

A decorative graphic consisting of three circles and a thin blue line. The top-left circle is a medium-sized, olive-green sphere. The top-right circle is a smaller, dark purple sphere. The bottom circle is the largest, a dark grey sphere. A thin blue line starts from the top-left, passes through the top-right circle, and ends at the bottom circle.

# Curriculum Vitae

**René Pellissier (PhD, MBA, MSc)**

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<b>1. MY PHILOSOPHY</b>	
	<p>I am an engineer, manager and senior researcher having spent all of my adult life in this domain. I distinguish between the engineering management and the management sciences philosophies although I suspect I fit into both. Engineers have a tendency to compartmentalise issues in order to deal with them quantitatively and separately, whereas the management domain has a more integrative approach. The latter fits in more closely with my own views on complexity in the environment, and the problems of Taylor’s scientific management still practiced (and preached) to a large extent today. I revel in redesign and thus love the nature of research as it constantly provides new knowledge. To this end, I have published scientific papers on the subject of the convergence of research and innovation as both focus on knowledge creation and application. I have now been invited by an Eastern European entity to participate in a book on the subject of knowledge management based on these contributions. I have also published two books – one on quantitative data analysis and the other on research design. I continue teaching on an international programme on research design for PhD students.</p> <p>I have the ability to conceptualise and put together a systems perspective on most aspects of research. To this end, you will see the eclectic nature of my research involvement. I enjoy project managing research work and enjoy seeing young researchers grow in maturity when they grasp the essentials and develop the ability to critical enquiry. I enjoy the multi-disciplinary aspects of my own work and the ability to read and understand other subjects and focus areas.</p> <p>I have held several executive positions in education as well as been an academic all of my adult life. I have a good ability to develop work ethic and team cohesion. I am passionate about academia and lifelong learning. My research interests are always multi-disciplinary and include individual research projects, those within the research groups I create and post graduate supervision and assessments at many institutions.</p> <p>René</p>
<b>2. ACADEMIC QUALIFICATIONS</b>	
	<p>PhD (Industrial and Systems Engineering)<sup>1</sup> 2000. University of Pretoria  MBA. (Dissertation with distinction). 1997. University of Stellenbosch.  Hons B (Business and Administration) . 1995. University of Stellenbosch  MSc (Mathematical Statistics). 1980. University of Pretoria  BSc Hons)(Mathematical Statistics)(Cum laude). 1977. University of Pretoria.  BSc (Mathematics, Mathematical Statistics)(Cum laude). 1976. University of Pretoria  South African Assessor training (Cum Laude). 2009. University of South Africa.  Advanced Writing Skills.2008. University of Stellenbosch.</p>
<b>3. EMPLOYMENT HISTORY</b>	
<b>3.1 FULL TIME EMPLOYMENT HISTORY</b>	
2006–present	<p><b>Research Professor of Business Management, University of South Africa.</b>  (Resigned as chair of Department of Business Management, University of South Africa)  SPECIFIC DUTIES – see list of academic functions below:  (i) Teaching and learning</p>

<sup>1</sup> Thesis: The Impact of IT on business organizations of the future. Department of Industrial Engineering, University of Pretoria. Supervisor and mentor: Prof Paul Kruger.

	<p>Curriculum design/writing of study guides and teaching of undergraduate and post graduate subjects in:</p> <p>Operations Management;  Project Management;  Research Methodology;  Information Management;  Technology and Innovation;  Management of Information Systems  Research Design.</p> <p>(ii) Academic citizenship</p> <ul style="list-style-type: none"> <li>- University committees, e.g. e Research Committee and Senate.</li> <li>- Academic paper reviews (for example SA Business Review, SA Journal of Industrial Eng, Business Dynamics, Baltic Journal of Management).</li> <li>- External examiner for M&amp;D at national and international universities.</li> <li>- Book reviewer<sup>2</sup></li> <li>- Selection committee panelist.</li> <li>- Invited presenter on the UNISA Young Academics Programme re research and re management roles.</li> </ul> <p>(iii) Research</p> <ul style="list-style-type: none"> <li>- Invited SANPAD/SANTRUST presenter on pre-doctoral programme in Africa focusing on research design and methodology.</li> <li>- Invited presenter to the university research directorate workshops.</li> <li>- Project leader of several multi-disciplinary research projects.</li> <li>- M&amp;D supervisor.</li> <li>- Assistance to staff and other postgraduate students w.r.t. research (quantitative and qualitative).</li> <li>- Mentoring of junior staff.</li> <li>- Founding member of the Akili Complexity and Integration initiative of the NRF (Applied Research and Innovation).</li> </ul> <p>(See list of current research later).</p> <p>(iv) Industry experience/Community engagement</p> <ul style="list-style-type: none"> <li>- Member of Department of Science and Technology audit in Bio Technology in South Africa.</li> <li>- Collaborator on national integrated innovation system with Finland (COFISA, SAFIPA).</li> <li>- Wide range of consultancy w.r.t. technology applications.</li> <li>- Invited <u>principal investigator</u> for the development of a Center of Excellence (CoE) in African development and trade in conjunction with University of Massachusetts.</li> <li>- Committee member ANNUAL CONFERENCE ON RESPONSIBLE LEADERSHIP (UP)</li> <li>- SAIIE annual conference.</li> <li>- Invited member of European research group (CIEO based at University of Algarve, Portugal. (My specializations are: Innovation and Creativity, Small business Development and Process Design Principles).</li> <li>- THIRD WSEAS INTERNATIONAL CONFERENCE ON URBAN REHABILITATION AND SUSTAINABILITY</li> </ul>
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<sup>2</sup> Innovation and Technology Management (MGrav-Hill)  
SA Business Review  
Business Dynamics

