1992- 05- 01 - 1999- 08- 01: SENIOR LECTURER

1999- 08- 01 - 2001-12- 31: ASSOCIATE PROFESSOR

2002- 01- 01 – 2009.06: FULL PROF IN ORGANISATIONAL BEHAVIOR AND LEADERSHIP

Duties include *inter alia* lecturing, research, community work, consulting and management.

LECTURING

- Lectures Organisational Behaviour, Diversity Management, Leadership and Change management and transformation on the MBL, public management programmes, as well as Executive Programmes. Also responsible for course and curriculum development, assignments and exams.
- Study leader for MBL final year research reports, working papers and scripts.
- External examiner for Masters scripts and Doctoral theses for other RSA universities
- Regular guest Lecturer at other national and international Universities and Business Schools
- Running of public and in house seminars on personal and leadership development for women managers, diversity management, change management and transformation.
- Executive Education

Invited international lecturing:

Apart from regular international conference and symposium invitations, Lize has been invited to formally lecture at the following international Universities and institutions:

- Invited by the **Swedish International Development Cooperation Agency (SIDA)** to develop a gender workshop for the East African Association for Accountant Generals (ESAAG) to be presented bi-annually. Also to be involved in gender analysis research in the 11 African countries of ESAAG. Workshops presented: 17-19 April, 2002; 7 - 8 November 2002 and 6 -7 October, 2003.
- Invited by Prof Willem Koot to lecture on Afrocentric-Eurocentric leadership to the Doctoral students working in the field of leadership in their **Faculty of Culture and Management, Vrije Universiteit, Amsterdam, The Netherlands**, 6 December 2002. The title of the presentation was: The Afrocentric/Eurocentric duality in South African leadership: Management implications.
- Invited by Prof Yvonne Benschop to do a 3 hour workshop as a guest lecturer at **Nijmegen School of Management, Nijmegen, The Netherlands** to their MBA students, 11 December 2002: The title of the presentation to the students was: The Afrocentric/Eurocentric duality in South African leadership.
- Invited by Prof Yvonne Benschop to do guest lecture at **Nijmegen School of Management, Nijmegen, The Netherlands**, to some invited guests of the Centre for Women's Studies, 13 December 2002: The Title of the research seminar was: The influence of Gender on South African leadership: Does race make a difference?
- Invited, by Proffs Bernardo Ferdman and Herb Baker, **School for Organisational Studies, Alliant International University, San Diego, California, USA** to develop and presented a 5 week Summer School during 12 July - 25 August 2004, for PhD's in Organisational Consulting. Forty contact hours, 10 x 4 hour sessions. The Course Title: **Building Competencies for International Multicultural Practice**. Course description: An advanced seminar on practical

applications and international best practices in dealing with the complex dynamics of multiculturalism in organisations. Specific focus was put on the nature and the rationale for organisational change efforts, practical approaches to diversity management interventions, and cultural influences on leadership-follower-exchanges. Attention was paid to developing students' preparation for applied practice.

- Invited back both to the **School for Organisational Studies, Alliant International University, San Diego, California, USA**, and **Centre for Creative Leadership, Greensboro, North Carolina, USA**, in June – August and October-November, 2005.
- Visiting Professor at the **Centre for Creative Leadership, Greensboro, North Carolina, USA**, 1 September - 1 November, 2004. Participated in research, internal and public lecturing on leadership across differences.
- Invited back as visiting Professor at the **Centre for Creative Leadership, Greensboro, North Carolina, USA**, October, 2005, January 2006 and 2008. Participated in research on leadership across differences.
- Present 2-hour seminar on **PhD in Change Leadership Program at Antioch University, LA, USA**: Social Identity Saliency and Change Leadership, 27 March, 2008.
- Develop one weeklong **International Executive MBA seminar**: Building Leadership Competencies for International Multicultural Practice, 7 -11 April, 2008 **Escuela de Alta Dirección y Administración, Barcelona, Spain**.
- Appointed as consultant on **PhD in Change Leadership Program at Antioch University**, , USA from 1 May, 2008.
- Took up a full professor core faculty appointment at Antioch on the PhD program in Leadership and Change 1 January 2009.
- Adjunct faculty at the Center for Creative Leadership (CCL) doing executive coaching since 2010
- Senior Research Fellow in the Department of Industrial Psychology at University of Johannesburg, since 2016
- Visiting Executive Faculty at IECD-Bled School of Management, on their Doctorate program since 2017.
- Professor Extraordinaire at University of Stellenbosch Business School, South Africa, since 2019

PAST RESEARCH

On-going research and study guidance to PhD students:

Institutional Collaborative Leadership Research

International Collaborative Leadership research

Completed projects:

- i) **The Global Organizational Effectiveness Study (GLOBE): 1993 – 2007** (steered by Prof. Robert House, the principal investigator, of Wharton Business School, Pennsylvania.)

