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SENIOR MANAGEMENT EXECUTIVE

I am a target driven professional who is on a single-minded mission to increase organisational impact. I repeatedly produce sustained revenue and EBITA growth in a dynamic and changing environment. With proven achievements in marketing communications and strategic consulting industries, I have established extensive business background. I can successfully create Business Plans, develop policies, manage finances, analyse market trends, negotiate terms and close deals.

It is through my great desire to learn and to want to continuously improve that I have crafted my character and attitude to success. I enjoy close relationships with others and find deep satisfaction in working hard with like-minded people to achieve a goal. I prefer to work in a structured environment where I can plan, review and look at things holistically whilst following the proven principles of "Get it Done" where execution is critical for success. I know that the most brilliant and innovative ideas often fail because of lack of effective execution. It is for this reason that I pay particular attention to getting my teams to focus on implementation and achieving results.

SUMMARY

Experience	Qualifications
<ul style="list-style-type: none">• Experience in business management (12 years)• Senior public-sector manager (7 years)• Corporate marketing communications consulting (advertising, branding, marketing, graphic design, and public relations)• Experience in buying and selling of companies, negotiations, facilitation and change management• Executive Director of a Johannesburg Security Exchange Listed company• Running my own company as an entrepreneur.	<ul style="list-style-type: none">• Post-Graduate Diploma in Public Policy and Development Management from Wits University• Certificate in Programme for Management Development from GIBS, University of Pretoria• One year course in mastering entrepreneurship from Wits• 3 of 4 modules of the Being a Director Course by the Institute of Directors SA.• One year certificate programme on Social Entrepreneurship at GIBS• Currently enrolled to complete a Master's Degree at Wits on Public and Development Management.

CAREER HIGHLIGHTS

- Established a successful business after closing down two businesses in 2010. I am particularly proud of this achievement since I did so without any external funding.
- In 2006 I acquired two companies from Adcorp Holdings, a Johannesburg Security Exchange listed company – i.e. Simeka TWS Communications and Graphicor Pty (Ltd) with a combined turnover of over R60m and led these companies for 7 years until I closed them down in 2010.
- I served as an Executive Director of Adcorp Holdings and Chairman of Adcorp Communications Solutions between 2004 and 2006. I maintain a relationship with Adcorp to date currently serving as the Director and Chairman of the Adcorp Employee Share Scheme.
- Sale of a business involving a subsidiary of a listed company
- Between 1997 and 2003, I held several positions in the legislature and provincial government of Gauteng, including as Programme Director of the Legislature, Provincial Manager of the National

Council of Provinces (NCOP), Advisor to the Speaker, Speechwriter for the Premier, and Director of Policy Development.

EMPLOYMENT HISTORY

Company : Wa Gono Investments

Position : Chief Executive Officer

Period : 2010 to date

I run Wa Gono Investments Pty (Ltd), a company with two divisions. The 1st is a one-stop marketing communications division delivering solutions across all aspects of communications, including communications strategy development; public relations; corporate identity; graphic design; website development; investor relations; and the design and publication of annual reports, books, and other corporate publications (www.wagonocommunications.co.za). The other is an entrepreneurship division empowering entrepreneurs from townships and rural areas to become part of the formal economy (www.wagonoentrepreneurs.co.za).

Company : Adcorp Employee Share Trust

Position : Non-Executive Chairman

Period : 2007 to date

I chair an employee trust for Adcorp Holdings, a Johannesburg Stock Exchange listed company, established an Employee Staff Trust in 2007 to enable previously disadvantaged persons to participate in the company and to promote black economic empowerment in respect of Adcorp and all its Subsidiary companies. The Trust is part of a 25% BEE consortium that owns Adcorp, a multi-billion rand company. As chairman, my role is to ensure that Trust funds are invested properly to benefit beneficiaries; ensure the distribution of dividends to beneficiaries in the prescribed manner; ensure the preparation of Audited Financial statements in addition to chairing trust meetings.

Company : Entrepreneur Organisation (EO)

Position : Board member: Mentorship Chair

Period : 2010 to June 2012

I served on the board of The Entrepreneurs' Organization (EO), a global business network of 8,000+ business owners in 121 chapters and 40 countries. Founded in 1987 by a group of young entrepreneurs, EO enables small and large business owners to learn from each other, leading to greater business success and an enriched personal life. The South African Chapter of EO was established in 2005. As Mentorship Chair in the Board of the South African chapter, my role was to unite members from differing peer communities and create an opportunity for knowledge sharing between the mentors and mentees. Mentors for EO mentees are currently sourced from the World President Organisation, whose members are business owners and CEOs of large South African companies. Membership to EO is strictly based on a member being a founder of their company with turnover of no less than \$1m a year (R14m).

Company : Tshirundu Communications

Position : Chief Executive Officer

Period : March 2007 to February 2010

Responsible for leading the company strategy and operations as well as providing leadership to a highly sensitive and fragile team following changes within Graphicor and Simeka TWS - Subsidiaries of Tshirundu Communications. I was responsible for developing and implementing a robust turnaround strategy with the management team by providing effective management of human resources to ensure a diverse but harmonious culture that inspires performance and positive team spirit.

Company : Tshirundu Communications

Position : Executive Chairman

Period : August 2006 to March 2007

In 2006 acquired two companies from Adcorp Holdings (Simeka TWS Communications and Graphicor (Pty) Ltd) and appointed a CEO for the group company - Tshirundu Communications with a turnover of over R60m. My responsibilities were to ensure the effective running of the Board of Directors; promote shareholder interests; and promote the company to its target stakeholders such as clients, government and industry bodies.