	<p>(<a href="http://www.wseas.us/conferences/2010/faro">www.wseas.us/conferences/2010/faro</a>)</p> <ul style="list-style-type: none"> <li>- Annual Portland International Conference on Engineering Management (PICMET).</li> <li>- Invited chairman of QA assessments in South African universities.</li> <li>- Invited member of EVOKE (a project of the WORLD Bank to develop entrepreneurs and sustainable development in Africa).</li> <li>- Invited member of Tshwane University of Technology Academic Advisory Board.</li> </ul>
2004-2006	<p><b>Dean of Faculty of Business Management, CIDA CITY CAMPUS</b> (private higher education provider) – (Contract expired and wanted to return to academia full time)</p> <ul style="list-style-type: none"> <li>- Strategy for Institution</li> <li>- Responsible for TQM and all teaching and learning for academic and research including:</li> <li>- Accreditation and registration with CHE and DoE respectively.</li> <li>- Head of IT, ICT Academy, IT support and Information Services.</li> <li>- Head of research and founder of CIDA research journal.</li> <li>- Industrial and labour matters.</li> <li>- Professor of Information Management.</li> </ul>
2002-2003	<p><b>Executive and Academic Director of De Montfort Southern Africa</b> (an internationally accredited (AMBA, EFMD) business school), overseeing all aspects of teaching and learning and fiduciary responsibility. Involved in turnaround of the Section 21 company to financial and academic success (Retrenched because of BEE)  Professor of Information Management  Started a research journal (Business Mastery Series).</p>
1997–2002	<p><b>Professor at the Graduate School of Business Leadership, University of South Africa</b>  (Head-hunted to become Executive and Academic Director at De Montfort University, UK)  Teaching and designing of: Operations management, Value Chain Management, Business Engineering, Business Statistics, Marketing, Managing Information, Managing Information Systems. M a&amp; D study leader.  Manager of the doctoral programme  Manager of research.</p>
1992–1997	<p><b>Lecturer (Department of Statistics and Actuarial Science, University of Stellenbosch)</b>  (Resigned because of job offer to Unisa Graduate School)  Teaching and Learning in Mathematical Statistics, Teaching and designing courses in (Mathematical) Statistics and Business Statistics, Questionnaire design, Time Series Analysis.</p>
1978-1992	<p>Lecturer, Mathematical Statistics (Department of Statistics and Operations Research, University of South Africa) – Left when husband was appointed in Cape Town.  Teaching and designing of degree courses in Mathematical Statistics. Consulting in the statistical domain.</p>
<b>2.2. PART-TIME EMPLOYMENT HISTORY</b>	
2011 - present	<p>Extraordinary Professor, University of the Western Cape</p> <p>Faculty Associate: The Albert Luthuli Centre for Responsible Leadership, University of Pretoria.</p>
2006 – present	<p><b>Gordon School of Business MBA</b>  External examiner</p>
	<p><b>MILPARK Business School MBA</b>  Teaching and curriculum development (Strategic Operations Management (including</p>

