

Personal Information

Title:	Dr
First name:	Nicky
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Organisational role:	Senior Lecturer
Organisational position:	Programme Head: MPhil in Management Coaching
Area(s) of expertise:	Management and executive coaching, transformative learning, management career transitions

Executive Profile

Dr. Nicky Terblanche is a senior lecturer and researcher in Management Coaching, Information Systems and Research Methodology at USB. He lectures and acts as research supervisor on the PhD, MBA and MPhil in Management Coaching programmes at USB. He is currently the head of the MPhil in Management Coaching programme at USB.

Apart from his lecturing and research supervision activities, he practices as an executive and management coach. He has master's degrees in Management Coaching (MPhil, cum laude) and Electronic Engineering (MScEng) and a PhD in Business Management from USB. In his coaching practice, he combines his analytical ability with his interest and passion for people to facilitate transformative learning in a business context.

His research interests include the application of artificial intelligence in organisational coaching, transformative learning theory, managing career transitions, social network analysis, systems thinking and complexity theory.

Education

Year	Degree	Field of Study	University	Country
2018	PhD	Business Management and Administration	University of Stellenbosch Business School	South Africa
2012	MPhil (cum laude, top student)	Management Coaching	University of Stellenbosch Business School	South Africa
2010	Certificate in Coaching (cum laude, top student)	Coaching	University of Stellenbosch Business School	South Africa
2009	Depth Facilitation		South African College of Applied Psychology	South Africa
2007	TOGAF 8 Enterprise Architect Certification		The Open Group	South Africa
1998	MSc.Eng	Electronic Engineering	Stellenbosch University	South Africa
1995	B.Eng	Electric and Electronic Engineering	Stellenbosch University	South Africa

Academic honours and awards

Year	Honour/Award	Honour/Award Description	Country
2019	Technology Innovation Agency (TIA) seed funding	Seed funding for development of coaching chatbot to the value of R640,000	South Africa
2018	Stellenbosch University New Researcher Funding	New Researcher Funding to the value of R60,000	South Africa
2017	Harnish Grant from the Institute of Coaching (affiliated to Harvard Medical School)	Grant to the value of USD 2,500 to present results of PhD research at Coaching in Leadership and Healthcare Conference in Boston	USA
2012	USB Old Mutual Gold Medal	Top student in MPhil in Management Coaching award	South Africa
2010	USB-ED Director's Award	Best Student in Certificate in Coaching Practice course	South Africa

Membership of professional and scientific organisations

Organisation

Registered Coach member of COMENSA since 2015

Associate Editor for Coaching: An International Journal of Theory, Research and Practice

Academic and Professional Experience

Commencement date	End date	Position	Institution	Country
2019	To date	Programme Head: MPhil in Management Coaching	USB	South Africa
2018	2019	Assistant Programme Administrator: MPhil in Management Coaching	USB	South Africa
May 2018	2018	Invited guest lecturer (Transformative Transition Coaching)	Stockholm Business School	Sweden
2018	2018	Lecturer on Executive Development Programme (Managing and Leading Digital Transformation in Organisations)	USB-ED	South Africa
2017	2018	Senior Lecturer on the MPhil in Management Coaching, MBA and MPhil in Futures Studies programmes	USB	South Africa
2015	2017	Part-time Lecturer on the MBA programme	USB	South Africa
Aug 2015	2017	Solutions Architect – micro-insurance with mobile operators (consulting part-time)	MMI Holdings	South Africa
Jan 2015	July 2015	Digital Enterprise Architect	Old Mutual	South Africa
Jan 2014	Dec 2014	Solutions Architect – wholesale insurance capability (consulting part-time)	Metropolitan Retail	South Africa
Feb 2014	July 2014	Enterprise Solutions Architect consultant (consulting part-time)	Santam	South Africa
2010	To date	Business and transformational Coach	Own coaching practice	South Africa
June 2008	Dec 2013	Solutions Architect – mobile payments	Fundamo (Visa)	South Africa

May 2005	May 2008	Enterprise Solutions Architect – SOA	Metropolitan	South Africa
Feb 2003	April 2005	Head of Java division/ Systems Architect/Senior Software Engineer	Business Systems Group	South Africa
Nov 2000	Nov 2002	Software Engineer	Lucent Technologies	Ireland
Jan 1999	Oct 2000	Software Engineer/ Technology Consultant	Andersen Consulting (Accenture)	South Africa

