



PROF HERMAN SPOELSTRA

PROF HIJ SPOELSTRA

HIGHLIGHTS

1. Professor in Organizational Behaviour at the Business School of the University of SA also teaching Leadership, Management and International Business
2. Director of Corporate Education SBL UNISA
3. Wrote several textbooks on Negotiation and related topics. Latest available on Amazon.com since December 2015
4. Running a successful **Training and Consulting** Organisation since 1993
5. Established a successful Private Business School and **MBA** in South Africa during 1999
6. Completed a PhD in Industrial Psychology during a two-year stay in **Japan**. Became competent in Japanese
7. Most known as a leading expert on the topic of **Negotiation**
8. Teaching the Negotiation Skills Elective to **MBA students at FSC**, as well as **International Business** and **Leadership** in the Department of Business, FSC.
9. Completed the 2015/2016 Online Learning Consortium (OLC)
10. Awarded the “**Excellence in Teaching Award**” by the National Society of Leadership and Success; 12/01/2016

RECENT PUBLICATIONS

1. Spoelstra, H I J, December 2015; **Negotiation: The Genesis of Management**; Amazon & Amazon Kindle, USA
2. Spoelstra, H I J, & A Drew, 2014, **Multiparty Negotiation and Mediation Simulations**; INA, Florida, USA
3. Spoelstra, H I J, and A Drew, 2014, **Retail Negotiation Simulations**; INA, Florida, USA
4. Spoelstra, H I J, & A Drew, 2014, **Corporate and HR Negotiation Simulations**; INA, Florida, USA

POPULAR ARTICLES

1. 35 Articles on Management and Related areas published on the blog:
www.maniespoelstra.wordpress.com
2. 30 Articles published through the Newsletter of the International Negotiation Academy
3. Six articles related to conflict resolution and negotiation published on
www.mediate.com

REFERENCES

- James C. Doeblar, now construction/project management consultant.
Rear Admiral, Civil Engineer Corps, United States Navy (Retired)
Chairman, Parsons Brinckerhoff Construction Services, Inc. (1993 - 2007)
Member, National Academy of Construction (inducted Oct 04)
Fellow, Society of American Military Engineers
Member, Construction Management Association of America
Member, National Society of Professional Engineers
B.S.M.E. University of Rochester, 1960
M.S.M.E. Rensselaer Polytechnic Institute, 1969
Graduate, Naval War College, 1972
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- Prof Yoichiro Totani, Professor of Chemistry, Seikei University, Musashino-Shi, Tokyo, Japan. Email: totanis@titan.ocn.ne.jp
- Mr. Rob Newman, Chief Retail Buyer, Reliance Retailing, Mumbai, India.
Email: Rob.Newman@ril.com
- Prof J Murphy (Canada) (Previously Head of Department and professor in Management Strategy, GSBL) Email: johni03@shaw.ca

- Mr. Marthinus Mulder, previous CEO of Saldanah Steel Corporation and Deputy General Manager Iscor Steel, South Africa. Email: martiens@goslarconsulting.co.za

DETAILED C V

NAME: Hermanus, Izak, Johannes Spoelstra

POPULAR NAME: Herman

HOME ADDRESS: 5843 Deer Tracks Trail
Lakeland, Fl. #33811
USA

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FAMILY: Married, Three Daughters

LANGUAGE ABILITY: English: Excellent
Afrikaans: Excellent
Japanese: Fair
German: Basic

PRESENT POSITION: Adjunct Professor, Teaching International Business and Negotiation Skills Florida Southern College Department of Business

Director of International Negotiation Academy (Pty) Ltd

PREVIOUS POSITION: 1. Professor in Organizational Behavior, Graduate School of Business Leadership, University of South Africa (Unisia)

2. Director: Corporate Programs, SBL, UNISA

BACKGROUND:

ACADEMIC:

1963: GRADE 12; Gymnasium High, Potchefstroom

1967: **Complete** B Com degree, Potchefstroom University; SA; Main subjects: Industrial Psychology, Economics, Money and Banking, Industrial Economics.

1973: Complete B Com (Hons), Dept. Industrial Psychology, University of South Africa, with distinction in Social Psychology.

- 1976:** Complete M Com in Dept of Industrial Psychology, University of South Africa.
- Title of Thesis:** An Industrial Psychological Investigation into the Consumer Image of Commercial Banks in South Africa.
- 1981:** Complete D Com at the Rand Afrikaans University, Johannesburg, in the Dept of Industrial Psychology.
- Title of Thesis:** Cultural Determinants of Organizational Effectiveness in S.A. and Japan
- 2015:** Online Teaching Certificate (In Process)

PROFESSIONAL:

- 1964:** Complete Military Training at the Naval Gymnasium, Saldanha Bay. SA
- 1965** Selected and trained as an officer in the Citizen Force. SA Navy.
Appointed as Staff Officer Personnel, SA Navy, Simonstown, permanent staff.
- Responsibility: Selection and coordination of Submarine crews.
- 1969:** Appointed as Personnel Officer at Rand Bank Ltd, Johannesburg.
- Also acted as personal assistant to the Chairman.
- 1973:** Appointed as lecturer in the Dept of Industrial Psychology, University of South Africa, Pretoria.
- Appointed as Senior Lecturer in Organizational Behavior, Graduate School of Business Leadership(GSBL), UNISA.
- 1980:** Appointed as Head of the Centre of Far Eastern Studies, GSBL, UNISA.
- 1984:** Appointed as Associate Professor, GSBL, UNISA.
- 1989:** Appointed as Full Professor, GSBL, UNISA.
- 1990:** Appointed as part time Professor,

Rand.Afrikaans. University.