	innovation), information Management and information Systems) External moderation MBA dissertation supervision
2008-2009	<b>University of Stellenbosch Business School</b> Member of academic board (local)
2002-present	<b>University of Pretoria</b> External examiner and lecturer in post graduate modules.
2006-present	<b>University of Johannesburg</b> Doctoral supervisor  <b>Tshwane University of Technology</b> External examiner of masters and doctoral studies Member of the academic board
2002 – 2003	<b>University of Stellenbosch, Graduate School of Business</b> Part time lecturing to MBA students
1997-2002	<b>Open University MBA</b> Lecturing Management Data Analysis and Management Information Systems
2003 -present	<b>Executive Director of Ymholiad International Research Institute for leadership and Innovation</b> Research, consultation and presentations in leadership, information and innovation.
2000	<b>ESC-Rouen, France</b> Visiting Professor in Information and Project Management. Taught Project Management and assisted in redesign of Masters Programme in Information Systems
1975 -1978, 2002 - 2004	<b>University of Pretoria: Student research assistant</b> Department of Mathematics, Department of Mathematical Statistics, Dept of Systems and Industrial Engineering  <b>External examiner, Masters and Honours students in Business Engineering</b> <b>Part time lecturer, Business Engineering</b>
<b>4. ACADEMIC CITIZENSHIP</b>	
	<ul style="list-style-type: none"> <li>- Invited research member of research on quality of life for the Faculty of Economic and Administration at the University of Pardubice, Czechoslovakia.</li> <li>- Founding member of the <b>Akili Complexity and Integration initiative of the NRF</b> (Applied Research and Innovation)</li> <li>- Invited presenter of research design on SANPAD/SANTRUST – Dutch-funded research capacity building for pre doctoral students in Africa.</li> <li>- Design of curriculum for Operations Management course, MBA, <b>Commonwealth of learning, Canada.</b></li> <li>- <b>The Post-Crisis World Institute Foundation</b> (<a href="http://www.postcrisisworld.com">www.postcrisisworld.com</a>) (an independent analytical centre established in Moscow in early 2009, at the initiative of several Russian public and professional organizations. The Institute's activities aim to foster dialogue between among the expert community, business circles, civil society and government structures of different countries to assist in efficient decision-making to fight the global financial crisis.</li> <li>- <b>SAINe Innovation thought leader</b> (by invitation).</li> <li>- <b>CIEO</b> invited member of European research group.</li> <li>- UNISA elected member of <b>Dept of Science and Technology's TECHNOLOGY AND CAPABILITY audit and development of a bio-economy strategy.</b></li> <li>- EAM – Eastern Academy of Management review committee, IAM – Irish Academy of Management review committee.</li> <li>- <b>SAIIE</b> conference committee member.</li> <li>- CG Publishing member.</li> <li>- 12th European Conference on Creativity and Innovation, International Conference</li> </ul>

	<p>Committee (University of Algarve, Portugal).</p> <ul style="list-style-type: none"> <li>- International Conference on Leadership and Sustainability (UP).</li> <li>- WAIB (Women in International Business).</li> <li>- AIB (Academy of International Business).</li> <li>- KMPG (Knowledge Manager's Practitioner's Group).</li> <li>- South African MBA accreditation assessment panel.</li> </ul>
<b>5. ACADEMIC EXAMINING AND MENTORSHIP AND SCHOLARLY/CONSULTANCY/MAIN TEACHING ACTIVITIES</b>	
	<ul style="list-style-type: none"> <li>- Editor South African Business Review</li> <li>- Editor De Montfort Business Mastery Series</li> <li>- Editor CIDA Research Journal</li> <li>- Member of editorial board:</li> <li>- South African Industrial Engineer <ul style="list-style-type: none"> <li>o South African Business Review</li> <li>o Baltic Journal of Management</li> <li>o International Research Journal of Management and Business Studies</li> <li>o South African Journal of Information Management</li> </ul> </li> <li>- Doctoral theses (completed): The University of Southern Queensland (PhD)<sup>3</sup></li> <li>- UNISA Graduate School of Business Leadership (DBL)<sup>4567</sup> and UJ, University of South Africa</li> <li>- Doctoral supervision of specific candidates in my area of expertise and assistance to</li> </ul>

<sup>3</sup> A study of strategic intelligence as a strategic management tool in the long-term insurance industry in SOUTH AFRICA (JP Kruger) (UNISA)

'Understanding Information Systems Value' (Dr Reet Cronk, Australia)

<sup>4</sup> 'The impact of asynchronous groupware as knowledge management strategy' (Dr Harold Campbell, UNISA)

'Information Systems Environmental and Business Performance: A Case study for the banking sector in SA' (Dr Ajay Garg, UNISA)

<sup>5</sup> 'A study towards the development of a quantum leadership model (QLM) and quantum leadership questionnaire (QLQ) in South Africa.' (Dr Heydon Hall, UJ)

<sup>6</sup> 'SMME development and its constraints to growth in South Africa' (Dr Ricardo Peters, UJ).

'AN INVESTIGATION INTO MANAGEMENT STRATEGIES AFFECTING PERFORMANCE OF MICRO, SMALL AND MEDIUM ENTERPRISES (msmes) IN KENYA, Dr W L Njanja (Kenya)(UNISA)

A STUDY OF STRATEGIC INTELLIGENCE AS A STRATEGIC MANAGEMENT TOOL

IN THE LONG TERM INSURANCE INDUSTRY IN SOUTH AFRICA (J-P Kruger) (Cum Laude)

<sup>7</sup> External examiner for masters and doctoral theses.

Other masters and doctoral work in process.

