

<p style="text-align: center;">CURRICULUM VITAE OF DR. LEON BEZUIDENHOUD PhD Consulting Psychology (UNISA) Registered Industrial Psychologist</p>
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PERSONAL INFORMATION

- Date of Birth: 31 October 1977.
 - Age: 47.
 - Nationality: South African Citizen.
 - Drivers License: Code EB.
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EDUCATION

- **TERTIARY QUALIFICATIONS:**
 - B.Soc.Sc. (Bachelor of Social Sciences)
 - Majoring in Industrial Psychology and Psychology.
 - Date completed 1998.
 - B.Soc.Sc Honours (Industrial Psychology)
 - Degree obtained with distinction.
 - Date completed 1999.
 - M.Soc.Sc. (Industrial Psychology)
 - Thesis: Organisational climate and work motivation amongst employees of a service organisation in the Free State.
 - Date completed 2001.
 - Postgraduate Diploma in Education
 - Community service learning
 - Date completed 2007
 - PhD (Consulting Psychology) at UNISA.
 - Dissertation title: Constructing an organisational climate model to predict management fraud
 - Date completed 2014.
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SPECIAL ACADEMIC ACHIEVEMENTS

- Awarded honours degree cum laude.
- Awarded an academic bursary from the University of the Free State in 1999.
- Awarded a research bursary from the National Research Foundation in 1999.

COMMUNITY AND PROFESSIONAL ASSOCIATIONS/COMMITTEES

- Registered as an Industrial Psychologist at the Health Professions Council of South Africa.
 - ✓ Registration number: PS 0078808.
 - Member of the Society of Industrial and Organisational Psychology of South Africa (SIOPSA).
 - Elected to the National Executive Committee
 - Regional Branch manager for the Free State Province.
 - External advisor to the Health Professions Council of South Africa (HPCSA) on legal and ethical matters.
 - Serve on the Continued Professional Development (CPD) Committee for the University of the Free State
 - Serve on the Unit for Psychological and Behavioural Studies Executive Committee.
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WORK EXPERIENCE

- University of the Free State (Human Resource Department)
 - HR Junior Practitioner:**
 - Training and development, Skills Development administration and other human resource responsibilities.
 - January 2000 – June 2002.
- South African Police Services
 - Organisational Development Internal Consultant**
 - Training and development.
 - Development and implementation of assessment centres.
 - Development and implementation of developmental centres.
 - Psychometric evaluations for selection purposes.
 - Conducting Target Selection ® interviews.
 - Organizational change interventions (group and individual level)
 - Team buildings facilitated through adventure experiential learning.
 - Trauma Debriefing.
 - Counselling.
 - Coaching (middle management)
 - Supervising and managing registered psychometrists.
 - Advising management on ill-health personnel matters.
 - July 2002 – 31 December 2006

➤ University of the Free State

Lecturer

- Tasks include:
 - Co-ordinator for the modules:
 - *Human Resources (approximately 1000 first year students)*
 - *Training Management (approximately 300 third year students)*
 - *Organisational Behaviour (approximately 1000 first year students).*
 - *Organisational Development (approximately 150 third year students).*
 - Study leader for honour research dissertations.
 - Supervised 24 Honours dissertations
 - Co-supervisor for master students.
 - Departmental Community Service Learning Training Manager
 - Manage and co-ordinate 30 Community Service Training Learning projects within the Department;
 - Manage 7 employees within this role;
 - Supervise 420 students.
 - 1 January 2007 – 31 December 2013

➤ University of the Free State

Centre of Teaching and Learning: Assistant Director

- Tasks include inter alia:
 - *Academic Leadership Programme.*
 - Design and manage campus wide Leadership programme for heads of Departments;
 - Individual interventions include executive and management coaching & psychometric assessment;
 - Group interventions (workshops designed and presented to address the need of the leader group).
 - *Academic Staff Development.*
 - Developing, organising and facilitation of academic staff development to departments and faculties.
- 1 January 2014 – December 2016

➤ University of Mpumalanga

Senior Lecturer: Organisational Psychology and BA Programme Leader

- Tasks include:
 - Co-ordinator for the modules:
 - *Organisational Psychology (1st year)*
 - *Human Resource Management (2nd year)*
 - Development of short learning programmes;
 - Leadership programme;
 - Presenting of student workshops
 - *CV writing*
 - *Preparing for interviews*
 - *Team development*

