

# TOM RYAN: CV

---

## EDUCATIONAL BACKGROUND

- MBA (2000), University of Cape Town, Graduate School of Business
- M.Ind Admin (1980), University of Cape Town
- B.Sc (Eng.) (1977), University of Cape Town
- Accredited Professional Engineer

## Academic specialization

Operation Management  
Project Management  
Management and Organizational Practice  
Systemic Thinking and Practice  
Action Learning and Research  
Curriculum Development

## FULL-TIME/PART-TIME OR CONTRACT

Full-time

## AREAS OF ASSIGNED TEACHING RESPONSIBILITY

Academic support for the EMBA  
Academic director for the following tailored programs

- AngloGold Ashanti
- Woolworths and Old Mutual
- Wine Business Management
- Namibia Water Board
- Santam

Systemic Management and Organizational Practice (EMBA)  
Systemic Research Methodology for the (EMBA)  
Research reports (EMBA)

## NUMBER OF THESES/DISSERTATIONS/RESEARCH REPORTS SUPERVISED

- 80 research reports supervised
- 30 master degrees supervised
- 3 PhD degrees supervised
- Currently I am supervising 20 research reports and 5 PhD students

## TEACHING EXPERIENCE

16 years

## **WORK EXPERIENCE**

Department of Mechanical Engineering: University of Cape Town: 1978 – 1979. T Graduate Assistant. Supervised final-year theses and completed a Diploma course in Industrial Administration.

Worked part-time as consulting engineer to Engineering Research (Pty) Ltd.

Department of Mechanical Engineering: University of Cape Town : 1980 - 1983 Lecturer and Senior Lecturer. Received a Master's degree in Industrial Administration. Assisted in the organisation and running of new postgraduate courses.

Part-time lecturer at Cape Technikon

Consultant in private practice : 1984 – 1985. Consulted primarily in irrigation engineering. Responsible for feasibility studies, design and commissioning of drip, micro, sprinkler, centre pivot and flood systems

Steffen Robertson and Kirsten Inc.: 1986 – 1988. Senior Engineer and Manager of East Cape office. Responsible for design and commissioning of irrigation schemes. Evaluation of water resources and floods for farm schemes, design of small dams, pump stations and pipelines

Department Industrial Engineering, University of Stellenbosch: Senior Lecturer: 1988–1990.

School of Engineering Management and Dept of mechanical Engineering, University of Cape Town Director, Associate Professor: 1990 – 2000

Graduate School of Business, University of Cape Town: Director of the Executive . MBA Program; 2000 – 2003

Graduate School of Business, University of Cape Town: Member of teaching faculty; 2003 – present.

Graduate School of Business, University of Cape Town: Academic Director of Corporate Learning division; 2005 – present.

## **PROFESSIONAL MEMBERSHIPS**

Have served on the University maintenance committee and advisory board to the Organisation and Management Project run by the Commerce faculty.

## **CONSULTING**

Clothing Industry

I assisted the Clothing Industry Training Institute to set up a manufacturing management to suit their needs (1993)

Black Management Development:

During the 1990s I helped the National Sorghum Breweries with a development programme for their black managers

The Development and Simulation of Systems Engineering Practices:

Simulation, using the Dynamo software system is being used to demonstrate the effectiveness of applying systems engineering practices, particularly to the mining industry. The systems engineering approach is an integral part of educational programmes currently being offered to part-time students.

The Application and Effectiveness of Action-Learning and Action-Research Principles to Educational Courses:

Action-learning principles are being applied to educational programmes currently being offered to industry. Research is being undertaken to determine the effectiveness of such approaches to management development.

Understanding and dealing with Racism in the Workplace:

Research is being undertaken in conjunction with industry to study the level and effect that this practice may have in the industrial situation.

Engineering Training in the Mining Industry:

A Research Project sponsored by the Chamber of Mines into engineering training problems in the mining industry.

## **INSTITUTIONAL SERVICES PERFORMED**

Director of School of Engineering Management (1990 - 1992)

Director of Executive MBA, Graduate School of Business, University of Cape Town (2000 - 2003)

Academic Director, Corporate Learning, GSB for the following programmes 2003 - present:

- AngloGold Ashanti
- Woolworths
- The Wine Business Management Programme
- Namibian Water Board
- Santam

New course development

I have been actively involved in the development and presentation of the following new courses at UCT:

- The diploma in Manufacturing Engineering
- The Electro-Mechanical Undergraduate Programme
- The course "System Practice" which is part of the MBA program at the Graduate School of Business. This course will also be offered in the Engineering Faculty in 1993
- Dynamic Systems Modelling – 1993.

## **PROFESSIONALLY RELATED COMMUNITY ACTIVITIES**

The nature of the academic programs I am involved with often call upon me to assist student with career counselling. I have counseled most of the students who pass through these in some way.

In the past I have been involved in establishing support Network for senior black students. This involved arranging a support network for senior black students at UCT involving the Black Management Forum. The purpose is to put senior black students in contact with successful black managers who could act as role models for the students. Black students seldom come into contact with black managers. These managers can also assist in career counselling for students entering the job market. The current high demand for black graduate engineers has led to some poor career development decisions by our black graduate engineers.

## **CONNECTIONS WITH THE CORPORATE WORLD**

I have run seminars and workshops in the following areas for industry.

- The role of systems engineering in the mining industry
- Systems Thinking and Practice
- Developing Strategic Thought
- Scenarios
- Effective Implementation
- Coaching and Mentoring
- Operations Management
- Action Research and Action Learning

Major clients with whom I have worked:

- Anglo American
- AngloGold Ashanti
- Woolworths
- The South African Wine Industry
- Southern Life
- Old Mutual
- Anderson Consulting
- Ninham Shand Consulting
- National Sorghum Breweries

## **CONNECTIONS WITH THE INTERNATIONAL COMMUNITY**

During the last decade I have been instrumental in establishing a number of international contacts which will link the activities carried out at UCT to similar activities carried out internationally. These include:

- The University of Hull
- University of Technology Sydney
- University of Adelaide
- University of Exeter
- University of Lancaster
- University of Lincoln