	<p>others w.r.t. research design.</p> <ul style="list-style-type: none"> <li>- <u>Doctoral workshops and assistance</u>: Assisting and facilitating the doctoral and masters research process in all fields at most of SA universities.</li> <li>- Reviewer of research papers for accredited journals in the fields of transformation, management, economics, BI, Innovation and IT.</li> <li>- <u>Designer of undergraduate and postgraduate SAQA/QAA accredited courses in:</u> DBL/DBA/PhD/DCom</li> <li>- BCom Hons and BCom Hons Research Methodology</li> <li>- MBA and subjects on post graduate level:</li> <li>- Information Architecture, Managing Information systems, Business Engineering, Business Process Re-engineering, Strategy, Total Quality Management, Operations Management, Mathematical Statistics (all areas), Time Series analysis, Business Statistics, Questionnaire design and analysis, Innovation and Technology Management, Operations Strategies.</li> </ul>
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**6. RESEARCH**

6.1. Current research projects underway (I use a team approach):

	<ul style="list-style-type: none"> <li>- Research on research strategies (first round completed, papers presented nationally and internationally and paper submitted for publication. Currently reviewing international journals)</li> <li>- Operational excellence modeling in complex environments. This project was developed for the INCUBATOR (COFISA) project at the Innovation Hub.</li> <li>- Creativity and problem solving to achieve organizational innovation – in conjunction with Prof Fernando Sousa, University of Algarve, Portugal. Two papers presented internationally and two papers submitted for publication)</li> <li>- The development of a metric for identification of complex adaptive solutions to strategies with specific reference to developing economies.</li> <li>- Technology and Innovation convergence (see ongoing research and papers. Possible collaboration from Portland State University in US).</li> <li>- Gap analysis on HR competencies (SABPP project).</li> <li>- Organisational innovation and creativity design and implementation.</li> <li>- Women in research in higher education (Strategic project for UNISA).</li> <li>- Benchmarking study on organizational creativity practices in high technology industries (in collaboration with Prof de Sousa and Ileana Monteiro, Univ of Algarve and CIO members).</li> <li>- The team approach to research.</li> </ul>
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Globalization issues:

	<ul style="list-style-type: none"> <li>- Significant change points because of the collapse of financial markets. I imagine some market segments and industries (even products/services) collapsed more quickly than others. If we can identify these, from a risk point of view one should be able to hedge for the possibility of future (albeit smaller or less radical) changes (I am going to be different and call these innovations although their outcomes were not at all positive).</li> <li>- The identification of innovation types in terms of new products and services. In fact, review the different innovations (according to systems and components) to see what innovations are favoured, where and why?</li> <li>- Clustering products/industries/markets/manufacturing across borders.</li> <li>- Tracing product from a supply chain point of view. I.e. raw product from x, to value added at points y, z, etc up to market and customer across the globe.</li> <li>- The extent to which services are (as per the theory) more important from a competitive point of view, than tangible products.</li> <li>- Which word markets favour which products and why?</li> </ul>
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	<ul style="list-style-type: none"> <li>- Looking beyond the US and China – there is more to the world than these. How can developing economies become competitive?</li> <li>- The emergence and characteristics of developing <u>economies</u>. Which, where and why? Or not at all.</li> <li>- Natural enemies or friends in trade (beyond trade agreements, almost like in chaos/complexity theory).</li> <li>- ICT audit with respect to mobile and broadband technologies. Reasons for failures, ways to success</li> </ul>
Research interests:	
	<ul style="list-style-type: none"> <li>- Complexity and chaos theory in business applications</li> <li>- Psychic distances as a developmental model for trade relations</li> <li>- Innovation research and index</li> <li>- Trade relations development</li> <li>- Innovation and Technology – creation and management (including subject development and models)</li> <li>- Business intelligence – technologies and methodologies</li> <li>- Informational engineering and strategies</li> <li>- Enterprise architecture, design and development</li> <li>- Status of information delivery; status and profile of information/technology adoption</li> <li>- Impact of information on society and on business. Intelligent organisations and design</li> <li>- Quantum mechanics in social context</li> <li>- Research design and methodologies</li> <li>- Chaos and complexity theories. Catastrophe theory</li> <li>- Mathematics as pure language for globalization.</li> </ul>
<b>AWARDS<sup>8</sup></b>	
	<ul style="list-style-type: none"> <li>- Special merit bursary CSIR, BSc (Hons) Mathematical Statistics</li> <li>- Researcher of the year (Unisa Graduate School of Business Leadership)</li> <li>- Special merit award for doctoral studies (University of Pretoria)</li> <li>- First person and woman to obtain the PhD (Systems Engineering)</li> <li>- Researcher of the year (Unisa Graduate School of Business Leadership)</li> <li>- Special merit award for Research (Unisa Graduate School of Business Leadership)</li> <li>- Acknowledgement of presentation excellence</li> </ul>
<b>7. TEACHING INTERESTS</b> (undergraduate and post graduate)	
	<ul style="list-style-type: none"> <li>- Master's and doctoral supervision</li> <li>- Research design (undergraduate and post graduate)</li> <li>- Technology and Innovation Management</li> <li>- Information Management</li> <li>- Information Systems Management</li> <li>- Operations Management</li> <li>- Project Management</li> <li>- Quantitative Data Analysis.</li> </ul> <p>The above includes design of the curriculum, writing of study guides, assessments and teaching of the subjects. In South Africa, <b>mentoring of disadvantaged students and staff</b> play a major role in the teaching and learning activity and I thus include that here.</p>
<b>PUBLICATIONS</b>	