GLOBE was a long-term program designed to conceptualize, operationalize, test, and validate a cross-level integrated theory of the relationship between culture and societal, organizational, and leadership effectiveness. A team of 170 scholars worked together since 1994 to study societal culture, organizational culture, and attributes of effective leadership in 62 cultures. The research is based on the results of the survey of over 17 000 middle managers in three industries: financial services, food processing, and telecommunications, as well as archival measures of country economic prosperity and the physical and psychological well-being of the cultures studies.

GLOBE has several distinguishing features. First, it is truly a cross-cultural research program. The constructs were defined, conceptualized, and operationalized by the multicultural team of researchers. Second, the industries were selected through a polling of the country investigators, and the instruments were designed with the full participation of the researchers representing the different cultures. Finally, the data in each country were collected by investigators who were either natives of the cultures studied or had extensive knowledge and experience in that culture.

Lize Booysen, was one of two country co-investigators for the GLOBE-project and collected and helped interpreted the data for:

- South Africa, Namibia, Zimbabwe, and Zambia

As part of this project Lize Booysen collaborated on one multiple award winning specialist book (2004), one monograph, one accredited article, and co-authored one book chapter (2007). She also delivered one national and one international paper on project GLOBE.

Wharton Business School, the HSRC, NRF and Research and Bursaries Committee of UNISA jointly allocated funds for this project.

The Globe gave impetus to Lize's own pioneering Doctoral research on race and gender influences on Leadership in South Africa - (1996 - 1999).

- ii) **Schwartz Global Values: Project: 2007**

A SA cultural value study, in collaboration with the Hebrew University, Israel, Univ of Pretoria, Univ of Stellenbosch, Univ of the Western Cape, Univ of North West, Work well unit, Nelson Mandela University and Cape Technikon. Participated in data collection and advisory panel.

- ii) **Diversity and Equity Interventions in South Africa (DEISA): Towards setting standards: Steered by UCT - Dr Melissa Steyn: 2004 – 2008**

SANPAD funded research, a collaboration between UCT, The Univ of the Amsterdam, Unisa, SBL

and Univ of Kwa Zulu Natal. Lize was one of six South African principal investigators on an international team of eight investigators.

The aim of DEISA was to establish the nature and perceived efficacy of the diversity interventions taking place in South African organizations, as well as the orientation and approach of these interventions, and to theorize guidelines for best practice strategies on the basis of the findings. Quantitative and qualitative methodologies were employed.

Received UNISA and SANPAD funding for this project. Delivered one Conference Symposium published one paper proceeding, and a research report.

iii) Doctorate in Business Leadership: 1996 –1999

A pioneering study in Leadership and cross-cultural psychology: **An Examination of Race and Gender Influences on the Leadership Attributes of South African Managers:** University Of South Africa.

As part of this project Lize Booysen authored 5 accredited articles and two book chapters, co-authored one accredited article and one book chapter and authored 10 non-accredited and co-authored 2 non-accredited articles. She also delivered 5 national (of which 3 were keynote addresses) and 8 (of which two were invited) international papers/symposia.

iv) The Leadership Across Differences (LAD) project: Steered by CCL – Drs. Marian Ruderman, Kelly Hannum and Christopher Ernst: 2003 – 2010

The *Leadership Across Differences (LAD)* project was steered by the Center for Creative Leadership (CCL), Greensboro, North Carolina, United States of America. *LAD* centers on what happens when ethnic, racial, religious, and cultural conflicts come to work. It builds on CCL's expertise in the areas of U.S. based diversity and cross-cultural and global leadership. The LAD is a 12-country study and focused on societies that are seen to be most different from one another in terms of their basic cultural values. Selected countries were the U.S., South Africa, Brazil, Singapore, India, Nigeria, Ghana, Germany, France, Denmark, the United Kingdom, and Jordan.

The CCL team members worked in collaboration with a group of U.S. and international research-practitioners including *Donna Chrobot-Mason* (U. of Colorado), *Stella Nkomo* (U. of South Africa, Graduate School for Business Leadership and CCL Board Member), *Lize Booysen* (U. of South Africa, Graduate School for Business Leadership) *Peter Smith* (U. of Sussex, U.K.), and *Shalom Schwartz* (The Hebrew Univ., Israel)

Received National Research Foundation and Unisa funding for 2004, 2005 and 2006 for this project.