Company : Adcorp Communications Solutions (ACS)

Position : Executive Director

Period : February 2004 to July 2006

Thendo Ratshitanga CV

Overseeing a new Division of Adcorp Holdings as its Executive Director, I had three Managing Directors of the subsidiary companies reporting to me. My duties were to set up a new divisional EXCO and Board as well as assist the three companies to achieve budgets.

Company : **Office of the Premier (Gauteng Provincial Government)**
Position : Director: Policy Dev. and Coordination: Growth and Dev. Unit
Period : 2003

I led the Directorate to ensure that the Premier and EXCO were supported with policy advice, planning, monitoring and evaluations, capacity building and information management. I was also involved in the long term planning process of the provincial government.

Company : **Office of the Premier (Gauteng Provincial Government)**
Position : Premier's Speechwriter
Period : July 2000 to 2003

I prepared speeches for the Premier, Mr Mbhazima Shilowa, including conducting research on various topics to assist the Premier in decision-making. I was also responsible for advising the Premier on parliamentary questions and his interactions with the provincial legislature and the National Council of Provinces (NCOP).

Company : **Gauteng Provincial Legislature**
Position : Personal Advisor to the Speaker and NCOP Unit Manager
Period : 1999 – June 2000

My responsibilities included advising the Speaker on procedural matters of the House such as rules, parliamentary practice, NCOP and National Assembly issues, as well as legislation and other Constitutional matters necessary for decision-making by the Speaker and the Rules Committee of the Legislature. In addition to assisting the Speaker with his Constituency responsibilities, I managed the NCOP processes for the legislature which included processing mandates and special delegates to the NCOP.

Company : **Gauteng Provincial Legislature**
Position : Programme Director
Period : 1997 – 1999

Responsible for the drafting of the programme of sittings of the House on behalf of the Leader of the House, Mr. Firoz Cachalia as well as liaising with the Provincial Executive Council (Cabinet) regarding the programme of the Legislature. I was also responsible for managing the Office of the Leader of the House.

Company : **Gauteng Provincial Legislature**
Position : Committee Procedural Assistant
Period : 1997

Assisting the Legislature standing committees with preparations of amendments and provincial mandates on national legislation before the National Council of Provinces was my main focus.

Company : **Afrophone Translation Services**
Position : Translator, Production and Marketing Manager
Period : January 1995 – December 1996

In this role I was involved in translating various documents including the Constitution of the Republic of South Africa and various National and Provincial Statutes and policy papers, translating from English into Tshivenda and vice versa. I was also responsible for sales and marketing for the company.

LEADERSHIP ROLES

I play various leadership roles in different organizations, such as:

- Board member: Ndima Community Services, a rural development non-profit organisation (2013 – current)
- Board member: Adcorp Employee Scheme (2008-current)
- Board member: Entrepreneurs Organisation (EO) (2011)
- Board member: Zishap, a self-help organisation for people with disabilities (1999-2004)
- Treasure General for the South African Students Congress (1994-1996)
- Secretary General for the Congress of South African Students (1993)
- Board member of the Northern Transvaal Regional Development Forum (1993)
- National Executive Committee member of the National Education Coordinating Committee (1993)
- Branch secretary of the ANC Yeoville Branch (1998), and

- Member of the Branch Executive Committee of the ANC ward 93 (Houghton) in 2009.

PERSONAL CHARACTERISTICS

- **Interpersonal style**
 - genuine nature, persuasive and influential
 - reserved, take time when establishing new relationships.
 - fairly assertive and capacity for dominance in many interpersonal relationships and will not easily 'take no for an answer'
- **Thinking style**
 - constructive approach to work. May however not like particularly tedious and repetitive tasks
 - trusting with a realistic view of human nature. Aware that people cannot always be taken at face value, recognise the need to be relatively circumspect when dealing with new colleagues and clients.
 - slightly more pragmatic than most people and inclined to think in more concrete than abstract terms,
- **Coping style**
 - relative balanced approach towards work, being neither, too tense and competitive nor too relaxed in attitude
 - a little more optimistic than most, being inclined to anticipate success rather than failure
 - marginally more sensitive than many people. A little more easily hurt than most, may get upset by others' thoughtless comments
- **Team roles**
 - a general propensity to adopt the styles of **Implementer/Innovator**.
 - unusual combination of creative capacity, practical common sense, and organising ability
- **Leadership style**
 - most likely to adopt a **Directive Leadership style**. Directive Leaders are characterised by having firm views about how and when things should be done
- **Subordinate style**
 - most likely to adopt the style of a **Reciprocating Subordinate**. Reciprocating Subordinates are emotionally mature individuals. As such they will not be afraid of promoting their own ideas or engaging in negotiations with managers concerning the best approach to projects
- **Additional Comments:**
 - strong preference for the **Reflector style** and a very strong preference for the **Theorist style**. Those with such a profile like to know the answer to the question "What? They like their information presented in a highly organised format and benefit if they have time to think about the material. They also need time to reflect, but learn better from reading, researching, and listening to lectures.

EDUCATION

- **One year certificate programme on social entrepreneurship**, 2014, GIBS
- **One year course in mastering entrepreneurship**, 2010, Wits University
- **Certificate in Programme for Management Development**, 2005, GIBS, University of Pretoria
- **Post-Graduate Diploma in Public Policy and Development Management**, 1999 – 2001, Wits University

REFERENCES

Available on request