- Manage the CHE and SAQA accreditation of the BA Programme;
 - Assist with the CHE accreditation of the B.Com Programme;
 - Collaboratively work with the HR-OD Department on institutional culture change initiatives;
 - *Arbinger*
 - *MBTI*
 - *Appreciative inquiry*
 - *Coaching*
 - Attend scholarly national and international conferences;
 - Publish in accredited journals.
 - 1 January 2017 – 1 April 2019.
- University of the Free State
- Lecturer: Organisational Psychology**
- Tasks include inter alia:
 - Co-ordinator and lecturing:
 - *Organisational Development (Undergraduate and postgraduate level)*;
 - Academic supervisor for 7 Industrial Psychology internship students;
 - Research supervisor for postgraduate students.
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CURRENT AD-HOC EMPLOYMENT

- Central University of Technology: Free State
 - Part-time lecturer
 - Leadership development (Honours level).
 - Fort Hare University, Eastern Cape
 - Part-time lecturer (Post-graduate level)
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INTERNATIONAL CONFERENCES PRESENTATIONS

2008

- ICCB Conference: Stellenbosch;
 - ✓ Co-presented 1 paper: The relationship between organizational culture and motivation.

2010

- Clute Institute: Las Vegas: Training leg of conference
 - ✓ Presented 1 paper: Community service learning through the eyes of the students.

2014

- HELTASA: Bloemfontein
 - ✓ Co-presented 2 papers on Academic advising.

2015

- Supplemental Instruction National Conference: Port Elizabeth
 - ✓ Co-presented 4 papers on a tutorial programme as managed at the University of the Free State.
- NACADA international conference: Colorado Springs
- Professional and Organisational Development (PoD) international conference: San Francisco.

2016

- Submitted 2 abstracts to 1 international conference on leadership development. Both papers were accepted, but I was unable to attend.

2017

- Clute Institute: Stockholm, Sweden: Business leg of conference
 - ✓ Presented 1 paper: Constructing an organisational climate model to predict potential risk of management fraud.
 - ✓ Paper was awarded as the best paper of the conference.

2019

- Bremen University: Germany
 - ✓ Lecture at Master and Honour level.
 - ✓ Topics: Leadership, psychological assessment and organisational development.

2020

- 6th International Conference on Business and Management Dynamics (Virtual)
 - ✓ Co-presented 1 paper: The relationship between personality traits, job satisfaction and job performance of retail store managers.

2021

- Fostering Innovative Advances in Applied Management (FinAMM) Conference (Virtual)
 - ✓ Co-presented 1 paper: How participative management structures affects employee participation and involvement in job engagement in tertiary institution

2022

- International Conference on Business and Management Dynamics (Virtual)
 - ✓ Co-presented 2 papers:
 - The impact of transformational leadership on innovation behaviour among bank employees in South Africa during Covid-19
 - The impact of participative management structures in improving employee participation and employee involvement under conditions of developing a new normal in organisations

2024

- International IASIA Conference
 - ✓ Co-presented 1 paper: Can an Organisational Learning Culture lead towards alternative and improved service delivery in South Africa?

- Society for Industrial and Organisational Psychology Conference
 - ✓ Co-presented 1 paper: Mastering Self-Leadership: The Power of Emotional Intelligence and Mindfulness for Graduates
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SUPERVISOR FOR POST GRADUATE STUDENTS

Honour degrees

2007 – 2024

Supervised 84 Honour mini-dissertations within this time frame.

Master degrees

2013 – 2024

Supervised the following completed studies:

- ✓ The Effect Of Work-Stress And Emotional Intelligence On Self-Leadership Amongst Nurses In Leadership Positions In The Ministry Of Health And Social Welfare In Lesotho (Final mark = 65%).
- ✓ The perceptions of various role players on the training and instructional behaviour of tutors in a Faculty of Education at a Higher Education Institution (Final mark = 73%).
- ✓ The effect of emotional intelligence on the coping style and resilience among the University of the Free State Facilitators (Final mark = 68%)
- ✓ Adapting the 3-I Process as an academic and career advising framework: A case study (Final mark = 75%).
- ✓ The effect of organisational learning culture and leadership style on innovation behavior in employees working in the banking sector in South Africa (Final mark = 71%).
- ✓ An evaluation of the emotional intelligence levels of undergraduate students at the Central University of Technology, Free State Bloemfontein campus (Final mark = 57%).
- ✓ The effect of emotional intelligence and mindfulness on self-leadership among graduates in the early career stage (Final mark = 74%)

Current:

- ✓ Supervising 4 Masters students
 - ✓ Co-supervising 2 PhD students.
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JOURNAL OUTPUTS