Completed Research Outputs of LAD: 1 Accredited Journal article, 2 Research Reports, 2 Published paper proceedings, 5 international paper symposia,

Lize was one of three editors on The *LAD Case Book and Facilitators and Instruction Guide* series that has been published in 2010.

v) Sex role Stereotyping and Requisite Management Characteristics: A South African Analysis: 2005 - 2010

A collaborative research study with Professor Stella Nkomo of the Graduate School of Business Leadership and Professor Virginia Schein, Gettysburg College, United States. The purpose of this study was to examine gender differences in sex role stereotyping of the characteristics perceived necessary for management success. Delivered one international paper on this research and published an article in an accredited journal.

MANAGEMENT:

Acting program manager: Diploma in Labour Relations: 1994
Academic Head: Leadership and Development Area: 1996-1999
Program manager: Short Course in Deal Making (Isacor) 1998
Manager: SBL Research: 1999
Sub editor of Southern African Business Review: 1999
Director: Administration: 1999 – 2000 (Admin component of 60)
Director: Human Resource Development: 2001 – 2003 (Staff component of 90)
Member of SBL Council: 2001 - 2003
Director: Academic: 2006 (Faculty of 30)
Member of SBL Board: 2006

Editor of the SA Journal of Labour Relations: 2006 - 2008
- Editor in Chief of a bi-annual specialist academic journal

RESEARCH OFFICE HEAD: Unisa School of Business Leadership (SBL): 2007 - 2008

The purpose of this position is to develop, build and execute a well-coordinated research programme, aligned with UNISA policy and that complements the mission of the SBL. Additionally, the position is responsible for fostering a vibrant research and intellectual culture at the SBL as well as providing leadership for the identification and creation of institutional research themes.

Role and responsibilities:

- Develop and implement the SBL research policy and processes in line with UNISA policies
- Align SBL's research strategy with the SBL's vision and mission and research objectives and national research imperatives
- Formulate strategies for increasing research output
- Manage and monitor research output funds
- Manage the SBL research budget
- Monitor the research subsidy for the SBL
- Ensure a viable research infrastructure to support academic research
- Work with academic staff to identify institutional research themes
- Stimulate, support and encourage individual and institutional research activities

- Update academic staff on research related matters
- Manage MBL III research processes to ensure high standards and timeous completion
- Develop and manage a publication strategy of MBL III research outputs
- Manage and monitor the National Research Foundation processes and applications at the SBL
- Review and approve academic applications for conference funding etc.
- Manage SBL researcher of the year and faculty research awards processes
- Review and recommend R&D leave
- Manage SBL's shared responsibility for *The Southern African Business Review* and *Southern African Journal of Labour relations* (Technical aspects of the review and publishing functions will remain the respective Journal editors' responsibility)
- Chair the SBL research committee

PRESENT WORK EXPERIENCE: 2009 -

i) CENTER FOR CREATIVE LEADERSHIP: ADJUNCT FACULTY

RESEARCHER: JANUARY 2009 – PRESENT

EXECUTIVE COACH: JANUARY 2010 - PRESENT

ii) ANTIOCH UNIVERSITY: CORE FACULTY: 2009 -

FULL PROFESSOR 2009/01/01 – Present: Professor Full Time core faculty (overlap with 6 month sabbatical at SBL)

2010/07/01: Curriculum Coordinator

(2008/05/01 – 2008/12/31: Consultant to the program while still at SBL)

Duties include *inter alia* teaching, research & community work.

TEACHING:

Lecturing on leadership, transformation and change to PhD students. Evaluate student assignments, and advise and mentor students. Supervise PhD dissertation students and Chair PhD dissertation committees. Chaired 34 PhD student dissertations since 2009, at the GSLC

COMMUNITY WORK AND ACADEMIC CITIZENSHIP:

- Review panels: Prentice Hall Publishers (SA), NRF, HSRC, several specialist SA Journals
- Editorial panel: Southern African Business Review, South African Journal of Labour Relations, Management Today since 1999
- Section Editor: South African Journal of Human Resources Management
- External examiner on Masters and PhD Degrees on leadership and change for national and international Universities
- Special Edition Editor/Co-Editor on six international Journals.

CONSULTING

Lize is a sought after speaker at national conferences on diversity management, developing cultural intelligence and development of women leaders. Lize also does ongoing consultation and development as independent consultant and in association with others. She worked in numerous national and international corporate and not for profit organizations. She specializes in leadership development and change in Higher Education and Health Care Institutions.