<b>7.1. BOOKS</b>	
	<p>Editor for book on Quality Management techniques, completion date: Sept 2012.</p> <p>Basic Financial Management. 2011. Invited chapter on Business Statistics. Cape Town: Juta.</p> <p>Sousa, F &amp; Pellissier, R. 2010. Invited chapter in book: Technology for Creativity and Innovation: tools, techniques and applications. Editor: Anabela Mesquita , Chapter on “Methods to improve creativity and innovation: the effectiveness of creative problem solving”.</p> <p>Pellissier, R. Management Research in the Real. Invited book for McGraw-Hill. (Invited text book for research methods in a South African context). Cancelled because of administrative overload as chair of department</p> <p>Pellissier, R. 2009. Invited chapter in Business Contemporary Management on Business Intelligence (Oxford Press)</p> <p>Pellissier, R. 2007. Invited chapter on Innovation in international book on Creativity edited by Dr Kanes Rajah (Greenwich University)</p> <p>Pellissier, R. 2007. Invited chapter in business management: A contemporary approach: Globalization. JUTA</p> <p>Pellissier, R. 2007. Number Crunching. JUTA</p> <p>Pellissier, R. 2007. Business Research Made Easy. JUTA</p> <p>Pellissier, R. 2002. Invited to write a chapter on: Back to the Future. The Make or Break Issues in IT Management. Butterworths invited Current Issues on IT Management. Editors Dan Remenyi and Sue Brown.</p> <p>Pellissier, R. 2001. Searching for the Quantum Organisation: The IT circle of excellence. JUTA. (REVIEWED AND USED INTERNATIONALLY)</p> <p>Pellissier, R. 2000. The Little Statistics Book for Busy Business people. Pearson Education/McGraw Hill</p>
<b>7.2. REFEREED PAPERS IN JOURNALS/PROCEEDINGS</b>	
	<p>Pellissier, R &amp; Kruger, J-P. A study of strategic intelligence as a strategic management tool in the long-term insurance industry in South Africa. <i>SAJIM</i> Volume 13, no 1. ISSN: 2078-1865 (print)  ISSN: 1560-683X (online).</p> <p>Njanja, WL, Pellissier, R &amp; Ogutu, M. 2011. The integrative effects of various management strategies in the performance of MSMEs. <i>International Business and Management</i>, ISSN 1923-841X [Print] ISSN 1923-8428 [Online], Volume 2, Number 2.</p> <p>Pellissier, R. 2011. International conference on systems and industrial engineering (ISEM), Sept. A PROPOSED FRAME OF REFERENCE FOR COMPLEXITY MANAGEMENT as opposed to the established linear management strategies. (Blind peer reviewed and paper published in proceedings).</p> <p>Pellissier, R. 2011. Paper submitted, reviewed and accepted for 14th Irish Academy of Management (September, 2011). (UNABLE TO ATTEND DUE TO LACK OF FUNDING).</p>

Pellissier, R. 2011. Paper submitted, reviewed and approved for 12th European Conference on creativity and Innovation (September 2011) (UNABLE TO ATTEND DUE TO LACK OF FUNDING).

Pellissier, R. 2011. The implementation of resilience engineering to enhance organizational innovation in a complex environment. *International Journal of Business Management*. Vol 6, No 1, January 2011) (**ARTICLE BLIND PEER REVIEWED**)

Pellissier, R & J-P Kruger. 2010. A study of strategic intelligence as a strategic management tool in the long-term insurance industry. *European Business Review*, Vol 22, 2011. (**PAPER BLIND PEER REVIEWED**)

Pellissier, R & J-P Kruger. 2010. A study of strategic intelligence as a strategic management tool in the long-term insurance industry in South Africa. Paper presented at the KGCM conference in Orlando, Florida, July 2010. (**PAPER ACCEPTED THROUGH BLIND PEER REVIEW AND PUBLISHED IN PROCEEDINGS**)

Njanja, WL, Pellissier, R & Ogotu, M. 2010. An investigation into the effect of management factors on performance of MSMNEs in Kenya. *International Journal of Business and Management*, Vol. 5, No. 11, November 2010.

