

Personal Information

Title:	Dr
First name:	Babita
Surname:	Mathur-Helm
Contact number:	+27 (0)21 918 4286
E-mail address	Babita.Mathur-Helm@usb.ac.za
Organisational role:	Senior Lecturer
Organisational position:	Lecturer on the MBA, PGDip in Leadership Development, PGDip in Development Finance & Academic Moderator: USB Small Business Academy
Area(s) of expertise:	Organisational transformation & development; managing diversity gender empowerment

Executive Profile

Dr Babita Mathur-Helm is a senior lecturer at the University of Stellenbosch Business School specialising in leadership development, gender studies and women in the workplace. Her passion is to guide the students she teaches along their leadership journey. Her previous teaching posts were at the University of the Western Cape, while she has also been a visiting lecturer at the Graduate School of Business, University of Cape Town and at the Mannheim Business School, Germany.

She has consulted widely in both the private and public sectors. She has developed training and teaching courses, and coordinated and facilitated training workshops for private and public sector organizations.

She teaches on the MBA and two postgraduate diploma programmes, namely Leadership Development and Development Finance. She regularly teaches on executive education programmes as well. Dr Mathur-Helm has published several articles in academic journals, focusing on women in leadership. She is often invited to write for the popular press and is a favourite on radio talk shows.

Dr Mathur-Helm graduated from Gujarat University in India and holds a PhD, MA and BA (Hons) in Psychology from this University.

Education

Year	Degree	Field of Study	University	Country
1994	PhD	Organisational change and renewal	Gujarat University	India
1988	MA	Psychology	Gujarat University	India
1986	BA	Psychology	Gujarat University	India

Membership of professional and scientific organisations

Organisation

Member on the Editorial Review Board, Gender in Management Review, an international Journal.

Member of the Advisory Board, PC Training and Business College, South Africa.

Member of the Search Committee, Economic & Management Sciences, University of the Western Cape, South Africa.

Adjudicator of 2004 edition, South Africa's Leading Managers: 2004, Published by, Corporate Research Foundation, member of Business Report

Head of the Research panel & Adjudicator - South Africa's most Promising Companies, ,2004 – 2005: Published by, Corporate Research Foundation, member of Finance Week

Academic and Professional Experience

Commencement date	End date	Position	Institution	Country
2002	To date	Senior Lecturer	University of Stellenbosch Business School	South Africa
2006	2006	Executive coach and mentor to women leaders in the United Nation's Development Program (UNDP) in Africa		
2004	2005	Consultant to Safmarine. Pty. South Africa: Involved in the development of Transformation Balance Scorecard		
2003	2004	Consultant to Volkswagen AutoUni Germany: Involved in teaching Management of Diversity		
2001	2001	Visiting Lecturer	Graduate School of Business, UCT	South Africa
1998	2001	Head Operations of Executive Development	First at USB and later on its establishment, USB-ED	South Africa
1997	1998	Senior Lecturer & Management Training Facilitator	School of Government, University of the Western Cape	South Africa
1997	2006	Coordinated, developed and facilitated Organizational Change and Development & Women in Management Training Program for Women in Leadership; Management and Administrative positions in Private and Public sectors, National and Provincial Government departments in Southern African countries		

1997		Founder of Women in Management & Leadership Roles programme, in Southern Africa		
1999	2000	OD & Training Facilitator, Consultant	Kairos International	South Africa

Research

Research Book/Journal Title	Authors	Publication	Publication Date
Conference Paper			
From slaves to social entrepreneurs: The Servant Leadership of John Merrick and Alonzo Herndon – An ethic of care perspective	Prieto, L, Phipps, S & Mathur-Helm, B	United States Association for Small Business and Entrepreneurship, 10-12 January, San Diego, California	2016
Exploring a conceptual small tourism enterprise performance model	Van Zyl, C & Mathur-Helm, B	Entrepreneurship Development Conference, South Africa	2008
Women in leadership roles: Implications for organizational competitiveness	Mathur-Helm, B	2nd International Conference for Women in Local Government- in Bloemfontein, 10-11 August	2004
Managing gender as a dimension of diversity: building competencies to manage gender	Mathur-Helm, B	1st International Diversity Management Conference, University of Stellenbosch Business School (USB) in collaboration with VW AutoUni, November	2003
Chapters in books			
Women in Management in South Africa	Mathur-Helm, B	In Davidson, MJ & Burke, RJ (Eds.) <i>Women in Management Worldwide II: Progress and Prospects</i> , Aldershot: Gower Publishing	2010/2011
Women Entrepreneurs in South Africa	Mathur-Helm, B	In Fielden, S, Davidson, M & Burk, R (Eds.) <i>International Research handbook on Successful Women Entrepreneurs</i> , Edward Elgar, UK	2008/2009
Women in Management in South Africa	Mathur-Helm, B	In Davidson, MJ & Burke, RJ (Eds.) <i>Women in management worldwide: progress and prospects</i> , Oxford: Ashgate Publishers, UK	2002
Journal articles			
Experiences with Queen Bees: A South African study exploring the reluctance of women executives to promote other women in the workplace	Johnson, Z & Mathur-Helm, B	South African Journal of Business Management, 42(4), 47-55	2012
Black economic empowerment in the South African mining industry: A case study of Exxaro Limited	Fauconnier, A & Mathur-Helm, B	South African Journal of Business Management, 39(4), 1-14	2008

Exploring a conceptual measurement instrument to assess performance predictors of small tourism business in South Africa	Van Zyl, HJC & Mathur-Helm, B	Acta Commercii, 8, 194-207	2008
Exploring a conceptual model, based on the combined effects of entrepreneurial leadership, market orientation and relationship marketing orientation on South Africa's small tourism business performance	Van Zyl, HJC & Mathur-Helm, B	South African Journal of Business Management, 38(2), 17-24	2007
Women and the glass ceiling in South African banks: An illusion or a reality?	Mathur-Helm, B	Women in Management Review, 21(4), 311-326	2006
Equal opportunity and affirmative action for South African women: A benefit or barrier?	Mathur-Helm, B	Women in Management Review, 20(1), 56-71	2005
Expatriate women managers: At the crossroads of achievements; success and career goals	Mathur-Helm, B	Women in Management Review, 17(1), 18-28	2002