DISTINCTIONS AND OTHER RELEVANT INFORMATION:

AWARDS/NOMINATIONS:

- 1998: Best paper award: **Identifying and Exploring the changing role of women in management.** Workshop conducted at the 25th Organisational Behaviour Teaching Conference, 10-13 June, 1998. La Verne University, La Verne, California. USA
- 1999: Researcher of the Year: Graduate School of Business Leadership.
- 2000: Best paper award: **Cultural differences between African Black and White managers in South Africa.** Paper delivered at the Southern African Institute for Management Scientists 12th Annual Conference, Africa's Century: Challenges for management and leadership. 31 October - 2 November, 2000. Univ of South Africa, SBL, Midrand, South Africa.
- 2001: Merit Award. In recognition of contribution to research in 2000. Graduate School of Business Leadership
- 2001 Woman of the Year: Nomination: Joint categories: Education, Business and Community: Shoprite Checkers/SABC TV 3
- 2003 Included as one of 50 role models for South African women and as leadership expert in the book **Inspirational Women @ Work**, (2003), Lapa Publishers.
- 2004 Joint recipient of the **Best academic career achievement at Unisa** awarded during the Unisa Centenary celebrations honouring its women, August, 2004.
- 2005 **Excellent Teamwork Award: Global Leadership & Organizational Behavior Effectiveness Research project (GLOBE)** for the publication *Culture Leadership & Organizations: The GLOBE study of 62 Societies*, which were awarded the 2005 M. Scott Myers Award for Applied Research in the Workplace. Conferred by The Society for Industrial and Organizational Psychology (SIOP).
- 2006 Merit Award. In recognition of contribution to research in 2005. Graduate School of Business Leadership
- 2008 Merit Award. In recognition of contribution to research in 2007. Graduate School of Business Leadership

2009 2nd GLOBE Book published in 2007, received prestigious Ursula Gielen Global Psychology Book Award award, conferred in Toronto Canada 6 August, 2009. Lize co-authored the South African Chapter.

2010 **Best Professor In Organisational Behaviour Award** conferred at the World HRD Congress & Innovation Summit 2011, Mumbai, 10 - 12 February, 2011

2011 **Emerald Publishing Group Award: Highly Commended Award Winner at the Literati Network Awards for Excellence 2011**. BOOYSEN, L.A.E & NKOMO, S.M. 2010. Gender Role Stereotypes and Requisite Management Characteristics: The Case of South Africa. **Gender in Management: an International Journal**. Vol 25 nr 4 pp. 285-300.

2013 **Best Paper Award**, in stream 19: National and international perspectives - **A comparison of Lesbian, Gay, Bisexual, Transgender and Queer rights in South Africa and the USA**. (Co-authored) At the 6th Equality, Diversity and Inclusion (EDI) Conference 1 – 3 July, Athens School Business and Economic Sciences

CONTINUING PROFESSIONAL DEVELOPMENT (excluding conferences)

MOST IMPORTANT ADVANCED TRAINING AND DEVELOPMENT:

International:

- Managing People: Effectiveness Through Individual and Group Dynamics: 31 March - 3 April 1996. The Wharton School, Univ. Pennsylvania, USA.
- Liberating Leadership Unleashing Workforce Performance: 17-22 March 1996. The Wharton School, Univ. Pennsylvania, USA.
- Barbados Summer Institute on Curriculum Transformation: Internationalizing the Study of Women and Gender, National Centre for Curriculum Transformation Resources on Women, Bridgetown, Barbados, June 17 - 26, 2001.
- Leadership Development Program, 11-15 October, 2004. Centre for Creative Leadership, Greensboro, North Carolina, USA.
- Leadership Development Assessment Certification Program, 08-11 May, 2006. Centre for Creative Leadership, Midrand, Graduate School for Business Leadership.
- Executive Coaching Training, 17 – 19 March, 2010. Centre for Creative Leadership, Greensboro, North Carolina, USA.
- New Coaching Orientation, 8 – 12 October, 2010. Centre for Creative Leadership, Greensboro, North Carolina, USA.
- Immunity to Change Workshop by Robert Kegan, – International Leadership Association – pre-conference professional development workshop in Boston, 28 – 30 October, 2010.
- Equity, Diversity and Inclusion Certificate Training from MUMSA – August – Sept, 2021

National:

- Strategic Management Week, 4-8 July, 1997, SBL, Midrand, RSA
- MBTI-training: Jopie van Rooyen & Partners, 24-26 March, 1997, Rosebank.
- MBTI-In the Grip- and MBTI-Step II-training, Naomi Quenck (USA), 23-25 April 1997, Stellenbosch Univ.
- Participan Facilitation Skills workshop, 28 - 29 June, 1999, Randburg.
- Emotional Intelligence workshop, June 11, 1999 Holiday Inn Sunnyside Park, Rosebank.
- Wooltru Leadership program, October, 8 - 11, 2000 Mount Fleur Hotel, Stellenbosch.
- Synectics facilitation Skills Workshop, April 6 - 7, 2001, Brooklyn, Pretoria
- Advanced training in Synectics, April, 21 -22, 2003, Muckleneuk, Pretoria
- Outcome based Assessor Training, October, 24 – 26, 2006, SBL, Midrand
- Grounded Theory Method, August, 13 2007, SBL, Midrand
- Getting Academic Papers Published: 14 -15 August, 2007, SBL, Midrand.

