

MRS BERYL FERGUSON

Curriculum Vitae (CV)

Consolidated business and industry experience

September 2020

CURRENT ROLE

South African National Biodiversity (SANBI) Chairman of the board

Her role at SANBI, through her lens for business, has delivered a new outlook to the organization in that the new economic landscape requires organizations to reframe their current realities in order to remain competitive. This occurs at the backdrop of significant budget cuts by National Treasury into Government departments and SOE's.

As a leader she understands that strategic innovation should be applied throughout the organization at all times and constantly updates the business to achieve organizational performance. Her role in board chairmanship is anchored on strong board governance and balancing the collective participation of board members.

SKILLS AND QUALITIES

- Motivational leader and Speaker
- Ethical and transparent
- Driver for Ownership/Accountability
- Remarkable Listening capabilities
- Agent for Action and execution
- Problem solver
- Empowerment driven
- Conflict Resolution; practices through Diplomacy
- Leadership Styles: Thought Leadership; Strategic Leadership; Coach Leadership

CURRENT DIRECTOR ROLES

According to Mrs. Beryl Ferguson it is the amplified uncertainty in the current global economic challenges that forces the reframing of diverse solutions in organization and as such demands that boards need to have capabilities that can build trust relationships in the organizations to engage complex challenges in order to survive, particularly after the advent of COVID 19.

2018- PRESENT **South African National Biodiversity Institute (SANBI)**

Appointed Chairperson by Minister of Environmental Affairs.

2017- PRESENT **Pioneer Foods Education and Community Trust**

appointed as Trustee September 2017.

2015 – 2018 **SANParks – Appointed to the board by Minister of Environment Affairs**

MRS BERYL FERGUSON BACKGROUND

(nee Kerr ; previous surname Domingo)



Mrs. Beryl Ferguson is a seasoned leader and entrepreneur with over 30 years business experience. Her participation and leadership roles is accompanied with key strengths that consistently achieve collective creative competencies from her teams. She encourages the generation of alternative knowledge combinations towards achieving optimum organizational performance.

Her experience is reflected in her detail at strategy execution that emphasizes the importance of talent advancement with management and its strategic impact on organizational performance culture - in information intensive organizations. As the board chairman of SANBI she leverages knowledge management to organize and direct knowledge intensive activities in order to achieve the SANBI mandate.

She is strong at analyzing the capability of organizations and to realign both its financial and human capital assets to achieve its set mandate. In her current chairmanship she directed the achievement of the integration of the National Zoological Garden (NZG) into the South African National Biodiversity (SANBI). She was critical at addressing inefficiencies by installing managerial effectiveness through the facilitating of board strategic inputs to implement internal controls that would see a seamless integration process within a strong board governance framework.

BOARD POSITION OVERVIEW

Mrs. Beryl Ferguson strengths in board roles required her to be instrumental in driving the governance agenda in aligning organizations performance to strict statutory compliance in ensuring that financial management in the organisation adheres to the regulations, applicable laws and policies.

Poor corporate governance is a leading factor in poor organizational performance, financial reporting manipulation and stakeholder dissatisfaction. In response to this challenge Mrs. Beryl Ferguson's experience is a strategic fit in executing the board mandate in accordance with the PFMA and all relevant statutes by promoting and enforcing transparency and effective management in respect of revenue, expenditure, assets and liabilities of public entities and constitutional institutions.

Chairperson of the Human Capital Management Committee.

2007- PRESENT **Sandown Motor Holdings (Mercedes Benz)**
non-executive Director – Retail Motor Industry
Chair of the Transformation Committee and the Social and Ethics Committee

EXECUTIVE AND DIRECTOR ROLES

2004-2012 **Lehuno Resources –**
Executive Chairperson – Nickel mining
Actively involved in the strategic direction of the company. Company wound down. No longer operational

2000-2012 **GEM**
Director
black woman-owned business in Energy & Mining.
Responsible for deal making. Actively involved in the strategic direction of the company. Company wound down. No longer active

2004-2010 **WESGRO – Western Cape Trade Promotion and Investment Agency**
Member of EXCO (re-elected) served as the Deputy Chairperson.
Chairperson of the Human Resource & Remuneration Committee.
Did not avail myself for re-election.

