

GRANT R. SON

(DOCTORAL RESEARCH AND MPhil, UNIVERSITY OF STELLENBOSCH)

OBJECTIVE

Grant Son has been in executive management and a successful entrepreneur executive since 2003, having founded two successful companies and successfully managing blue chip companies like Verizon(MTN) and Coca-Cola SABCO. Grant has been a permanent and interim senior executive, investor, professional board member, and strategic consultant for 15 years. Grant is the Wits Business School and Sundaytimes Newspaper's 2007 Business Plan winner. Grant has also drafted the Green Hydrogen Strategy and Alternative Energy Microgrids and Just Energy Transition discussion documents for the Gauteng Government's Department of Economic Development. He is also a cadet pilot.

SUMMARY OF QUALIFICATIONS

- Charismatic, decisive, motivating, creative, strategic, innovative, vigorous, consensus-building, and broadly experienced.
- Proven ability to build and motivate strong management teams, grow or turn-around companies, and increase revenue and profit.
- Exceptionally creative in crafting strategy, solutions and business development opportunities.
- Well traveled with a deep, broad knowledge of business practices. Able to quickly gather pertinent information, get to the heart of the matter, and implement a solution.
- Decisive decision making ability, tempered with a practical and down to earth perspective.
- Experienced and practiced in a wide variety in business types, able to effectively transfer knowledge across business models and categories. Extensive experience in public and private company management, public, investor and customer relations, fostering an enabling and motivating work environment, repairing old or implementing new techniques and technologies, and business turnaround.
- Willing to make fast, tough decisions. Oriented to building long-term enterprise value.

PROFESSIONAL EXPERIENCE

9/2021 ~ to date as Non-Executive Director on various public and private sector boards

As a Non-Executive Director, I provide an independent view on the running of various government businesses, governance and boardroom best practices. Grant assists in overseeing and constructively challenging management in its implementation of strategy within the various group's system of governance. His work includes oversight on all issues from performance, sustainability, resources, transformation, diversity, employment equity, standards of conduct and evaluation of performance to risks in its widest form.

9/2021 ~ to date as an independent consultant at various public and private sector organizations

*I specialize in **business strategy development, business planning, and business optimization.** I also help businesses improve their systems to drive higher efficiency. I have a wealth of knowledge and experience in the various industries, which I harness my experience, qualifications and ability to benchmark best practice and bespoke it for the client's exact requirements in order to deliver quality results for them.*

I am **business plan development and risk management specialist** with an MBA and MPhil degrees. I currently worked on **short-term contracts** with government organizations to assist their businesses resolve complex problems and improve their revenues. My expertise in business strategy development, business planning, and business optimization has helped my clients achieve their goals.

As an independent consultant, I have helped businesses across various industries to improve their operations and achieve their objectives. I have a proven track record of delivering quality results for my clients.

**5/2011 ~ to August 2021 as Batho Phahameng Engineering and Consulting
(CEO)**

A leading provider of engineering solutions and management solutions for risk compliance, safety, emergency preparedness, continuing education and skill development in the workplace; meeting the training and education needs of millions of professionals in the industrial, healthcare, fire and emergency, government, law enforcement and private security markets. The company produces and delivers consulting education and workplace skills training content to organizations. Grant stepped in from the Board of Directors to become CEO. He provided leadership and decisiveness in growing, then stabilizing this company that started with zero working capital. He raised both debt and equity capital – adding crucial new clients. He landed new contracts, took over existing businesses, reorganized their operations, cut expenses, renegotiated major vendor agreements, reduced headcount by 42%, initiated marketing, rebuilt flagging brands, developed important new strategic alliances, added valuable new strategic partners, revived employee morale, built a new culture, added new strategic business initiatives and revenue sources, and completed the company's first acquisition. Grant successfully landed contracts with the National Prosecuting Authority to renovate two hospitals, namely:- Job Shimankana in Rustenburg and Bongani Hospital in Welkom. Other contracts but not limited to the list, include; South African Bank Note, Eskom, Transnet, Anglo American Kumba and Assmang(Assore). Grant also spent 2012 to 2018, successfully managing Batho' Phahameng Engineering and Consulting's contracts at both Eskom Generation's, Matla and Kriel Power Stations.

4/2014 ~ present I Am Black Gold, Founder and Chairman

A private investment firm engaged in working with, and investing in early-stage mining, engineering and technology companies. Grant conceived and started a mining, engineering and technology business incubator and venture capital enterprise. He has started portfolios within Allen Gray, Coronation, Bidvest, Investec, Prudential, Old Mutual and Liberty Life investments

**1/2009 ~ 04/2011 Botswana Telecommunications Corporation
Managing Director, Bosnet (Broadband)**

A Botswana State Owned Enterprise and leader in providing telecommunications services. From January through April of 2011 Grant was head hunted and brought to Botswana as an expatriate by the Botswana Government to serve as Managing Director of Botsnet, Botswana Telecommunications Corporation's Broadband division. During that time he moved the company from an industrial location and integrated it with the main head office. He also realigned the management team. Grant played a strategic role in semi privatizing the government state owned enterprise by transforming it into a successful profitable Public Private Partnership.

