

Curriculum Vitae of Dr Louis van der Merwe

First Name:	Louis
Last Name:	Van der Merwe
Qualifications:	PhD (Development and Management) North West University, Masters of Arts ABS (Applied Behavioural Sciences), City University, Seattle, United States of America (USA), Bachelor of Arts (Economics, Psychology, Ethnology), University of Pretoria
Specialisation:	Consulting in scenario-based strategy and systemic organisational renewal
Nationality:	South African
Citizenship:	South African
Languages:	English and Afrikaans
International Experience:	US, Canada, UK, China (PPC and ROC), West Africa, Southern Africa and West and East Europe

Membership in Professional Associations

- Past Fellow of the Scenario Planning Institute Colorado State University.
- Member 2008-2012 of the World Economic Forum (WEF) Global Agenda Council (GAC), on Futures Foresight
- On the Boards of Cornwall Hill College (CHC) 2014-2021 and the General Jan C. Smuts Foundation

Education

Qualification descriptions	PhD (Development and Management), North West University <i>Thesis Title: City Government Resilience: Towards a Diagnostic Instrument.</i>
	Masters of Arts ABS (Applied Behavioural Sciences), City University, Seattle, United States of America (USA) <i>Thesis Title: Establishing an Internal Organisation Development Capability to Support Company-Wide Change Management in a Large Organisation System</i>
	Bachelor of Arts, University of Pretoria, South Africa (SA) Majoring in Economics and Psychology, with a sub-major in Ethnology.
	Diploma in Organisation and Work study (Public Service Commission SA)

Competency Areas & Specialisation

- Louis focuses his work, under the CIL brand, in South Africa and internationally, in Resilience Strategy, Scenario-based Strategy, Systems Thinking, Leadership Development and Organisation Effectiveness/Change Management as capacity building during client engagements
- Successful large-scale organisational renewal and change; Eskom in the early 80s during his tenure from 1975 to 1990 where he was a Divisional Executive Management Performance and Development (MP&D), The Open University UK, Shell Oil Houston USA and Royal/Dutch Shell in Shell Europe Oil Products (SEOP).
- International capacity building and lecturer on the following topics:

- Scenario-based Strategy, Systems Thinking, Leadership Development and Change Management
- Adjunct Professor at the Leadership Centre in the University of KwaZulu Natal (UKZN) – he taught Post Graduates
- Executive education-short courses taught at University of Nijenrode (The Netherlands) public executive courses in Systems Thinking, in the Trinity-IMI (Irish Management Institute) Directors and Exec. Program, and in Generali, Ulysses-Advanced Management Programme (AMP)
- He has taught on public executive education programs such as Thinking and Acting with scenarios(TAS) and Systems Thinking (ST) in the USA, Canada, Australia, Saudi Arabia, the Netherlands and South Africa
- He was invited in to review the Scenario Planning training course in Oxford, Said Business School

International and SA peer review Journals/Books	<i>A Learning Community with a Common Purpose (1994)</i> Chapter in African Management Philosophies, Concepts and Applications Eds. Peter Christie, Ronnie Lessem, and Love more Mbigi
	<i>The role of constructivist learning in scenario planning (*)</i> : Chermack T.J. and van der Merwe, L. (2006), Futures
	<i>Strategic conversation quality and engagement: assessment of a new measure (*)</i> : Louis van der Merwe, Thomas J. Chermack, Jonna Kulikowich and Baiyin Yang (2007), International Journal of Training and Development 11:3
	<i>Scenario-Based Strategy in Practice: A Framework (2008) (*)</i> Chapter in Advances in HRD, Sage Publishers. Award winner at the ASTD Conference 2010 <i>Gauging the Resilience of City and Town Government: A Manual for Strategists. Published July 2021</i>

Relevant Project History

Client Support	Description of Support
Nokia (Finland)	Scenario development
Global Business Network (GBN) Amsterdam/Sydney(Europe/Australia)	Scenario Training, Public Courses, Exec. Ed. The Centre for Innovative Leadership (CIL) Represented GBN in SA for ten years, approx.
Shell Oil (USA)	Organisation restructuring/transformation, leadership development. Design and facilitation of ultra large workshops (300 participants) for Leadership Development and Strategy Formulation (Shell Chemicals and Shell Services International) M&A Shell/Texaco/Saudi Aramco
Royal Dutch Shell (UK/NL)	Committee of Managing Directors (CMD) facilitation, Shell Europe Oil Products (SEOP),customer focused organisation renewal, in 28 countries across Europe, Executive Coaching SEOP President and his team as non-executive Directors, Strategy Facilitation

TXU – Europe (wholly owned Subsidiary Texas Utilities USA)	Strategy Development, Executive Coaching, Leadership Development
Du Pont (USA)	Leadership Development – top 500 leaders
Boeing (USA)	Systems Thinking Executive Education, Seattle
Saudi Aramco (Saudi Arabia)	Scenario Practitioner Development
Arthur D Little (USA)	Scenario-based Strategy – Capacity building, training of internal facilitators
Telkom (SA National Telco)	Leadership Development, Systems Thinking, Capacity-building, training of internal facilitators
Nedcor -Financial Services (South Africa)	Leadership Development, Systems Thinking, Capacity-building, training of internal facilitators
South African Breweries (Now SABMiller)	Scenario Development, Systems Thinking, Capacity-building training of internal facilitators
Mobile Telephone Networks MTN Group (SA based, Pan-African operator)	Scenario-based Strategy Development, Capacity-building, training internal facilitators
Sasol (No 1 in Synfuels Globally) South Africa	Scenario-based Strategy Development, Capacity-building training of internal facilitators, Business Model Development, Analysis of Middle East dynamics, Executive Coaching
Bank of America (USA/UK)	Introduction to Scenario-based Strategy Executive Education
South Africa Mbeki Presidency	Scenario development for Government Department's policy review and adjustment