- 2019:
- ✓ *Identifying Organisational Climate Elements that can be used to Detect and Prevent Management Fraud: South African Business Review Journal.* (<https://doi.org/10.25159/1998-8125/4269>)
 - ✓ *Conflict management: Grain South Africa* (ISSN 1814 – 1675).
- 2020:
- ✓ *The relationship between personality traits, job satisfaction and job performance of retail store managers: Journal of Business and Management Dynamics.* (ISBN 978-1-928396-17-8).
- 2021:
- ✓ *Merging Academic and Career Advising to offer holistic student support: A university perspective: Journal of Student Affairs in Africa.* (<https://doi.org/10.24085/jsaa.v9i2>) .
- 2022:
- ✓ *The Impact of Transformational Leadership Style on Innovation Behaviour among Bank Employees in South Africa during COVID-19: Journal of Business and Management Dynamics.* (ISBN 978-1-928396-17-8).
 - ✓ *The impact of participative management structures in improving employee participation and employee involvement under conditions of developing a New Normal in organisations: Journal of Business and Management Dynamics.* (ISBN 978-1-928396-17-8).
- 2023:
- ✓ *The impact of selected biographical variables on organisational climate in a service organisation*
- under review.
 - ✓ *Emotional intelligence of undergraduate levels related to academic performances and stress management at the Central University of Technology, Free State*
- under review.
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PREVIOUS MANAGERIAL POSITIONS

- South African Police Services: Acting head of Psychological Services for the Free State Province.
 - ✓ Managing 13 personnel members including psychologists and psychometrists from four geographical areas.
 - ✓ Date: April 2003 to December 2004.

 - South African Police Services: Manager of Psychometric Assessment in the Free State Province.
 - ✓ Managing, co-ordinating and supervising all assessment.
 - ✓ January 2004-December 2006.

 - University of Mpumalanga: Programme Director
 - ✓ B.A degree programme
 - ✓ January 2018-April 2019.

 - University of the Free State: Masters Programme Director
 - ✓ Master's degree programme
 - ✓ January 2020-March 2022.
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ADDITIONAL EXPERIENCE

I have conducted in my private capacity a variety of interventions:

- Arbinger-
 - Core at Work workshops
 - Leading with an outward mind-set
 - Developing and implementing an outward mind-set
 - Beyond right and wrong: Reconciliation project.

- Team development sessions
 - MBTI group sessions
 - Organisational team diagnosis
 - Stress workshops
 - Conflict management
 - Mentoring and coaching workshop
 - Facilitation workshops
 - Facilitation of personal developmental workshops

- Human Resource Interventions
 - Competency based interviews
 - Development and implementation of competency based assessment and development centres
 - Performance appraisal system (360°)
 - Psychometric assessment for selection and development purposes

- Psycho-legal assessments (More than 150 reports have been written)

- Individual leadership coaching

PROFESSIONAL SKILLS

- Accredited Arbinger® facilitator.
- Registered as a certified user of the Myers Briggs Type Indicator (MBTI).
- Completed a certificate through UFS Business Management School in Ontological Coaching (Obtained 94%)
- Received formal training in:
 - Targeted Selection ® interviewing (Competency based interviewing).
 - The development and implementation of assessment/developmental centres.
 - Difficult dialogues facilitator.
 - Supplemental instruction.
 - Project management.
 - Module based interviewing (MBI).
 - Basic counselling.
 - Assessment for lecturers (Certified Assessor).
- As part of the PhD in Consulting Psychology, the following workshops were attended:
 - Consultation as process.
 - Career and executive coaching.
 - Developing assessment technologies.
 - Individual assessment.
 - Individual wellness and work adjustment.
 - Counselling.
 - Group dynamics and assessment.
 - Diversity.
 - Organisational performance and assessment of interventions.
 - Organisational development and facilitation of change.
 - Programme evaluation.

WORK RELATED SPECIAL ACHIEVEMENTS

- Awarded 6 merit bonuses at the University of the Free State;
- Received a certificate from the Wellness Committee of the University of the Free State in acknowledgement of valuable contribution towards this committee.
- Nominated and awarded a Prestige Award for excellence in service learning from the Vice-rector: Academic planning and Rector of the University of the Free State;
- Requested to present a paper at the Prestige Award of the University of the Free State;
- Awarded best paper at 2017 International Conference in Sweden.

HOBBIES

- I am very keen on sports and enjoy sailing and long distance running.
 - I enjoy reading books, articles and journals on psychology related aspects and keeping abreast of new developments in my field.
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REFERENCES

- Dr Cobus Pienaar: University of the Free State
Faculty of Economic and Management Sciences, Industrial Psychology
Department: Previous Head of the Department.
Cell: 083 417 8224
- Mr. Henry Taylor: Registered Counselling Psychologist,
South African Police Service and University of the Free State
Tel: 051 401 9322
Cell: 084 550 0900
- Me Evodia Mohoanyane: Assistant Director at the Centre for Teaching and
Learning: University of the Free State
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Cell: 073 485 1896