Pellissier, R. 2010. The development of a framework for the convergence of innovation and research using technology. *Journal of Innovation and Technology Management (IJITM)*; [www.worldscinet.com/ijitm](http://www.worldscinet.com/ijitm)) (**PAPER BLIND PEER REVIEWED INTERNATIONAL JOURNAL AND ACCEPTED FOR PUBLICATION IN NEXT ISSUE**)

Pellissier, R, assisted by Nienaber, H, Mkhize, Z, Hamman, F and Lenhard, N. 2010. An exploration of research practices in the management sciences in South Africa. *Global Management Journal*, Vol 2, no 1/2010, ISSN 2080-2951. (**PAPER BLIND PEER REVIEWED**)

Sousa, F., Monteiro, I. & Pellissier, R. 2009. Creativity and problem solving in developing team creativity. *International Journal of Projectics*, 3, 2009/3, 41-53 (<http://www.cairn.info/revueprojectique-2009-3.htm>) (**PAPER BLIND PEER REVIEWED**)

Pellissier, R. 2009. A conceptual framework for the alignment of innovation and technology. *Journal of Technology Management and Innovation* (<http://www.jotmi.org>) <http://www.jotmi.org/index.php/GT/article/view/art88>. (**BLIND PEER REVIEWED INTERNATIONAL JOURNAL**)

Sousa, F, Monteiro, C & Pellissier, R. 2009. University of Algarve and UNISA. *Measurements of effectiveness of creative problem solving in developing team creativity*. XV.TH CONFERENCE ON PROJECTICS. How Projectics can address the crisis ? Projectics, France. 29-30 November. Pellissier, R. 2009. Irish Academy of Management (2-4 September 2009). (**PAPER ACCEPTED THROUGH BLIND PEER REVIEW AND PUBLISHED IN PROCEEDINGS**)

Pellissier, R. 2009. The good the bad and the ugly. SAIIE, October 2009. (**PAPER ACCEPTED THROUGH BLIND PEER REVIEW AND PUBLISHED IN PROCEEDINGS**)

Pellissier, R. 2009. HIGHER EDUCATION IN AN UBUNTU ENVIRONMENT - Complexity in virtual knowledge hubs: A case study of a comprehensive university. Invited

paper to EAMI conference in Rio de Janeiro as part of international research on knowledge hubs (Prof Mzamo Mangaliso, Massachusetts University). **(PAPER ACCEPTED THROUGH BLIND PEER REVIEW AND PUBLISHED IN PROCEEDINGS)**

Pellissier, R. 2009. *Innovation in operational excellence in a complex environment*. PICMET International Engineering Management Conference, Portland, USA. 2-6 Aug 2009. **(PAPER ACCEPTED THROUGH BLIND PEER REVIEW AND TO BE PUBLISHED IN PROCEEDINGS)**

Pellissier, R & Nienaber, H. 2009. The impact of research practices on postgraduate supervision in the management sciences in South Africa.. *Conference on Post Graduate Supervision methods. University of Stellenbosch*. **(PAPER ACCEPTED THROUGH BLIND PEER REVIEW AND TO BE PUBLISHED IN PROCEEDINGS)**

Sousa, F., Pellissier, R. & Monteiro, I. (2009) Measures of effectiveness of creative problem solving in developing team creativity. *Proceedings of PROJECTICS 09*. ESTIA, Bidart-San Sebastian, 26-27 November. <http://projectics.estia.fr/index.php?tg=articles&topics=5>

Sousa, F., Pellissier, R. & Monteiro, I. (2009) Creativity and Problem Solving in the Development of Organizational Innovation. Discussion Papers N°1: Spatial and Organizational Dynamics. CIEO/UAlg ([http://www.cieo.ualg.pt/downloads/noticias/83/N%C2%BA1\\_FINAL\\_COMPLETO.pdf](http://www.cieo.ualg.pt/downloads/noticias/83/N%C2%BA1_FINAL_COMPLETO.pdf))

Pellissier, R. 2009. Innovation in design for operational excellence in a complex reality. *Design Principles and Practices: An International Journal*. **(BLIND PEER REVIEWED)**

Pellissier, R & Marshall, M. 2008. *A model for operational excellence in complex environments*. *SAIIE Conference*. Oct 2008 and printed in proceedings

Pellissier, R. 2008. A conceptual *framework for the alignment of innovation and technology*. *J. Technol. Manag. Innov.* 2008, Volume 3, no 3  
[ISSN: 0718-2724. (<http://www.jotmi.org>), JOURNAL OF TECHNOLOGY MANAGEMENT & INNOVATION © JOTMI Research Group]

Pellissier, R. 2008. *The alignment of innovation and technology using a knowledge management approach*. Peer reviewed paper to be presented at 11th Annual Conference of the Irish Academy of Management, 3rd – 5th September 2008. Dublin City University. ‘New Ideas for a New Century’. **(PAPER ACCEPTED THROUGH BLIND PEER REVIEW AND PUBLISHED IN PROCEEDINGS)**

