

CURRICULUM VITAE - Beulah Thumbadoo

A. PERSONAL DETAILS

Full Name: Beulah Dhevioum Thumbadoo
Nationality: South African
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B. EDUCATION

Associate Coaching Course	2015	Centre for Coaching, UCT, Graduate School of Business
MA (Applied Ethics for Professionals)	2011	Wits University
PG Dip Industrial Relations	1988	University of Natal
BA (Law)	1984	University of Durban Westville

WORK HISTORY CONDENSED NARRATIVE

1987-2000

My undergraduate studies equipped me to enter the world of work in 1987 as an Administrator at UKZN, and then as Editorial Assistant in the Local Publishing division of Penguin Books, Johannesburg in 1989. In 1991 I joined the ERA (Easy Reading for Adults) Initiative at Wits University and it became the canvass upon which my talent for taking nebulous concepts and giving them form was nurtured. I was allowed to grapple with and imagine how I would fulfil the aim of 'building an environment in which reading is encouraged by supporting the production and dissemination of easy reading material for adults'. This was a national mission that captured my imagination, engaged my interest and honed my ability to carry full responsibility for a task from conceptualisation through to delivery. I learned how to fundraise, write persuasively and conduct advocacy work within the parameters of a clear mission. By 1999 ERA boasted a number of successful projects but I believed adult literacy and reading needed a specialised national platform to thrive and so I lobbied government to this end. The result, *Masifunde Sonke, Let's all read together* was launched in 2001; I was appointed to two Ministerial Committees in the Department of Education and consequently elected an Ashoka Fellow (public innovator).

2001-present

Being an Ashoka Fellow had a profound effect on the trajectory of my career. I could not return to the smaller reading agenda of ERA and I became exposed to the broader, innovative world of social entrepreneurship. This launched my work as an independent consultant which was simultaneously fuelled by a) admiration for social entrepreneurs who succeeded in making their innovations take root and thrive despite the turbulence that struck civil society organisations when donor funding was largely redeployed to government led programmes and ii) a strategic decision to offer my skills to a variety of programmes and plans that were supported as part of the national development agenda.

My multi-focused consultancy, Beulah Thumbadoo & Associates took on short and medium term assignments with clients such as The Department of Arts & Culture, SA, The International Labour Organisation, (ILO) Pretoria, the Gordon Institute of Business Science, (GIBS), the Association for the Development of Education in Africa (ADEA), Ashoka: Innovators for the Public, the SETAs, the National

Business Initiative and the Department of Education to name a few. By 2007 my skills, experience and successes were significant and I embarked on a course of study in line with a lifelong interest: the quest to understand what makes an action right or wrong from a philosophical perspective. To this end I completed a Masters in Applied Ethics for Professionals at Wits University in 2011. I relocated to Cape Town in 2012 to work as speechwriter for the Citizens Movement for Social Change which sparked a desire to work in the area of self-transformation. Whilst employed on two different social justice projects at UCT in 2015 I encountered the Centre for Coaching, which led to my qualifying as an Integral Life Coach.

C. SKILLS

Working on a diverse range of projects for a variety of clients has grown my skills base and knowledge across the development sector. I can therefore add value and strengthen capacity in multiple areas:

- Life Coaching
- Project Management – from conception through to delivery
- Advocacy
- Fund raising and high level donor liaison
- Networking with purpose
- Stakeholder liaison
- Strategic Planning and Positioning
- Communications and document management
- Interviewing
- Research and the writing of research papers
- Evaluation
- Proposal, profile and speech writing
- Copy editing and other aspects of publishing