2000-2003 **Thebe Risk Services (Subsidiary of Thebe Investment)**
(insurance) non-executive Director. Short term insurance business

UNIVERSITY OF THE WESTERN CAPE

1999-2009

- Chairperson of University Council since February 2006 - 2010
- Chairperson of Audit committee –1999- Dec -2002
- Member of Finance Committee –1999- Dec -2002
- Chairperson of Remuneration and Performance of Senior Executives Committee –
- Council representative - Disciplinary Committee for senior academics –
- Chairperson of the Membership Committee

As the Chairperson, I had to chair most sub-committees.

Audit and Finance Committees University of the Western Cape

Under my chairmanship, the institutions student numbers increased the institution had unqualified audit reports and we embarked on major infrastructure development. I had positive engagements with both the union leaders (Nehawu) and the student representative council. (SRC)

MONITORING AND EVALUATION TEAM

Mrs. Beryl Ferguson has driven strategic interventions in ensuring that the role of oversight is adhered to through enforcing all the relevant statutes and regulation and any prescribed norms and standards, including any prescribed standards of generally recognised accounting practice and uniform classification systems in the boards she has served.

Provincial Property Management Task Team

Served on the task team responsible for writing the Provincial Green Paper, now White Paper – 'The Management of Provincial Property'

2002-2008

Department of Transport and Public Works

Appointed by the minister of Transport & Public Works to serve on the Monitoring and Evaluation Committee

- Evaluate the achievements of the Department with respect to the preferential procurement policy.
- Monitor and assess the needs and constraints related to the PPP.
- Undertake independent audits to ensure implementation is correct
- Receive representation from affected parties who have identified misrepresentation
- Led the Review and Reorganizing of the Department's macro structure to align and support the strategic vision.
- Evaluate and assist with short-listing of SMS appointees
- Participated in the interview processes.

NON-GOVERNMENTAL ORGANIZATIONS (NGO)

Mrs Ferguson has in her walk of life been involved with NGO/NPO that enhance the development of community, particularly that of women and children.

2013-2018

Wentworth Foundation (KZN)

Chairperson

NGO – Assisting and treating" children from disadvantage backgrounds who are born with cleft palates. Mainly children hailing from rural KZN.

2008- present

Zip- Zap Circus – Trustee (school of Circus Arts)

an NGO working with children from disadvantage backgrounds including children, living with HIV- Aids, teaching them the advantages of circus.

2006-2008

Wola Nani – (NGO – a caring response to AIDS)

Director

(2years- re-elected). (Did not avail myself for re- election)

Member of the Performance Assessment & Remuneration Committee

2004-2009

Women's Hope & Educational Trust (WHEAT)

Chairman

(NPO – promoting the up-skilling of grass roots woman through education) Under my chairmanship, WHEAT hosted an annual lunch for 1000 women to raise funds for Gender Based Violence. WHEAT also became a beneficiary of the shareholding offered to NGO's through the True Class Consortium headed by the (now late) Lot Ndlovu. WHEAT qualified because of the high standard of governance. Did not avail myself for re-election)

PARLIAMENT AND ACADEMIC RELATED WORK

2012-2014

Parliament of South Africa

Member of Parliament in the National Assembly. Served on the Portfolio committees of Energy, the Portfolio Committee of Water and Environment and the Ad Hoc Committee – IT. (2012-2014)

2003

Growth and Development Summit

Facilitator of the steering committee for the Position Paper on Women's Participation in the Growth and Development Summit.

ENTREPRENEURSHIP

2000

DTP-Wise

After the advent of the democratic South Africa, Mrs Beryl Ferguson was the first, black woman owned company to win the tender to print HANSARD for the national government. The company went into a merger and has since been since sold.

TERTIARY EDUCATION

- Diploma in Business Management - 1988; Executive Education, Cape Town
- Diploma in Business Economics - 1989; Executive Education, Cape Town
- Certificate in Finance for non-Financial Managers - 2000; Johannesburg School of Finance, Johannesburg
- Certificate of attendance – Corporate Governance, Strategy and Risk – IODSA
- Certificate of Attendance – Financial insights for non-financial Directors – IODSA
- Certificate of Attendance – Management Development Programme for Women-UWC

REFERENCES

Leonard Ramatlakane



Khanki Matabane

Black Business Council



Roy McAllistair

Sandown Motor Holdings Mercedes Benz SA



Dr Lesley Thulani Luthuli

ZERNO (PTY) Ltd



