

Resume



Gerhard van Rensburg
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Unique expertise

Gerhard van Rensburg is a leadership development specialist, facilitator, executive coach, international conference speaker and academic supervisor. He published two leadership books, *The Leadership Challenge in Africa* and *Leadership Thoughts*. His articles are published in several leadership, management and human resources publications such as CEO, PMR, HR Future, HR.com and BusinessBrief.

Gerhard developed [Principle-based Leadership®](#) as a leadership approach and philosophy as well as an online development framework and methodology.

Contributing ideas that work

Principle-based Leadership® simplifies and grounds the multifaceted concept of leadership in the range of principles that guides leaders' thinking, behaviours and approaches to the task of leading. It stems from the belief that leaders grow their effectiveness and influence by internalising key principles.

Based on ongoing academic and informal research, Gerhard offers cutting edge thought leadership in the field of innovation, change and transformational leadership. His coaching of executive leadership teams impacts positively on the organisational culture, leading to authentic conversations, openness to new learning and accountability. In the context of change and transformational challenges, he is knowledgeable and highly skilled in facilitating people dynamics, systems thinking and organisational alignment.

Systems thinking is essential for effective and sustainable improvement in organisations. It includes the areas of personal leadership, team leadership and organisational leadership. Different areas of awareness to complement visionary, strategic and innovative thinking, include self and other awareness, trends, cultures, technology and politics.

Experience that brings insight

In his 18 years of consulting and coaching experience in many different small, medium and large business organisations, as well as in his role as an associate of the Da Vinci Institute for management of technology and innovation, Gerhard grew many invaluable insights pertaining to leadership and organisational growth. One key area is the adoption of a coaching style for a learning culture as illustrated by this testimony of a corporate CEO:

“Gerhard van Rensburg is an experienced coach who has equipped me over the years to cope with the stresses and strains of life at the peak of an organisation. His calmness is infectious; his insight impressive and his ability to create distance crucial. Gerhard provides leadership frameworks that enables anyone to develop and to become independent from the coach.”

Key practises he applies across enterprise functional areas include continuous and breakthrough improvement, preventative management and fact-based management.

Industry Influence

Gerhard is a co-developer of the leadership development component of the National Human Resources Management Standards

in South Africa. He is also the recipient of the following awards:

- Best 100 Global Coaching Leaders Award winner (World HRD Congress) - 2017
- Best in Executive coaching South Africa (Acquisition International) - 2017
- Titans Building Nations Country winner in Education and Training (South Africa : Private Sector) - 2015

In 2018, his reviews on the status and future outlook of 18 different industries were published in the CEO, Most Influential Women and Titans magazines.

In supervising his PHD students, Gerhard stays abreast with the most recent research and thought leadership in a variety of industry and organisational challenges.

Proficiencies and certifications

- PHD – Organisational Structures
- MCom – Leadership studies
- Online short course certificate Lecturers Training
- PDA (Personal Development Analysis) Analyst; MyPDA Coach; PDA Leadership and Teambuilding
- ILM 5 Business Coaching and Mentoring facilitator and tutor
- Higher Certificate Management of Technology and Innovation (MOTI) As applied to Principal-based Leadership® coach and facilitator