

Dr Renee Horne



Professional Profile

An engaging and passionate professional with more than 20 years' experience in delivering strategy, financial analysis, economic risk mitigation, business development and educational directorship within the African context. Champions the African socio-economic platform and advises international organisations on the social, economic, ethics and risks relative to business expansion on the continent. Holds a PhD in Political Economy with a proven track record of identifying areas of opportunity and deploying strategic plans that enhances business growth, organisational brand visibility and stakeholder engagement. Recognised as an expert on Sub-Saharan Africa with expertise in government, business, and academic institutions. Demonstrates a high level of motivation, organisation, and commitment to ensure projects are on time, to budget and maintains a high level of quality and accuracy. A collaborative leader with the ability to mentor others to achieve success through professional development, feedback, and coaching.

Competencies and Key Skills

- Higher Education
- International Relations
- Political Assessments
- Financial Analysis
- Risk Mitigation
- Stakeholder Management
- Strategic Consultancy
- Project Management
- Business Development
- Fundraising
- Professional Development
- Journalism
- Economic Policy
- Student Engagement
- Languages
- English, native
- Afrikaans, intermediate

Current Board Positions

 **Chairperson: SASDC / Previously: SASDC Audit, Risk and Ethics Chairperson** 2013-Present
 South African Supplier Diversity (SASDC) | Johannesburg, South Africa

SASDC is a non-profit organisation focused on supply chain transformation in South Africa. The organisation creates access to procurement markets for marginalised Black businesses through the development of a collaborative ecosystem of partners from business and government.

KEY ACHIEVEMENTS

- Developed effective policies and procedures that ensured a low level of risk for the organisation while achieving the organisations growth strategy.
- Utilising the Companies Act and King IV recommendations, aligned duties and functions that provided oversight to corporate and supplier relations, risk management and risk aversion.
- Developed revenue streams that culminated in the profit of the organisation by 40% over ten years.



 **Non-Executive Director: SABC** June 2022-Present
 South African Broadcasting Corporation

SABC is the public broadcaster in South Africa. It is one of the largest state-owned enterprises in South Africa.

- Recently approved and appointed as part of the Digital Technology sub-committee to advise on the implementation of digital transformation that is innovative and addresses the public mandate of the broadcaster.


- Recently approved and appointed as part of the Finance, Investment and Procurement sub-committee to strategise on the financial viability and future growth trajectory of the organisation.
- Recently approved and appointed as part of the News and Editorial sub-committee to ensure editorial oversight, independence, and the preservation of the public news service.

Career Summary

 **Management Advancement Programme Director (Executive Education)** 2014 – Present
 Wits Business School | Johannesburg, South Africa

KEY ACHIEVEMENTS

- Developed the new MAP for Future Leaders with the strong focus on digital transformation and agile leadership.
- Successfully marketed the programme to maintain the Flagship status in Executive Education.
- Increased programme footprint by 40% in Southern Africa.
- Developed and reviewed faculty for delivery of the programme.
- Successfully maintained and increased enrolment numbers.
- Developed the programme articulation route to the Postgraduate Diploma in Business Administration (PDBA).
- Successfully directed the migration of the programme from contact to online.

 **Academy Divisional Chair and Strategist** 2021 – Present
 SASDC | Johannesburg, South Africa

KEY ACHIEVEMENTS

- Delivered strategic positioning on the necessary skills and capabilities that corporates and black businesses need to compete, adapt, and thrive in a fast-changing world.
- Assist South African Black Businesses with the capabilities to source market opportunities in the 'New Normal'.
- Established and delivered the International Leadership Executive Programme (ILED) which has developed South African Black business, the provision of Multinational Corporation sponsorship and International Institution engagement.
- In collaboration with the United Nations Development Programme, Howard University -Washington DC and SASDC, designed and delivered the Africa Women Empowerment - Entrepreneurship and Financial Literacy Programme.
- Recently developed the 'Iqanda' programme, a youth skills development initiative which primarily focuses on start-ups in South Africa.

 **International Programmes Director** 2014 – 2022
 Wits Business School | Johannesburg, South Africa

KEY ACHIEVEMENTS

- Effectively developed and delivered the strategic direction of the department in addition to the ongoing administration of international partnerships and programmes.
- Partnered with more than 60 new international stakeholders with ongoing international ventures such as the Erasmus + funding and Global Tri-Lateral MBA.
- Identified and implemented best practices from various International Relations programs
- Led professional development seminars for employees to enhance their knowledge and business acumen.
- Developed and managed the International Relations budget and reviewed monthly actual v. budget reporting to identify any potential areas of concern.
- Provided oversight and engagement initiatives to more than 3000 executives within the international exchange programme.

 **MBA and International Programmes Director** 2018-2021
 Wits Business School (WBS) | Johannesburg, South Africa

KEY ACHIEVEMENTS

- Successfully leads the MBA and International Programmes for the business school and liaises with potential clients at information sessions across South Africa and internationally to increase enrolment and WBS footprint.
- Increased enrolment by 30% over the last two years with an additional cohort added during Covid 19 in 2021.
- Oversees more than 600 MBA students annually and provides ongoing support and consultative advice to students.
- Utilised annual revenues, expenses, and necessary budget line items to prepare and finalise annual budget based on concentration and ongoing enrolment numbers.