AREAS OF EXPERTISE AND CORE COMPETENCIES:

Areas of expertise:

- Personal and career development
- Facilitation and team building
- Interpersonal and leadership skills development
- Organizational transformation and diversity management
- Development of women and other minorities in the organization
- Mentoring and coaching
- Organizational Development and Change
- Executive Leadership Education
- Executive Coaching

Core competencies:

- Graduate and executive teaching skills
- Quantitative and qualitative research skills
- Facilitation and negotiation skills
- Individual, group therapy skills and stress management skills
- Interpersonal and communication skills
- Problem solving and analytical skills
- Human Resources management knowledge and skills
- Good leadership skills
- Organizational Development Consulting skills
- Executive coaching
- Curriculum development
- Good writing and presentation skills

Research Guidance and review

Lize guided more than 150 Masters dissertations to completion in her tenure at the SBL (1990 -

2009), and acted as external examiner for 22 masters dissertations.

Interalia forty-one doctoral students completed or are in the final phases of completing their theses under her guidance and she acted as external examiner on 55 doctoral theses from national and international Universities.

See attached list of publications.

A list of recent media exposure can also be made available

A list of prestigious invitations and unpublished conference presentations can also be made available

PERSONAL REFERENCES:

Dr Laurien Alexandre:
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Graduate School of Leadership and Change

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DR LIZE (A.E.) BOOYSEN: LIST OF PUBLICATIONS AND CONFERENCE PAPERS (1987 - 2020)

FULL-LENGTH ARTICLES PUBLISHED IN SPECIALIST JOURNALS:

Bosch, A., & Booysen, L. (2021). Women in business in Africa: (Re)claiming our agency. **South African Journal of Business Management**, 52(1), a2972. <https://doi.org/10.4102/sajbm.v52i1.2972>

Treiber, D.; Booysen, L.A.E. (2021). Identity (Re)Construction of Female Adolescents with Substance Use Disorders. **Int. J. Environ. Res. Public Health**, 18(13), 7022. <https://doi.org/10.3390/ijerph18137022>

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Booyesen, L.A.E & Nkomo, S.M. (2010). Gender Role Stereotypes and Requisite Management Characteristics: The Case of South Africa. **Gender In Management: An International Journal**. Vol. 25 Nr 4 Pp. 285-300. **Highly Commended Award Winner at the Literati Network Awards for Excellence 2011.**

Booyesen, Lize. (2007). Barriers to Employment Equity Implementation and Retention of Blacks in Management in South Africa **Southern African Journal Of Labour Relations**, Vol. 31 Nr 1:47 – 71.

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Booyesen, L.A.E (2020). Responsible Inclusive Leadership: A Whole System Collective Process Outcome (Chapter 14, pp.195 – 211). In Bernardo Ferdman, Jeanine Prime & Ronald Riggio, **Inclusive Leadership: Transforming Diverse Lives, Workplaces, and Societies**, New York: Routledge

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Booyesen, Lize, (2007). 'Managing Cultural Diversity: A South African Perspective', in K. April & M. Shockley (Eds.), **Diversity in Africa: The Coming of Age of a Continent**, Basingstoke, Hampshire: Palgrave Macmillan, pp. 51-92. ISBN-13: 978-0-230-00684-3.

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Booyesen, Lize. (2003). Leading Employees: Leadership in Organisations. Chapter 12: 341-370. **In South African Human Resources management: Theory and practices**. 3rd ed revised. Ed Swanepoel, B; Erasmus, B; van Wyk, M & Schenck (Ed). Juta: Johannesburg. ISBN 0-7021-5645-3

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PEER REVIEWED PAPERS AND KEYNOTES PRESENTED TO EXPERT AND SPECIALIST AUDIENCES:

Booyesen, Lize A.E. (2021) panel discussion co-presented with Priscilla Gill, Rob Kramer and Anthony

Viera. Rethinking leading diverse realities in Health Care: Case Examples. **The 24th International Leadership Association Conference, 20 – 26 October, Geneva, Switzerland.**

