

Personal Information

Title:	Professor
First name:	Mias
Surname:	De Klerk
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Organisational role:	Professor
Organisational position:	Head: Research, Human Capital Management and Leadership
Area(s) of expertise:	Organisational Behaviour

Executive Profile

Prof Mias de Klerk is Head of Research as well as Head of the Leadership Group at the USB. In addition to academic positions at the University of Pretoria and the University of the Free State, he also worked in industry in the past.

He holds a PhD, MBL and BEng, with a special interest in human capital management, leadership and ethics. At the USB, he chairs USB's Research Committee and the Departmental Ethics Screening Committee, also serving on the SUN Research Ethics Committee (Humanities). Prof De Klerk has an extensive list of publications and regularly receives awards and media attention for his novel expertise.

Education

Year	Degree	Field of Study	University	Country
2002	PhD (with Academic Honours)	Organisational Behaviour	University of Pretoria	South Africa
1993	MBL (Masters Degree in Business Leadership)	Business Leadership	University of South Africa	South Africa
1985	BEng	Mechanical Engineering	University of Pretoria	South Africa

Membership of professional and scientific organisations

Organisation
Academy of Management (USA) – Member
Society for Industrial and Organisational Psychology of South Africa – Member
American Psychological Association – International Affiliate Member
Viktor Frankl Institute of Logotherapy (USA) – Associate in Logotherapy
Business Ethics Network of Africa (BEN-Africa) – Member
Ethics Institute of South Africa – Member
Chairperson – Centre of Industrial and Organisational Psychology Advisory Committee (University of South Africa)
Interest group in the systems psychodynamics of organisations (SIOPSA) – Member of Advisory Committee.

Academic and Professional Experience

Commencement date	End date	Position	Institution	Country
2015/01/01		Professor	University of Stellenbosch Business School	South Africa
2011/01/01	2015/01/01	Associate Professor in Organisational Behaviour	University of Pretoria	South Africa
2005/01/01	2014/01/01	Visiting Professor	University of the Free State	South Africa
2012/05/01	2014/10/21	Chief Ethics Officer	Sasol Ltd	South Africa
2005/01/01	2010/01/01	Senior Lecturer and subject matter expert in Organisational Behaviour	University of Pretoria	South Africa
2004/05/01	2012/04/30	Executive Consultant	Sasol Ltd	South Africa
2002/01/01	2004/01/01	Senior Lecturer	University of South Africa	South Africa
1995/02/01	2004/04/30	Executive Manager	Sasol Synfuels	South Africa

1990/07/01	1995/01/31	Divisional Manager	Sasol Synfuels	South Africa
1987/11/01	1990/06/30	Area Engineer	Sasol Synfuels	South Africa
1985/09/01	1987/10/31	Engineer	AECI	South Africa
1985/05/01	1985/08/31	Engineer	Du Toit, Lindeque & Van den Bergh	South Africa

Research Book/Journal Title	Authors	Publication	Publication Date
Conference Paper			
Spirituality in a multicultural working environment: A South African study	De Klerk, J	In G. Ogunmokun (Ed.) Proceedings from the World Academy of Researchers, Educators, and Scholars in Business, Social Sciences, Humanities and Education Congress (WARES)	2015
Ethics as an HR risk	De Klerk, J	HR Risk Workshop, presented by Maccauvlei Learning Academy in Association with the South African Board for People Practices	2015
Golden leadership lessons from the alchemists' crucibles – elucidation from a system psychodynamic perspective	De Klerk, J	Conference on the Crucible of leadership – Depth work in organizations	2015
Nobody is as blind as those who cannot bear to see – a systems psychodynamic analysis of moral blindness	De Klerk, J	Regional Meetings of the Society of Organisational and Industrial Psychology	2015
Nobody is as blind as those who cannot bear to see – a systems psychodynamic analysis of moral blindness	De Klerk, J	2014 Annual Society of Organisational and Industrial Psychology Conference	2014
Morality on the executive's couch: Ethical perspectives on coaching psychology	De Klerk, J	2014 Annual Society of Organisational and Industrial Psychology Conference	.2014
Is there still any room for ethics in business today?	De Klerk, J	3rd Annual Governance Week Conference of the Institute for International Research	2014
The interaction, synergies and collaboration between the ethics office and internal audit	De Klerk, J	Ethics Officer Learning Forum of the Ethics Institute of South Africa	2014
Workplace Spirituality: Differences between perceptions and intentions	De Klerk, J	Proceedings of the International Conference on Development Finance and Economic Transformation	2013
"The devil made me do it!" From blaming the devil to a system psychodynamic analysis of (im)morality	De Klerk, J	2013 Annual Society of Organisational and Industrial Psychology Conference	2013
The Halo Effect – Watch out for	De Klerk, J	South African Organisation Development	2013