- 1993:** Establish: International Negotiation Academy and Graduate School.
- 1995:** Appointed part time Professor at Wits Business School.
- 1993 – 2015:** Director: International Negotiation Academy.
<http://www.negotiation-academy.com>
- 2015:** Appointed Adjunct Professor in International Business and Negotiation Skills, Dept Business, FSC.

SEMINARS:

Conduct between 20 and 30 Workshops, Seminars, Lectures, and Consultation on Negotiation Strategy, Conflict Management, Team Building and Custom-made training programs per year from 1993 to 2014

PhD STUDENTS:

Promoted several Masters and PhD students and acted as co-promoter and 2nd examiner to many others.

TEACHING:

Handled various courses at the GSBL, e.g. MBA 1 Organizational Behavior, Advanced Executive Program (AEP); Organizational Strategy and Leadership, Management Development Program (MDP); Manpower Management. Gave a regular input in the AEP, MDP ESKOM, MBA III and MBA IV as well as the other programs and seminars of the GSBL, on topics such as Japanese Management, The Quality Circle System, Productivity and Perceptiology.

EXPERTISE:

Negotiation, Development of cost effective Training Programs, Japanese Management Systems, Top Management Strategy, Team Building, Quality Circles Group Dynamics, Conflict Resolution, Mergers and Acquisitions, Group Problem Solving, Power in and around organizations, Performance Appraisal Systems, Perceptiology

SCHOLARSHIP / BURSARIES:

Various bursaries and scholarships were granted since 1973 for various research programs and Overseas visits, for example, from the Human Sciences Research Council (2), the Ernest Oppenheimer Memorial Trust (2), Mitsui (1), Nissan (1) and the University of South Africa (3)

CONSULTATION:

Have consulted to many major organizations worldwide, e.g. SASOL, ArcelorMittal, ARMSCOR, PEP STORES, FraserAlexander, FOSCOR, BANKORP, MANPOWER FOUNDATION, G.E.C. POWER, SA DEFENCE FORCE. C.G. SMITH SUGAR, FIRST NATIONAL BANK, PG BISON, SA MIELIERAAD, GYPSUM INDUSTRIES, DORBYL, AECI, ESKOM, TELKOM, SASOL, SA GULLIVERS (Zimbabwe), DELTA CORP. (Zimbabwe), SA COMMUNICATION SERVICES, MAKRO SA (PTY)LTD, CAPESPAN, ELY-LILY, ALCON LABORATORIES, OMNIA, ANGLO AMERICAN CORP, ROLAB, ASSOCIATION OF LAW SOCIETIES, THE HOWDEN GROUP, NISSAN (JAPAN), BISSELL (USA), MOZAL (Mozambique) BPC (Botswana) ESSILOR (France), BMW, TOYOTA, VOLKSWAGEN, EQSTRA, RELIANCE (India), INTELS (Nigeria), BHP Billiton, RMD Kwikform and several others.

COMMUNITY SERVICES:

1. **1988 – 1990:** Vice Chairperson of the National Productivity and Quality Circle Association.
2. **1979:** S.A. Broadcasting Cooperation Monitor Representative in Tokyo 1979.
3. **1987 – 2014:** Chairperson of the Doringkloof Primary School Management Council.

Trustee of the African Educational Trust. A Trust that awarded bursaries to 126 black students in South Africa. The income of the Trust is generated in Japan.

Up to 1987 a member of the Pretoria Sailing Club.

Member of the GRAAFF REINET Golf Club.

Member of the Japan – South Africa Chamber of Commerce.

Presentations, Lectures, Speeches are done for various organizations, Universities, Church organizations, Schools, Sapics, National Productivity Institute, NAPROQSA, Municipalities, and Civil Service organizations, as part of Community Service.
Member of the Lakeland, FI, Chamber of Commerce

VIDEO PUBLICATIONS

During 1988 an educational video called “If Japan Can, Why can’t South Africa”, was produced. It is now being distributed by Gallo S.A.

January – April 1994 “**Win – Win**”. Thirteen episodes, which were broadcasted on TSS & CCV television (twice per week) and TV 3. Discussions and role-playing on the topic of Negotiation.