Booyesen, Lize A.E. (2020) co-presented with Bernardo Ferdman, Donna Chrobot-Mason, Jeanine Prime and Ilene Wasserman. Inclusive Leadership: Concepts, Practices, and Implications for Individual and Collective Success. **The 23rd International Leadership Association Conference, 5 – 8 November, 2020, San Francisco, USA.**

Booyesen, Lize, A.E. (2018) Keynote address - Responsible Leadership and Courageous Followership: Questions to ask. **8th International Conference on Sustainability and Responsibility, 14 – 16 November, 2018, Cologne Business School, Cologne, Germany.**

Booyesen, Lize, A.E. (2017). 25th Annual Kravis-de Roulet Conference Inclusive Leadership: Transforming Diverse Lives, Workplaces, and Societies Friday, March 3rd— Saturday, March 4th, Claremont McKenna College. **Building Inclusive Organizations: Inclusive Leadership as Emergent-Collective-Relational-Practice.**

Booyesen, Lize A.E. (Chair and Commentator), Martha F. Miser, Jessica L. Porter, Joanne Barnes, Carolyn D. Love, “**Just Lean In**”: **How White, Exclusionary, Individualistic, Reactionary, De-Politicized (WEIRD) is That?**
Presented at the 19th International Leadership Association Conference, 2-5 November 2016.

Booyesen, Lize, A.E., Belding, S.P., Henderson, J.E. & Stewart, S. **Leading Across Generations and Races: Ideas for leaders Who Embrace the Challenge!** Chaired.
Symposium presented at the 17th International Leadership Association, 31st -17 October, 2015, Barcelona, Spain.

Booyesen, Lize, A.E., Inge Bleijenbergh & Albert Mills. Convened and chaired the sub stream **Paradigms and methods of diversity scholarship** at the European Group for Organizational Studies, July 2 – 4, 2015, Athens, Greece.

Booyesen, Lize, A.E., DeFruyt, P. & Gelfand, M. Panelist, Chair: Lisa Finklestein. **Alliance Invited Session: Building Cross-Cultural Research Teams – Practical Advice from the Experts.**
Society for Industrial and Organizational Psychology Conference, 23 – 25 April, 2015, Philadelphia, USA

Booyesen, Lize, A.E., Cunningham, G & Anderson-Hooker, D. **Building New Leadership in African American and South African Communities.** Panel discussion at the International Leadership Association, 30 Oct – 2 Nov, 2014, San Diego, USA.

Booyesen, Lize, A.E., & Wergin, J. **Research Methods and the New Leadership.** Session presentation at the International Leadership Association, 30 Oct – 2 Nov, 2014, San Diego, USA.

Booyesen, Lize, A.E. & Geiger, K. **Stream Organizers: Inclusive Leadership from the Center and Periphery : Social Identity as Context.** ^{7th} Equality, Diversity and Inclusion International Conference, 8-10 June 2014, Munich, Germany Technische Universitat Munchen

Booyesen, Lize, A.E. & Hougaard, Karin. **Reflexivity-In-Action: Arts Based Experiential Leadership Development Encounter For Female Leaders.** Full Day Pre-conference at the International Leadership Association, 30 Oct – 3 Nov, 2013, Montreal, Canada.

Booyesen, Lize. **Global Leadership: Clarity around Concepts and Complications in**

Practice Chaired and commented on presentation by Allan Bird, Franklin Oikelome and Angela Titi Amayah, at the International Leadership Association, 30 Oct – 3 Nov, 2013, Montreal, Canada.

Booyesen, L. & Hougaard, K. Conference stream mini-workshop on ***The Value of Arts Based Experiential Leadership: A Snapshot and Reflection***, at the International Leadership Association, 30 Oct – 3 Nov, 2013, Montreal, Canada.

Booyesen, Lize, A.E.; Ferdman, B.M; Gallegos, P.; Hartel, C.; Nishi, L. & Wasserman, I.C. Symposium Title: **Inclusion at Work: Practices and Insights**. Academy of Management, 9 – 13 August, 2013 Lake Buena Vista, Orland, Florida, USA.

Booyesen, Lize, A.E. & Wishik, H. **A comparison of Lesbian, Gay, Bisexual, Transgender and Queer rights in South Africa and the USA**. The 6th Equality, Diversity and Inclusion International Conference, Athens, Greece 1- 3 July, 2013, Athens School Business and Economic Sciences. Best paper award.

Booyesen, A.E & Barnes, J. **Race and gender disparity in management: A comparison between the USA and South Africa**. International Leadership Association, 24 – 27 October, 2012, Denver, USA.