- Successfully achieved and maintained international accreditation i.e., Association of MBAs (AMBA) and Partnership for International Management (PIM).
- At the start of Covid 19, successfully directed the migration of more than 600 MBA students from contact to online sessions.
- Developed and oversees online international programmes.
- Reviewed and benchmarked educational curriculum to identify opportunities to enhance the program's content and develop specialised projects.
- Reviews admission applications from potential students and makes decisions on acceptance or denial based on past education, personal statements, and academic success.
- Schedules faculty for MBA courses and delivers performance feedback to staff based on performance management reviews.
- Successfully supervised and graduated MBAs and PhDs.

 **Vice Principal: Sub-Saharan Africa** 2011 – 2014
 NR Capital | London, UK / Johannesburg, South Africa

KEY ACHIEVEMENTS

- Managed complex analysis of business expansion into Africa within the oil, gas and mining industry and effectively established relationships with key Southern African, DRC, Ugandan, and Nigerian stakeholders
- Identified and implemented a robust strategic plan aimed to increase NR Capital's profile across Africa.
- Provided key consultative advice to organisations who were expanding across Africa and provided detailed analysis relative to investments and strategic opportunities.

 **Africa Chief Political Economist & Trade Flows Analyst** 2009 – 2011
 Deltaeconomics | London, UK

KEY ACHIEVEMENTS



- Provided robust political and economic analysis and consultative advice to a range of international clients relative to trade and investment projects in Africa.
- Developed and implemented a strategic plan that aimed to increase Deltaeconomics international profile and effectively resulted in the partnership with major international financial organisations to provide ongoing investment and analytical reports.
- Collaborated with the International Labour Organisation (ILO) to develop the South Africa Labour and Business Report.



 **Senior Editor** 2009 – 2011
 World Entrepreneur Society (WES) | London, UK



KEY ACHIEVEMENTS



- Conceptualised, developed and implemented a strategic SWOT analysis with accompanying business plans that increased rankings by 30% within 2 years in addition to increased foreign donor contributions of £100K.
- Hired, mentored, and trained a global network of journalists and reporters and managed all aspects of their training, performance management, editorial control, and strategic direction.
- Enhanced the quality of work product within the organisation through the implementation of a 10-point plan that followed the journalism code of ethics and a fair and balanced reporting style.



Additional Career Experience


 Lead Facilitator and project design (12-month contract) 2019-2020
 Toll Logistics | Johannesburg, South Africa

 Lead Researcher 2011
 Transparency International (TI) | London, UK















 Freelance Journalist / Political Economist 2010 – Present
 Royal Africa Society | London, UK

 Africa Analyst (Contract) 2008 – 2009
 Exclusive Analysis | London, UK











 Senior Political Journalist / Editor 1999 – 2007
 South African Broadcasting Corporation (SABC) | Johannesburg, South Africa

 Truth and Reconciliation Research Intern 1997 – 1998
 University of KwaZulu Natal (UDW) | South Africa

Academic Posts

 Facilitator: Global Business and Management	2021 – Present
 London School of Economics	
 Lead Academic: Business in Africa and Emerging Markets & Senior Lecturer - Economics and Strategy	2012-Present
 Wits Business School: University of Witwatersrand South Africa	
 Senior Associate	2012 – Present
 School of Leadership: University of Johannesburg South Africa	
 Broad Based Black Economic Empowerment (B-BBEE) Unit Head	2012 – 2013
 Gordon Institute of Business Science (GIBS) South Africa	
 Teaching Fellow / Lecturer/ Africa Consultant	2008 – 2012
 Political Studies & International Relations Department – SOAS- University of London UK	
 Chief Invigilator (Contract)	2008 – 2012
 Central Exams Department – SOAS- University of London UK	
 Teaching Fellow	1997 – 1998
 Politics Department: University of KwaZulu Natal (UDW) South Africa	

Education

 PhD: Political Economy	2012
 School of Oriental and African Studies (SOAS) UK	
 MSc: International Politics	2008
 University of London UK	
 MA: Politics (South African Politics)	1999
 University of KwaZulu Natal (UDW) South Africa	
 BA (Hons): International Relations	1996
 University of KwaZulu Natal (UDW) South Africa	
 BA: Law	1993
 University of KwaZulu Natal (UDW) South Africa	

Professional Affiliations

- Institute of Directors of South Africa
- African Review of Economics and Finance Editorial Board
- Royal Africa Society

Awards and Funding

- Wits Business School Excellence in Teaching Award 2015
- National Research Fund, 2011
- Ford Foundation Fellow, 2008
- Chevening Scholar, British Council, 2007
- Elizabeth Neuffer Journalism Fellowship Finalist, 2005
- International Visitor Leadership Programme, 2005
- Kagiso Trust Scholarship / NRF, 1996 – 1997
- Chamber of Mines Award, 1993 – 1995