**1/2005 ~ 12/2008 Coca Cola SABCO
Deputy General Manager -Sales and Distribution**

Sabco, known as 'Coca Cola bottling company' is one of the most highly regarded bottling companies in Africa with operations in Asia too. Grant was asked to join the deputy management team to fulfill Coca Cola's mandate to groom black executives

in the business. Grant was based in the South African Limpopo region. During that time revenue grew from approximately R870MILLION to R1.2BILLION.

1/2003 ~ 12/2004 Metrix Mining Consulting Engineers

General Manager Sales & Marketing,

Metrix Mining Consulting is an international distributor of mining consulting service. Known as The Pure Risk industry leader in mining consulting support, Grant was an original intellectual capital investor and contributed immensely on the Board of Directors of the firm. During Grant 's tenure, the business borrowed R6MILLION startup capital and within 15 months had generated more than R70MILLION in revenue. He redefined the company's business model, initiated marketing, repositioned the company, and defined a new industry segment as a Pure Risk Pioneer. He expanded the company into Africa and North America and created a globally coordinated major account strategy.

/1999 ~ 12/2002 UUNET SA/VERIZON BUSINESS/MTN SP

Strategic Business Consultant

UUNETSA was bought by VERIZON BUSINESS and then by MTN SP. Grant Son's interim executive and personal consulting activities which included various interim executive positions, providing corporate strategic guidance, mentoring and working with account and service managers. In most situations above, Grant was already serving as a consultant and adding valuable input to the MD and CEO's overall company strategy. His activities are usually focused in the areas of corporate and product strategies, operations re-organization, business development, sales and marketing management, product distribution, international expansion, and M&A. Grant 'direct industry expertise includes manufacturing, services and distribution; high-technology hardware, software and systems; distribution channels, communications, broadcasting, and Internet businesses.

Example: Consultant to the CEO of UUNET SA's new Data Center Systems Division, Grant supervised most of the sales and marketing aspects of UUNET SA's initial entry into the data center business (which at the time was considered extremely successful).

BACKGROUND *

Environmental management studies (Center for Environmental Management, North West University, 2005)

Paralegal studies (UCT, Cape Town, 2011)

Pre LLM (Hibernia college, Ireland, distance learning, 2011)

Mining Engineering studies (University of Newcastle, Australia, distance learning, 2014)

Project Management studies (Polytechnic West, 2014)

MBA (IIBMS, 2016)

MPhil (Thesis – Risk management at Eskom Generation) (Stellenbosch University, 2017)

Doctoral Research (Published articles on risk management at Eskom Generation in South Africa) (Stellenboch University, 2018)

PhD Thesis submitted on water management in Norway (Selinus University 2023)

Grant and his wife Chantel have two daughters and live in the South of Johannesburg.

OTHER HIGHLIGHTS

- Co-founded his first company in 2007 *.
- Served as a Board Member of Botswana Telecommunications Corporations, (2009 to 2011)
- Joburg Market Board in the City of Johannesburg Municipality (2023 to date)
- Association with the Black Business Council (2010 to date)
- Member of the Legal Council Practice Appeal Board (2022 to date)

- Member of the Black Management Forum (2003 to date)
- Member of the Department of Higher Education Council (2022 to date)
- Former Council Member of Cape Peninsula University of Technology (2017 to 2021)
- Former Committee chairperson of the Physical Planning Committee (CPUT) (2017 to 2021)
- Board member of Gauteng Department of Health (CMJAH) (2018 to 2023)
- Former Board member of Gauteng Department of Agriculture, Environment and Rural Development (2019 to 2022)
- Wits Business School and Sundaytimes Business Plan Winner 2007
- Author of three published journals
- Member of the South African Revenue of Services Tax Court (2023 to date)
- A member of the International Airspace Services Council (Department of Transport) (2022 to date)
- Technical Advisory Panel Member at Gauteng Department of Economic Development (2021 to date)
- SAWS (South African Weather Services) Board member (2022 to date)
- Former Lesotho Highlands Development Board Committee member (2020 to 2023)
- Critical Infrastructure Council Member (Ministry of Police, Parliament) (2021 to date)

REFERENCES

Dada Morero
 Blake Mosley-Lefatola
 Frederick Rodo
 Nketu Mokutu
 Isaac Mokoena