Booyesen, A.E. **The Application of “African” Leadership Principles and Practices In Inclusive Leadership**. 5th Equality, Diversity and Inclusion International Conference, Toulouse, France 23-25 July, 2012, Toulouse Business School

Lize Booyesen, Philomena Essed, Kathryn Gaines & Karen Geiger - **Leadership in a Global Community: Inclusion of multiple viewpoints and voices** International Leadership Association, 25 – 29 October, 2011, London, UK.

Lize Booyesen, Martha Miser & Rick Warm - **Leadership for Prosperity: Wisdom Beyond the Bottom Line**, International Leadership Association, 25 – 29 October, 2011, London, UK.

Lize Booyesen & Jon Wergin – **Exploring Alternative Methodologies for Studying Leadership**. International Leadership Association, 25 – 29 October, 2011, London, UK.

Lize Booyesen, Ron Ophir, Roxanne Beard, Robyn A. Berkley (Co-chairs), Bernardo M. Ferdman, C. Douglas Johnson, Angeline Lim, Alison Kemper & David Kaplan - **Intersectionality and Cultural Context in LGBTQ-Inclusive Teaching**. Academy of Management Meeting, August 12-16, 2011, San Antonio, Texas.

Lize A.E Booyesen, Kelly M. Hannum - **Managing Social Identity Conflict in Organizations: Leadership lessons from South-Africa and the USA**. 11th International Conference on Diversity in Organisations, Communities and Nations, 20 – 22 June, 2011, Cape Town, South Africa.

Lize Booyesen - **An exploration of the mixed method research design employed in the Leadership Across Difference (LAD) Project**. Research Colloquium lecturing series: University of Pretoria, 8 June, 2011, Pretoria, South Africa.

Lize A.E Booyesen & Kelly M. Hannum - **Managing Social Identity Conflict in Organizations: Leadership lessons from South-Africa and the USA**. 11th International Conference on Diversity in Organisations, Communities and Nations, 20 – 22 June, 2011, Cape Town, South Africa.

Lize Booysen & Kelly Hannum. Colloquium presentation **Leading Across Differences: Cases and Perspectives**, at the Centre for Creative Leadership, 16 August, 2010.

Lize Booysen, Donna Chorobot Mason, Belinda McFeeters & Jeffery Yip. **Leading Across Difference: Lessons Learned From Across the World**, paper presented at the International Leadership Association in Boston, 28 – 30 October, 2010.

Lize Booysen, Claire Menck & Kate O'Neill. **Leadership and Culture** (2010). Panel discussion at the International Leadership Association in Boston, 28 – 30 October, 2010.

Lize Booysen, Invited keynote presentation: **Diversity perspectives in leadership**. Presented 14 – 16 July, 2010, at the Equality, Diversity and Inclusion (EDI) Conference Vienna, Austria.

Lize Booysen & Kelly Hannum. **Leading Across Differences: Real world lessons for Human Resources Managers**, as part of the Centre for Creative Leadership Training series for Human Resources Managers, 17 June, 2010.

Booyesen, L. **Leadership in the Context of Social Identity Differences**. Keynote presentation. American Society for Training and Development Conference. **Leveraging, Learning and Leadership to improve organizational effectiveness**. Sun International Cape Sun Hotel, Cape Town, SA, 21 – 23 April, 2009.

Alexandre, L, Booysen, L. Essed. P & Santana, L. **Building Leadership Programs That Transform Education, Faculty and Students**. *International Leadership Association* to be presented in Prague, 11 – 14 Nov, 2009.

Fostering Research on International Gender and Diversity Issues: Gender and Diversity in South Africa, Stella Nkomo and Lize Booysen, University of South African the Academy of Management, Chicago, Aug 7-11, 2009.

Relocating diversity: New questions from new and old places: The Case of South Africa. Paper presented with Prof Stella Nkomo at the Academy of Management Annual Meeting, August 8 – 13, 2008. Anaheim, California. Presentation of Professional Development.

The effect of race and gender on managerial stereotypes in South African Managers. Paper presented with Prof Stella Nkomo at the Conference: Engendering Leadership, through research & practice, Univ of Western Australia, Business School. Perth, Western Australia, 22 -24 July, 2008.

Preferred Leadership Practices in Dealing with Cultural Identity Conflict in South Africa. Paper presented with Prof Stella Nkomo at the 27th Congress International Leadership Association 1 – 5 November, 2007. Vancouver, Canada.

Managing new Realities: Workplace Manifestations of Re-constructed Social Identities in Post Apartheid South African Organisations. Paper presented at the 2nd International Conference on Interdisciplinary Social Sciences, 10 – 13, July, 2007. Granada.