D. SPECIAL ACHIEVEMENTS

- Co-authored *From Dust to Diamonds stories of South African social entrepreneurs* and authored *Making Reading Matter: Guidelines for selecting, producing and disseminating easy readers for adults* in Perspectives on African Book Development-ADEA.
- Researched, compiled and published *The Face of the Spirit: illuminating a century of essays by South African women* for the Department of Arts & Culture, SA.
- Elected an Ashoka Fellow (public innovator) and am one of two South Africans featured in ***How to Change the World Social Entrepreneurs and the Power of New Ideas*** by David Bornstein–Oxford. www.ashoka.org
- Lifetime Achievement Award from the Department of Education & Adult Learning Network in 2007.
- Managed the BTA/Anglo Platinum Short Story Competition for 18 years.
- Judged the Commonwealth Writers' Prize Africa Chapter in 2011 - follow link to M&G article <http://mg.co.za/article/2011-03-04-paths-of-glory/>

Detailed and Expanded CV

E. CONSULTANCY WORK HISTORY

2015

Managed a Social Justice in Philanthropy Symposium for UCT and produced conference reports
Reviewed manuscripts for Sophia Foundation (Voluntary)

2014

Contracted by the Development and Alumni Department, UCT to manage a Symposium on Social Justice Philanthropy in Higher Education Institutions
Sub-contracted to edit educational assessments and reports undertaken by UNICEF Nigeria
Wrote up various project plans and business briefs for St George's Cathedral and liaised with Heritage Western Cape to have the Cathedral declared a national heritage site.

2013

Contracted by Common Purpose SA to investigate the feasibility of hosting a multi-stakeholder dialogue for leaders on progress being made on implementing the National Development Plan

2012

Contracted by the RAGE, the LEADSA Rhino Action Group Effort as part time Coordinator (Jan-April)

2011

Contracted by Tshwaranang Legal Advocacy Centre to manage sex worker para-legal training and oversee the updating of a legal manual on gender rights (October-December)
Contracted by the Foundation for Human Rights to mentor Interns into jobs (November)
Contracted by the Centre for Development and Enterprise to research the status of youth development strategies and policies (August-October)
Appointed short term Assessor to the Foundation for Human Rights (May)
Appointed Judge to the Commonwealth Prize for Writers – Africa Chapter in Ghana (Nov 2010 - Feb)

2010

Contracted by Creative Media International (CMI) to raise support for a partnership with POWA on the 16 Days of No Violence campaign – October-November
Contracted by Penguin Books South Africa (PTY) LTD to administer their inaugural Penguin Prize for African Writing – January-September

2009

Rapporteur to the International Labour Organisation (ILO) Pretoria: bridged an Africa wide conference on social economy and a national conference on social enterprise. (October)
Contracted by City and Guilds, London to scope the need for skills development at the level of entry into employment (September-October)
Contracted by 3P to compact an annual report into more user friendly format (August)
Completed investigation into feasibility of publishing *the Face of the Spirit* as a second edition for sale for the Department of Arts & Culture (April – June)

Contracted by TEMO Consulting to investigate the reasons why municipalities in Gauteng obtained qualified audits. Probed the need for a Document Management System at Randfontein Local Municipality (Feb-March)

Contracted by OSISA to produce programmes, concept notes, and reports for regional meetings

2008

Appointed Venture Consultant to Ashoka SA to help screen potential Ashoka Fellows

Mentored Ashoka staff member to take over job of venture manager

Managed the **final** Beulah Thumbadoo & Associates/Anglo Plat Short Story Competition of **18 years**

Prepared for the second edition of *the Face of the Spirit* for the DAC, SA (Nov-Dec)

2007

Contracted by OSISA to draw together and edit 3 country reports on the status of adult literacy in Malawi, Mozambique and Zambia

Attended Ashoka Global Fellowship think tank on social entrepreneurship in Paraty, Brazil

Judge on EISA Hands up for Democracy Awards

Published *the Face of the Spirit: illuminating a century of essays by South African women* for the Department of Arts & Culture, SA

Co-authored *From Dust to Diamonds stories of South African social entrepreneurs* with Pan Macmillan

2006

Authored *Making Reading Matter: Guidelines for selecting, producing and disseminating easy readers for adults* in Perspectives on African Book Development -ADEA

Coordinator of ADEA Working Group on Books & Learning Materials

Researcher and networker on social entrepreneurship for GIBS including design and launch of inaugural awards for SE