the good guys		Network Annual Conference	
Change management to build and ethical culture	De Klerk, J	Ethics Officer Learning Forum of the Ethics Institute of South Africa	. 2013
Beneath the veil of silence: Unspeakables in South African Organisations and Social Systems	De Klerk, J	Conference on Organisational & Social Systems Change in Contemporary South Africa	2013
The unbearable lure of change	De Klerk, J	Society of Industrial and Organisational Psychology Regional Seminar	2012
Robben Island Diversity Experience	De Klerk, J	Director: Advanced Group at the Exploring Diversity and Group Relations Dynamics Workshop, TDCI Training and Development	.2012
Robben Island Diversity Experience	De Klerk, J	Director: Advanced Group at the Exploring Diversity and Group Relations Dynamics Workshop, TDCI Training and Development	2011
South African Organisations Today	De Klerk, J	Operations Director at the Systems Psychodynamics Training Workshop, University of South Africa	2011
Leadership and communication in tough times: The challenge of leading	De Klerk, J	Conference on Organisational Communication in Challenging Times, Gordon Institute of Business Science (University of Pretoria).	2009
Ethics of change initiatives: A pragmatic behavioural perspective	De Klerk, J	Fourth World Congress of the International Society of Business, Economy and Ethics (ISBEE)	2008
Coaching in Sasol: Approaches and learnings	De Klerk, J	7th Annual Mentoring and Coaching Conference	2008
Best practice global thinking on leadership	De Klerk, J	PriceWaterhouseCoopers Partners Development Programme, Gordon institute of Business Science (University of Pretoria)	2008
Best practice global thinking on leadership	De Klerk, J	PriceWaterhouseCoopers Partners Development Programme, Gordon Institute of Business Science (University of Pretoria)	2008
Stress engagement	De Klerk, J	Stress Management Workshop for Deloitte Partners and Associates	2008
Leading the traumatized organization towards wellness	De Klerk, J	American Society for Training and Development (ASTD) Conference	2007
Learning to lead organizational trauma: A positive advancement in leadership development	De Klerk, J	Gallup Leadership Institute Summit	2006
Positive psychology and well-being in organizations: Is HR up to it? South African Positive Psychology Conference	De Klerk, J	South African Positive Psychology Conference	2006
Positive psychology and well-being: Organizational trauma and contentment with the past	De Klerk, J	South African Positive Psychology Conference, North-West University	2006
Writing a Code of Ethics – A case	De Klerk, J	4th Annual Business Ethics Network Africa	2004

study		(BEN-Africa) Conference	
The case of "Heartware" versus "Hardware"	De Klerk, J	9th National Meeting of the South African Institution of Chemical Engineers	2000
Journal Article			
Nobody is as blind as those who cannot bear to see – psychoanalytic perspectives on the management of emotions and moral blindness	De Klerk, J	<i>Journal of Business Ethics</i>	2016
Serving up the self: Role identity and burnout in client service environments	Steyn, C & De Klerk, J	<i>South African Journal of Industrial Psychology</i>	2015
The experience of spirituality in a multi-cultural work environment	Van der Walt, F & De Klerk, J	<i>African and Asian Studies</i>	2015
Project management or project leadership?	De Klerk, J	Y du Plessis (Ed). Project management – A behavioural perspective	2013
Ethics and project management	De Klerk, J	Y du Plessis (Ed). Project management – A behavioural perspective	2013
Improvement interventions: To what extent are they manifestations of social defences?	De Klerk, J	<i>South African Journal of Industrial Psychology</i>	012
Measuring meaning in life in South Africa: Validation of an instrument developed in the USA	De Klerk, J, Boshoff, A & Van Wyk, R	<i>South African Journal of Psychology</i>	2009
Man's search for meaning at work: Exploring manifestations and correlations of workplace spirituality	De Klerk, J	Monograph, Saarbrücken: VDM Verlag.	2009
The high impact leader: Moments matter in accelerating authentic leadership development, by Bruce J Avolio and Fred Luthans (Book Review)	De Klerk, J	<i>Southern African Journal of Entrepreneurship and Small Business Management</i>	2008
Ethics for Africa today: An introduction to business ethics, by Christine Wanjiru Gichure (Book Review)	De Klerk, J	<i>African Journal of Business Ethics</i>	2008
Healing emotional trauma in organizations	De Klerk, J	<i>Organization Development Journal</i>	2007
Spirituality, meaning in life and work wellness - A research agenda	De Klerk, J	<i>International Journal of Organizational Analysis</i>	2005
Other Publication			

Measuring spirituality in South Africa: Validation of instruments developed in the USA	De Klerk, J	International Review of Psychiatry	2014
Workplace Spirituality and job satisfaction	De Klerk, J	International Review of Psychiatry	2014
Leading the traumatised organisation towards wellness	De Klerk, J	Management Today	2007
Die goudmakers: 'n Historiese reis na hedendaagse transformasie en verandering (Translated: The alchemists: A historical journey to modern transformation and change)	De Klerk, J	Coetzee, J.J.L (Ed.), Beroepsbekering (Translated: Career conversion)	2007
Bestanddele van sukses: Sukses is nie koekbak nie (Translated: Ingredients of success: Success is not baking a cake)	De Klerk, J	Coetzee, J.J.L (Ed.), Beroepsbekering (Translated: Career conversion)	2007
Professionele eensaamheid (Translated: Professional loneliness).	De Klerk, J	Coetzee, J.J.L (Ed.), Beroepsbekering (Translated: Career conversion)	2007