Research

Title	Authors	Publication	Publication Date
Journal Article			
Reflective practice during action learning in management development programmes	Robertson, S, Le Sueur, H, & Terblanche NHD	European Journal of Training and Development	2020
A design framework to create Artificial Intelligence Coaches	Terblanche, NHD	International Journal of Evidence Based Coaching and Mentoring, 18(2)	2020
Coaching techniques for sustained individual change during career transitions	Terblanche, NHD	Human Resource Development Quarterly	2020
Factors that influence users' adoption of being coached by an Artificial Intelligence Coach	Terblanche, NHD & Cilliers, D	Philosophy of Coaching: An International Journal	2020
The role of coaching and postgraduate studies in the resilience of women in triple roles	Jansen, GM & Terblanche, NHD	Coaching: An International Journal of Theory Research and Practice	2020
The Impact of Coachee Personality Traits, Propensity to Trust and Perceived Trustworthiness of a Coach, on a Coachee's Trust Behaviour in a Coaching Relationship	Terblanche, NHD & Heyns, M	South African Journal of Industrial Psychology, 46(1)	2020
The coaching model derivation process: Combining grounded theory and canonical action research for developing coaching models	Terblanche, NHD	Coaching: International Journal of Theory, Research and Practice	2019
Transformative Transition Coaching: a framework to facilitate transformative learning during career transitions	Terblanche, NHD	The International Journal of Human Resource Management (3-star CABS rating)	2019
The role of coaching and coach language in clients' language and individual change	Fölscher Kingwill, B, & Terblanche, NHD	International Journal of Evidence Based Coaching and Mentoring, 17(2)	2019

Factors contributing to creating and maintaining a commercially viable executive coaching practice in South Africa	Terblanche, NHD, Jock, R, & Ungerer, M	Southern African Journal of Entrepreneurship and Small Business Management	2019
Employing drawings and stories to enable reflective learning	Robertson, S, Le Sueur, H & Terblanche NHD	Action Learning: Research and Practice	2018
The use of organisational network analysis as a diagnostic tool during team coaching	Terblanche, NH & Erasmus, ED	South African Journal of Industrial Psychology, 44(1), 1-10	2018
Using Transformative Transition Coaching to support leaders during career transitions	Terblanche, NHD, Albertyn, RM, & Van Coller-Peter, S	African Journal of Business Ethics, 12(1), 60-77	2018
Developing leaders by supporting their transitions into senior positions	Terblanche, NHD, Albertyn, RM & Van Coller-Peter, S	South African Journal of Business Management, 49(1)	2018
Between a rock and a hard place: Management and Implementation team expectations of project managers in an agile Information Systems delivery environment	Nkukwana, S, & Terblanche, NHD	South African Journal of Information Management, 19(1)	2017
Designing a coaching intervention to support leaders promoted into senior positions.	Terblanche, N.H.D, Albertyn, R., & Van Coller-Peter, S.	SA Journal of Human Resource Management/SA Tydskrif vir Menslikehulpbronbestuur, 15 (0)	2017
Knowledge sharing in the organizational context: using Social Network Analysis as a coaching tool	Terblanche, N	International Journal of Evidence Based Coaching and Mentoring, 12(2), 146-164	2014
Conference proceedings			
Artificial Intelligence Coaching: factors that influence users' adoption of being coached by a chatbot	Terblanche, NHD	Australian Conference on Evidence-based Coaching, University of Sydney, Australia	15-16 February 2020
The impact of leaders' utilisation of coaching strategies on sales professionals' work engagement.	Heyns, MM, Du Plessis, M, Terblanche, N, & Pekelharing, R	In SP Van der Merwe & JA Jordaan (Eds), International Business Conference proceedings 2019, Hermanus, South Africa	23-25 September 2019
The Effect of Personality Traits, Trust Inclination and Positive Assessments of the Trustworthiness of a Coach on Trust Behaviour in a Coaching Relationship	Terblanche NHD & Heyns, M	Positive Organizational Scholarship Research Conference, University of Michigan, Ann Arbor, USA	5-6 June 2019
The Executive Coach as Entrepreneur: Creating and maintaining a commercially viable executive coaching practice in South Africa	Terblanche, NHD, Jock, R & Ungerer, M	Values Driven Entrepreneurship & Societal Impact Conference, Graduate School of Business, Cape Town, South Africa	10-11 May 2019

The Robots are coming! Meet Vicci the coaching chatbot	Terblanche, NHD	Keynote address at 15th Annual Coaching and Mentoring Research Conference, Oxford, UK	17 January 2019
A Constructivist-Pragmatist framework for developing coaching models	Terblanche, NHD	5th International Coaching Conference, University of Applied Science and Arts North-western Switzerland, Olten, Switzerland	12-13 June 2018
Helping transitioning managers succeed. Executive Coaching Conference	Terblanche, NHD	Knowledge Resources Seminar, Johannesburg, South Africa	8-9 November 2017
The creation of the Transformative Transition Coaching framework	Terblanche, NHD	10 th Annual Coaching in Leadership and Healthcare Conference, Boston, USA	13-14 October 2017
A coaching framework to facilitate transformative learning during senior leadership transitions	Terblanche, NHD	EDAMBA 26 th Summer Research Academy, Athens, Greece	17-21 July 2017
Helping the upwardly mobile to succeed! Equipping future leaders to successfully navigate career transitions using the Transformative Transition Coaching framework	Terblanche, NHD	The contribution of business schools and higher education to inclusive development Conference, Stellenbosch, South Africa	19-20 April 2017
Developing leaders by supporting their transitions into senior positions.	Terblanche, NHD	Social Sciences for Development Conference, Stellenbosch, South Africa	9-10 September 2015