BOOKS

1. A book entitled “**Negotiation: Theories, Strategies and Skills**” was co-authored with Prof W D Pienaar and published in 1991 (September) through Juta & Co. Due to its popularity, its Second Edition was published in 1996. It is widely prescribed at Universities in South Africa (available through Amazon.com)
2. “Negotiation **Skills for Educational Managers** “Juta 1994 co-authored with Dr C Mampuru.
3. A Book: “**Negotiate for Wealth**” published January 2003
4. “Negotiation: The Genesis of Management”, published 2009
5. **Negotiation: The Genesis of Management** (2nd Ed): Amazon and Amazon Kindle: Dec 2015
6. Three **Simulation/Case Studies Books** published in cooperation with A Drew by the International Negotiation Academy 2014.

COMMISSIONS OF INQUIRY

Appointed as member of a two-man commission with Advocate C de Jager (SC) to investigate irregularities and management deficiencies at the Technical College Northern Transvaal. August to November 1993. Final report handed to the Council of the Technikon 30 November 1993.

Appointed by the Minister of Labor, Mr. T. Mboweni, to investigate possible irregularities at the Setlogelo Technical College, Pretoria, 1994.

SOME PAPERS/ARTICLES

1. Cultural Determinants of Organizational Effectiveness in South Africa and Japan. *Society of Intercultural Education and Research*. (SIETAR) San Gimignano, Italy, April 1983.
2. Participative Management. *First Convention Productivity and Quality Circles*, 24 October 1984, Vanderbijlpark, Johannesburg.
3. The Japanese Model. *The Purchasing Institute of the RSA, 1983 Convention, October 1984*, Johannesburg.
4. Corruption: The Japanese Approach. *Seminar on Corruption*, October 1983, UNISA.
5. Paper on “The Future of Quality Circle Movement in South Africa”. Read at the *International Convention of Quality Circles*, ICQCC. Seoul, Korea. October 1986.
6. Paper: “The Application of Japanese Management Methods in Southern Africa”. *International Japanese Business Studies Conference*. Honolulu, Hawaii, January 1991.
7. Sixty-Three Articles (four per year) on various topics related to Management and Negotiation were published in the International Negotiation Academy Newsletter. Nine were published in Mediate.com and Thirty in the blog: <http://www.maniespoelstra.wordpress.com>

OVERSEAS VISITS

1977 – 2014:

Visit Japan, Italy, the USA, Europe, several African countries and India and the Far East

For reasons related to the presentation of papers, conducting training and consultation, research, attending training programs, and attending meetings.

2013: Awarded a Green Card from the US Govt.

2013: Moved to the USA: Sept 2013

PUBLICATIONS (examples):

1. Spoelstra, HIJ, Principles of Japanese Labor Union Movements. *People and Profits*, 5 (8) 1978.
2. Spoelstra, HIJ, Organizational Effectiveness in South Africa and Japan. *Journal of Business Leadership*. June 1981.
3. Spoelstra, HIJ, Theory Z: A South African Appraisal. *People and Profits*. October 1981.
4. Spoelstra, HIJ, Industrial Familism – The Japanese Recipe for Productivity and Good Labor Relations. *SA Journal of Labor Relations*. June 1982. Vol 6 (2).
5. Spoelstra, HIJ, Quality Circles. A Useful Aid in Management. *Entrepreneur*, October 1982.
6. Spoelstra, HIJ, and Serfontein S. Quality Circles – An Organizational Renewal Intervention. *IPM Manpower Journal*. Vol 2 (7), November 1983.
7. Spoelstra, HIJ, Communication: How the Japanese do it. *Sake – Rapport*, 21 June 1981.
8. Spoelstra, HIJ, Cultural Determinants of Organizational Effectiveness in South Africa and Japan. *Seikei Keizai Gakubun*, Seikei, 1984. Japan.
9. Spoelstra, HIJ, Japan as Economic Model for South Africa, *Unisa Alumnus*, July 1984, Vol 6 (1), 1 – 7.
10. Spoelstra, HIJ, Factors that Influence Productivity in: *Proceedings of the Conference on Community Development*, PU for CHE, Vanderbijlpark, September 1985.
11. Spoelstra, HIJ, A Nation Geared for Exports. *Proceedings of the Manufacturing Management Convention*. 11 March 1996, Johannesburg.
12. Spoelstra, HIJ, Consumer Perceptions, in Du Plessis FJ, Rossouw G, Blom N. *Consumer Behaviour*, Southern 1990.
13. Spoelstra, HIJ, & Pienaar WD, *Negotiation: Theories, Strategies and Skills*, Juta, 1991.
14. Spoelstra, HIJ, Six Vital Characteristics of Japanese Negotiating, *Engineering News*, April 2 1993, p. 27.
15. Spoelstra, HIJ & Mampuru, C, *Negotiation Skills for Educational Managers*, Juta, 1994.
16. Spoelstra, HIJ, 2003; *Negotiate for Wealth*; GSINA Publication, Pretoria, SA
17. Spoelstra, HIJ, 2009; *Negotiation: The Genesis of Management*, Potchefstroom, SA

18. The Stockholm Syndrome: International Negotiation Academy Newsletter: 2013
19. Paralanguage: The hidden meaning of words: International Negotiation Academy Newsletter 2012
20. Snakes with Human Faces: International Negotiation Newsletter; 2013
21. Dirty Tricks of Negotiation: International Negotiation Academy Newsletter: 2014