Pellissier, R. 2008. *A conceptual framework for the alignment of innovation and research using technology*. Peer reviewed paper presented at the Portland Annual Conference on Technology and Engineering Management, 27 July – 31 July 2008, Cape Town. **(PAPER ACCEPTED THROUGH BLIND PEER REVIEW AND PUBLISHED IN PROCEEDINGS)**

Pellissier, R. 2008. A conceptual framework for the alignment of innovation and technology. *South African Journal of Information Management*, 10(2). Online Available WWW: <http://www.sajim.co.za/default.asp?to=peer1vol10nr2>. **(ACCREDITED)**

Pellissier, R. 2007. Research and Innovation Converge or Diverge. Rewiring our Brains. *International Journal of Interdisciplinary Social Sciences*. Vol 2, no 4 **(ACCREDITED)**

Hall, H & Pellissier, R. 2007. *A quantum paradigm shift towards innovative growth*. Paper presented at the 19th SAIMS conference and printed in the proceedings. 19-21 Sept, Johannesburg.

Pellissier, R. 2007. Rewiring our collective brains for innovation: The South African case. EAM conference Amsterdam June 2007 **(UNABLE TO GO DUE TO LACK OF FUNDING)**

Garg, A. K., Joubert, R. J. O. & Pellissier, R. 2005. 'Information Systems Environmental Alignment and Business Performance: A Case study'. South African Journal of Business Management, ISSN: 0378-9098, Volume 36, Number 4. pp 33-53. (Accredited in South Africa)

Garg, A. K., Joubert, R. J. O. & Pellissier, R. 2004. 'Measuring business performance: A case study' Southern African Journal of Business Review, ISSN: 1561 896 X, Volume 8, Number 1. pp 7-21. (Accredited in South Africa)

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<b>8.3. CONFERENCES AND INVITED/SEMINAR PAPERS</b>	
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Pellissier, R. 2006. Paper on research and Innovation in Medical industry at conference below (UNITAS Hospital) 12 October 2006 and Chairman of conference on research and innovation in Medical Industry.

Pellissier, R. 2006. Presentation at KPMG Knowledge Management breakfast seminar on 12 September 2006 on Information Strategies (CSIR/NRF).

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Pellissier, R. 2002. IT / Business Alignment – Leveraging information technology for transforming organisations. Excellante International. Johannesburg. July 2003.

Pellissier, R. 2002. This is Africa. PMR Magazine breakfast speech. September 2002.

Pellissier, R. 2002. This is Africa (2). Graduation Ceremony, Healthcare Programme, Namibia. October 2002.

Pellissier, R. Developing an ICT strategy. Speaker at Electoral commissions Forum of SADC countries, Information Systems project Roundtable. 5 November 2001.

Key note address at the quarterly Impact User Group meeting: “Welcome to your planet IT.” Feb, 2001.

Pellissier, R. 2005. Searching for quantum leadership .. and finding it. Presentation at Master class in Leadership and Strategy at UNISA SBL, 3 October.

Pellissier, R. 2005. Interactive distance learning alliances: Possibilities and limitations in Africa. Invited paper on distance learning at Eastern Academy of Management International Conference of Managing in a Global Economy, Cape Town, 28 June 2005. University Business School. In collaboration with Prof Mzamo Mangaliso, Ben Khan, Nancy Ovitsky and Mary Rogers (Massachusetts University) (PEER REVIEWED)

Pellissier, R. 2005. ‘Welcome to the quantum planet’ Follow up on Master class in Complexity and leadership in 2003. INUAF (Instituto Superior Dom Afonso III), Loulé, Portugal. 13 June 2005

Pellissier, R. 2005. ‘Quality dimensions in SA business schools – fact or fiction?’ INUAF (Instituto Superior Dom Afonso III), Loulé, Portugal. 15 June 2005

Campbell, HC and Pellissier, R. The role of organizational knowledge management strategies in the quest for business intelligence. ICAMM 2004, 12 October 2004, CSIR (PEER REVIEWED). Request for publication by SA Engineering Journal