The Tea Incident: Racial Division at Insurance Incorporated – A teaching case. Workshop presented with Prof Stella Nkomo, at the 7th International Conference on Diversity in Organisations, Communities & Nations, 3 – 6 July. 2007 Amsterdam.

Rethinking the Diversity Paradigm: South African Practices. Colloquium presented with Proff Melissa Steyn, Stella Nkomo, and Claire Kelly, at the 7th International Conference on Diversity in Organisations, Communities & Nations, 3 – 6 July. 2007 Amsterdam.

A South Africa in Social Identity Crises? Workplace Implications. Booyesen, Lize presented at the International Academy of Management and Business, 2007 Conference, 28 – 31 January, Las Vegas.

Social Identity Tension as a Leadership Challenge in two Organizations in South Africa: A Case Study in Leadership in the Context of Social Identity Differences. Symposium held by Booyesen, Lize, Dinwoodie, David, Kelly, Hannum, Ruderman, Marian, Lilach Sagiv, Maxine Dalton, Todd Weber and Donna Chrobot Mason, at the 18th International Congress of the International Association for Cross Cultural Psychology (IACCP), in Spetzias, Greece, July 11 – 15, 2006.

Think Manager- think (fe)male: A South African Perspective. Booyesen, Lize and Nkomo Stella, presented at the International Social Sciences (ISS) Conference, Rhodes, Greece, 18 – 21 July, 2006.

The Leadership Challenge In Dealing With Cultural Identity Conflict in South Africa in Leadership Across Differences. Symposium held by Booyesen, Lize, Dinwoodie, David, Kelly, Hannum, Ruderman, Marian. International Leadership Association 25th Congress, during 2 – 6 November, 2005. Amsterdam, The Netherlands.

Professional Development Workshop at the Academy of Management, 4 August, 2005 in Hawaii, USA, on 15 November, 2005. Title: **On Juggling Multiple Skills and Roles in Developing Organizational Diversity Consultants: Toward an Emerging Model.** *Submitter, Contact, Co-Organizer/Chair:* Lize Booyesen, U. of South Africa, *Co-Organizer/Chair:* Bernardo M. Ferdman, Stella Nkomo, Heather. Wishik, Plácida Gallegos.

Challenges facing South Africa Business Leaders. Colloquium held on 18 October, 2004 at The Center for Creative Leadership, Greensboro, North Carolina.

Invited international Symposium: Male and female managers: Gender influences on South African Managers in retail banking. Paper delivered at symposium on Gender and Leadership at 11th European Congress on work and organisational psychology, 13 - 17 May 2003, Lisbon, Portugal.

Understanding the duality in the dominant management paradigm in South Africa. Paper delivered at 11th European Congress on work and organisational psychology, 13 - 17 May 2003, Lisbon, Portugal.

Current statistics of women in our corporate world. Keynote Speaker: Women in Leadership and Management Conference, 13 - 15 February 2002, Johannesburg.

Cultural differences between Black and White female managers in South Africa. Paper delivered at the Hawaii Conference on Business, 14 - 17 June, 2001, University of Hawaii, Waikiki, Honolulu, USA.

Women as Business Leaders in South Africa, Management Today, Best Knowledge in Leadership Practice Conference, 23-24 July 2001, Johannesburg.

Challenges facing white and black women managers in South Africa, Invited High Noon Speaker, Institute for Gender Studies, Unisa. 29 March, 2001.

The unequal subordinate status of white and black women in management and management training in South Africa. Paper delivered at Women's Status: Vision and Reality International Women's Conference February 27 - March 3, 2000, New Delhi, India.

The emerging South African female business leader: A comparison between male and female leadership values. Paper delivered at Women's Status: Vision and Reality International Women's Conference February 27 - March 3, 2000, New Delhi, India.

Transformational leadership imperatives for businesswomen of the African Century. Keynote Speaker: The Renaissance Network Conference: Women transforming our world in the African Century, 7- 8 August, 2000, Main Hall, Technikon SA, Johannesburg.

Cultural differences between African Black and White managers in South Africa. Paper delivered at the Southern African Institute for Management Scientists 12th Annual Conference, Africa's Century: Challenges for management and leadership. 31 October - 2 November, 2000, Univ of South Africa, SBL, Midrand, South Africa. (**Best paper award**)

Identifying and Exploring the changing role of women in management. Workshop conducted at the 25th Organisational Behaviour Teaching Conference, 10-13 June, 1998. La Verne University, La Verne, California. USA (**Best Paper award**)

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