Contracted by the Department of Arts & Culture, SA to compile a book of 100 essays by SA women from 1850 to the present in 4 months

2005

Attended Ashoka Global Fellowship think tank on how to move social entrepreneurship to group entrepreneurship in Krakow, Poland

Helped to organise and delivered paper at *Access to Learning Materials* Conference, Joburg

Contracted by STE publishers to edit manuscript of retired teacher: *Classrooms in the Shade*

Contracted by the Gordon Institute of Business Science, (GIBS) University of Pretoria to investigate Social Entrepreneurship

Appointed Lead Consultant on (ADEA) Association for the Development of Education in Africa's Working Group on Books and Learning Materials (WGBLM)

2004

Attended inaugural Ashoka Global Fellowship meeting in Washington

Appointed researcher to develop a national reading strategy for schools by the Business Trust and the Department of Education

Appointed researcher by Access to Learning Materials Project of Consumer Institute of SA

Edited Khanya College's Short History of the Labour Movement in SA

2003

Rapporteur for UNIFEM workshop on Unpaid Care Work

Evaluated reports on SETAs for South African Qualifications Authority (SAQA)
 Called national stakeholder meeting for the Education Rights Project, Wits
 Edited reports for the National Land Committee
 Gauteng and National Judge on Adult Learner Awards
 Managed ERA/Anglo Platinum short story competition
 Evaluation of Social Context Workshop for Law, Race and Gender Research Unit, UCT

2002

Produced fundraising video for the ABET sector
 Contracted to design accessible workbook on the National Skills Development Strategy for Dept of Labour
 Managed ETDP SETA’s ETDQA Moderator & QMS provider development programme
 National judge on Adult Learner Week awards
 Edited Volunteer South Africa 2001 Conference Report
 ETDP SETA’s Research Coordinator on National Skills Fund project

2001

Produced MmandERA – Music Video and CD for the National Year of the Reader
 Compiled Historical Overview of ETDP SETA
 Worked on National Skills Fund proposal and newsletters for CHIETA
 Coordinated International Literacy Day for Adult Learners’ Network
 Conducted impact assessment of Ikhwelo adult literacy project in Eastern Cape

F. WORK HISTORY AS AN EMPLOYEE

Employer	Dates	Position
Bertha Centre, UCT, GSB	Sept 2014-May 2015	Education Animator
Citizens Movement	May 2012-April 2013	Speechwriter/Coordinator
The ERA Initiative Trust	January 1996-2001	Director and Trustee
Zenex Adult Literacy Unit, Wits	January 1994-Dec 1995	Acting Coordinator
University of the Witwatersrand	March 1991-Dec 1995	Literacy Innovator
Penguin Books	March 1989-Feb 1991	Editorial Assistant
University of Natal – Durban	October 1986-Dec 1988	Admin Assistant

G. LEADERSHIP INTERESTS AND ACHIEVEMENTS

2016

Registered on the Conscious Living 18 month programme with the Centre of Applied Jungian Studies
 Joined Christian Task Team of OWL (One Web of Life), a project of the South African Faith Communities Environmental Institute (SAFCEI)

2015

Selected as a Mandela Washington Fellowship Mentor for Young African Leaders
 Enrolled on Associative Coaching Course (ACC), GSB, UCT (April- December 2015)
 Joined the choir at St Philip the Deacon, District Six
 Appointed Panel Chair for Johannesburg Changemaker School Panel held in May

2014

Panel member of inaugural adjudication of Changemaker Schools in SA for Ashoka: Innovators for the Public

Panel member on State of Social Entrepreneurship at the Women in Innovation Trade Fair

Appointed to the Management Committee of the NNI (No Name Initiative) Voluntary Association

2013

Selected by TEMO Consulting to attend a two day 2Interact Communication Training programme

Selected to participate in a UCT MBA module on Social Innovation – October 2013

Joined Scaleshift – a UCT GSB community inquiry into scaling business and social innovation