	<p>Pellissier, R and Svanborough, R. The valuation of Information. ICAMM 2004, 12 October 2004, CSIR (PEER REVIEWED)</p> <p>Pellissier, R. 2004. Moving beyond information. 10<sup>th</sup> Commemorative International Conference on Productivity and Quality Research (ICPQR 2004), Miami Florida (15-19 February 2004). Paper accepted but unable to attend due to lack of funding. (PEER REVIEWED).</p> <p>Developing Philosophy of Management – Crossing Frontiers. St. Anne College, Oxford. 26 – 29 June 2002. Attendance</p> <p>Pellissier, R and Little S. 2002. International workshop on Knowledge Management. Johannesburg, joint workshop. 18 March, Sandton Sun.</p> <p>Pellissier, R. 2002. In search of the truth. 1<sup>st</sup> European conference on Business Research and Methodologies. Reading, UK. Paper accepted, but unable to go, due to lack of funds. (PEER REVIEWED)</p> <p>Pellissier, R and Campbell, H. 2001. The Role of Knowledge Management strategies in the quest for business intelligence. 2<sup>nd</sup> European Conference on Knowledge management (Bled, Slovenia). Paper accepted, but unable to go due to lack of funding. (PEER REVIEWED)</p> <p>Pellissier, R and Moorcroft, E. October, 2001. A South African evaluation of information deliveries: The case of matching the demand to the supply. 8<sup>th</sup> European Conference on IT evaluation, Oxford, UK. (PEER REVIEWED).</p> <p>Pellissier, R. Searching for the Quantum Organisation. Seminar presented at the Management of Knowledge and Innovation Research Unit of the Open University. 19 Sept, 2001.</p> <p>Pellissier, R and Moorcroft, E. November, 2000: An evaluation of information deliveries in Southern Africa. SAIMS Conference, November. (PEER REVIEWED)</p> <p>Pellissier, R. 2000. Welcome to Planet IT – from back office mechanic to competitive prince. Sept. 7<sup>th</sup> European conference on IT evaluation, Dublin. (PEER REVIEWED)</p> <p>Conference: South African SAP User group. Paper: “Proposed knowledge management at the Unisa Graduate School Of Business Leadership.” 1998, Sun City</p> <p>“Prime Numbers: The two squares theorem representation of primes.” Departmental Colloquium, Department of Statistics, UNISA.1990</p> <p>“Forecasting student numbers.” Departmental colloquium, Department of Statistics, UNISA. 1990.</p>
<b>8.4. UNREFEREED PUBLICATIONS</b>	
	<p>Pellissier, R, Schenck, H, Kirsten, M, Warnich, S and de Vlamingh, L. 2009. Gap Analysis for HR practitioners. Project by SABPPP. Presented at the SABPPP Knowledge Resources conference. UJ. May 2009 and posted on their website.</p> <p>Pellissier, R. 2006. Rewiring our Corporate Brains. Convergence Magazine, December.</p> <p>Pellissier, R. 2006. Information about Information – Part 2. Convergence Magazine, December.</p> <p>Pellissier, R. 2006. Information about Information – Part 1. Convergence Magazine, August.</p>

	<p>Pellissier, R. 2006. The information (r)evolution – Part 1: The world of complexity and information. Management Today, March.</p> <p>Pellissier, R. 2006. The information (r)evolution – Part 2: Leadership in information or information in leadership. Management Today, April.</p> <p>Pellissier, R. 2006. The information (r)evolution – Part 3: Business is OK. What about Information Ethics? Management Today, June.</p> <p>Pellissier, R. 2006. The information (r)evolution – Part 4: The look of the information-centric organisation. Management Today, July.</p> <p>Pellissier, R. 2004. Leadership as a social responsibility. PMR magazine. June.</p> <p>Pellissier, R. 2004. Executives in the Trenches. Management Today, May.</p> <p>Pellissier, R. 2003. The games businesses play. Management Today. November.</p> <p>Pellissier, R. 2003. Value in Information. PMR Magazine. September.</p> <p>Pellissier, R. 2003. An MBA – the nature of the beast. Management Today, May 2003 (37-38)</p> <p>Pellissier, R. 2003. Leadership as a social responsibility. Editorial - De Montfort Business Mastery Series, Vol 2, No 1</p> <p>Pellissier, R. 2002. International doctoral colloquium in information systems. Unisa Graduate School of Business Leadership Forum Vol 13 no 2.</p> <p>Pellissier, R. 2002. Business Day MBA Survey. Comments. October.</p> <p>Pellissier, R. 2002. MBA – the true nature of the beast. Acumen Magazine. Issue 9.</p> <p>Pellissier, R. 2002. The Quantum Planet. Management today. April</p> <p>Pellissier, R. 2002. Back to the future: Businesses built around information – part I. Management Today. May</p> <p>Pellissier, R. 2002. Back to the future: Businesses built around information – part II. Management Today. June</p> <p>Pellissier, R. 2002. Newton is dead. Management Today. July.</p> <p>Pellissier, R. 2002. Welcome to our planet. PMR Magazine. November.</p> <p>Pellissier, R. 2002. Not just one Answer. Succeed Magazine. December.</p> <p>Pellissier, R. 2001. International doctoral colloquium in information systems. Unisa Graduate Schools of Business Leadership Forum. Vol 13 no2.</p> <p>Pellissier, R. 2001. The Unbearable lightness of being – in the Digital Age. Motivation of Champions Journal.</p> <p>Pellissier, R. 2001. Welcome @EIRE.com. Unisa Graduate School of Business Leadership Forum. Vol 12, no 1.</p> <p>Pellissier, R. 2000. An African IT model – bursting the e-commerce bubble. Management</p>
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