Recent and Forthcoming Publications

- Mmari, P., Horne, R., Gobind, J., Appiah, E. (2022). The Role of Digital Financial Literacy for Inclusive Banking in Tanzania. (Pending)
- Gobind, J., Appiah, E., Horne, R. (2022) 'Protecting the right to strike'. (Pending)
- Gobind, J., Appiah, E., Horne, R. (2022) In the Absence of Onboarding. (Pending)

- Ghazzawi, I., Urban, A., Horne, R., & Beswick, C. (2020). Standard bank: exploring opportunities to make Côte d'Ivoire 'home'. *Emerald Emerging Markets Case Studies*.
- Schaling, E., Horne, R., & Hobbs, J. (2018). *National development plan: The outlook in 2016*. Wits Business School
- Munkuli, B., & Horne, R. (2018). Financial markets value reputation for corporate social responsibility (CSR)-a study of the South African mining sector. *AfricaGrowth Agenda*, 15(Apr/Jun 2018), 17-22.
- Raliphada, L., & Horne, R. (2017). South African Banking Sector as a positive social impact creator: an emerging economy impact investment perspective. *AfricaGrowth Agenda*, 2017(Apr/Jun 2017), 24-28.
- Horne, R. (2017). Patterns of empowerment and disempowerment in the South African mining sector. *African Review of Economics and Finance*, 9(1), 3-32.
- Raliphada, L., & Horne, R. (2016). Social value equation of impact investment: the financial intermediary perspective in an emerging economy. *AfricaGrowth Agenda*, 2016(4), 4-9.
- Horne, R. (2015). Patterns of ownership and labour unrest within the South African mining sector. *Journal for Contemporary History*, 40(2), pp.25-47
- Elections 2014: Why some South Africans are voting 'No!' – By Renee Horne, May 6, 2014 , African Arguments
- The ANC Mangaung Conference: A Decisive Moment for South Africa? RUSI Newsbrief, 17 Jan 2013 by Renee Horne
- South Africa: ANC leadership debate swamps meaningful discussion on policy – By Renee Horne: December 17, 2012 , African Arguments

International Articles

Developed international opinion pieces based on wartime editing and media coverage:

- The "View from Washington Series," Washington, 2011
- "MD's Speak Out" Series, London, 2011
- Headed the SABC team to cover conflict between Israel and Hezbollah, Lebanon, 2006
- Seconded to Gaza to cover conflict, Gaza Strip, 2006
- Iraq War – Baghdad, 2003
- Iraq Developments, Saddam Hussein Trial, SA Soldiers of Fortune in Iraq, 2003 – 2005
- Palestinian Elections, 2005
- IBSA (India, Brazil, South Africa) meeting Rio De Janeiro, 2005

Interviews (2003 – 2005)

- Former South African President Nelson Mandela
- Former South African President Thabo Mbeki
- Former South African President Jacob Zuma
- Tariq Aziz, Former Iraqi Foreign Minister
- Shimon Peres Israeli Prime Minister
- Yasser Arafat Former Palestinian National Authority Leader
- Mahmoud Abbas (Palestinian National Authority Leader)

Speaking Engagement Highlights

- SONA and the Budget Speech: Implications for SMEs in South Africa (Panellist): 2022
- The Virtual Trade Mission (Keynote Speaker): 2021
- The Future of China's Trade with Africa, India, USA: 2021
- Business in Africa Update, Partnership for International Management Conferences: (2017-2019)
- South African Business Awards (Judge): 2014
- Reflections on 20 years of democracy- Cape Talk: 2014
- Broad Based Black Economic Empowerment: A Catalyst to Labour Unrest in the South African Mining Industry? International Conference on Trade, Business and Economics (London) Published Conference Proceedings, London: 2014
- AYGS Conference on International Relations and Political Economy hosted by the Africa Institute of South African (Panellist), Johannesburg: 2014
- Synergy Conference: Procurement and Ethics in the South African mining sector (Keynote Speaker), Johannesburg:2013
- Brand SA: Foreign Direct and Internal Investment in South Africa: (Chair), Johannesburg: 2013
- Triple A Frontier / SAPIA BBBEE Oil & Gas Funding Workshop (Chair), London: 2012
- Nigeria Economic & Financial Markets Conference (Panellist), London:2011
- East Africa Global Trade and Investment Conference (Panellist), London 2011
- Book Launch, Southern Africa: Old Treacheries and New Deceits by Stephen Chan (Chair), Washington DC: 2011

- Zuma Mid Term - John Hopkins University (Keynote Speaker), London: 2010
- The succession - Race Centre for Strategic and International Studies (Keynote Speaker), DB: 2010
- Presenter: Royal Africa Society: South Africa: Legacy of the World Cup (2010), DBN: 2010
- Is Black Economic Empowerment Working? (Keynote Speaker), Johannesburg: 2006
- In the Zone: War Reporting, University of Johannesburg-South Africa (Keynote Speaker), Johannesburg: 2006
- Promax Africa Conference: Delivered paper on War reporting in the Middle East, Johannesburg: 2006
- The Iraq War 2003- American University - Amman, Jordan (Keynote Speaker), Amman: 2004
- Women in a War Zone – South Africa Rhodes University (Keynote Speaker), Grahamstown: 2003