Participant in 5 day intensive (No Name Initiative) NNI facilitator training on transformational dialogues towards active citizenry – October 2013

2012

Guest speaker on Meridian programme of Common Purpose 'New Shoes' Leadership Discussion

2011

Delivered paper: *Why countries should sign the Universal Declaration of Animal Rights* at UNISA Animals in Law & Society Conference 28-30 November

Appointed volunteer administrator of the Lead SA Rhino Action Group (RAGE)

Sponsored delegate to Trialogue CSI Conference

Guest speaker to Navigator Programme Graduates of Common Purpose

Visited forensic site of an ambushed rhino in Kruger National Park and spent weekend learning about private rhino ownership; rhino sale; rhino horn and organised crime

2010

Appointed to the Africa regional judging panel of the 25th Commonwealth Writers' Prize 2011 – November – February 2011

Contracted by subsidiaries of FIFA to perform in the Opening Ceremony of the World Cup at Soccer City on 11 June 2010

Drafted a dissertation on the moral obligation to legislate for stronger protection of animals from pain, suffering and oppression in fulfilment of Applied Ethics Masters degree

2009

Attended FNB/Endeavour Summit on Entrepreneurship

Entered Partnership with GIBS and Ashoka to manage the 2010 GIBS Awards for Social Entrepreneurs

Studied Ethics and the Environment & Ethical Theory

Panelist for Ashoka fellow selection

Featured in Nedbank Book of South African Women

2008

Registered for a Masters in Applied Ethics for Professionals at Wits, completed Theory of Applied Ethics, Ethics and International Affairs, Ethics and the Value of Life

Editor: *Adult Literacy: Putting Southern African Policy and Practice into Perspective*, OSISA

Featured in Nedbank Book of South African Women

2007

Received Life Time Contribution Award from Dept of Ed and Adult Learning Network

Featured in Nedbank Book of South African Women

Appointed to panel to consider potential Ashoka Fellows

2006

Attended 3 day course on *The Art of Hosting Conversations* delivered by Pioneers of Change

Completed official Transcendental Meditation course and initiation

Attended 4 day African Union deliberation on 2nd Decade of Education in Africa in Gabon

Featured in Nedbank's Book of SA Women

Winner Mail & Guardian Investing in the Future Award for BTA/Anglo Platinum short story competition

2005

Gauteng and National Adult Learning Awards Judge

Featured in the M&G Y'ello Book of South African Women

Started Iyengar Yoga lessons

Completed Usui Reiki 1, 2 and Advanced Certificates over 3 months

2004

Featured in The Star article *50 Women to Watch in Gauteng*

World Book Day April 23rd – on Morning Live launching short story competition

'O' Magazine April edition – opinion on decade of democracy

Special guest on Tim Modise Network Heroes Slot 1 hour radio talk show on World Book Day, April 23rd

Feature article: Building a Nation by the Book in April 23rd Mail & Guardian

Celebrity guest on Spirit Sundae programme on Literature and Spirituality

Completed *Building to Last*, a certificate course - Gordon Institute of Business Science

Featured in a book *How to Change the World* Social Entrepreneurs and the Power of New Ideas by David Bornstein – Oxford

Gauteng and National Adult Learning Awards Judge

Financial Mail's Little Black Book of Opinion Makers

Launched *1 Million Books Campaign* on International Literacy Day

Invited to join an Ashoka Global Fellowship team to help move the organisation from individual to group entrepreneurship thinking

2003

Accepted onto Common Purpose Johannesburg Matrix Programme for leaders who love Johannesburg

Financial Mail's Little Black Book of Opinion Makers

CONTACTABLE REFEREES:

The following individuals are familiar with the quality and competence of my work and character and are able to act as reliable reference contacts:

Name	Vernie Chetty-Henson
Position	Stakeholder Management, SARS – Telephone 084 608 0080
Name	Alison Lowry
Position	Editor Publishing Consultant Writer – Telephone 083 236 8213
Name	Edward French
Position	Retired Director of the IEB and Education Consultant – Telephone 083 660 5281