



### PERSONAL DETAILS

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### CAREER SUMMARY

Dr Takesure Zhowa holds a Doctor of Business Administration (NQF10) and Master of Organisational Leadership (NQF9) from Tshwane University of Technology (TUT), South Africa. He is a full-time academic and researcher at the University of the Free State (UFS) Dept of Business Management. He is a Faculty Ethics Review Committee member at UFS and a Board Member of the UFS Pension Fund (2025-2030). He has delivered face-to-face and online lectures up to MBA level in South Africa. In 2024, the Institute of Marketing Management (IMM) honoured him with the prestigious designation of Platinum Professional Associate. In 2022, the Institute of Independent Education (IIE) gave him the Outstanding Lecturer Award. In 2021, he was a Postdoctoral Research Fellow fully funded by the National Research Foundation (NRF) and hosted by the SARChI Chair of Innovation Studies at TUT. He is proficient in analysing primary quantitative and qualitative data using SPSS and Atlas.ti. He has published research papers on consumer behaviour and entrepreneurship. He reviews manuscripts for international journals and has supervised master's and PhD research at the University of Free State, the University of Johannesburg (JBS), TUT, the University of Namibia, and the University of Lusaka (Zambia). He is a certified assessor and conducts training at several companies in South Africa, inter alia; Ford Motor Company, Robert Bosch, CBI Electrics, PowerTech, Beka Schreder, Alpla, and Nissan UD Trucks. His experience delivering training across private and public sectors confirms a versatile skills set. Such exposure proves his understanding of training models and a record of contributing to developing staff in various industries.

### QUALIFICATIONS

- Doctor of Business Administration (NQF10) – Tshwane University of Technology (South Africa)
- Master of Organisational Leadership (NQF9) – Tshwane University of Technology (South Africa)
- Postgraduate Certificate in Education (NQF8) – Haaga-Helia University of Applied Sciences (Finland)
- Bachelor of Commerce (Hons) (NQF8) – Regent Business School (South Africa)
- Diploma in Education (NQF6) – University of Zimbabwe

### PROFESSIONAL MEMBERSHIPS AND AWARDS

- Pension Fund Board Member (2025-2030)
- Member of the Institute of Directors South Africa (IoDSA) - pending
- Member of the South African Council of Educators (SACE)
- IMM Platinum Professional Associate – Lifetime Designation (2024)
- Gold Medal for best student in the research master's category in the Faculty of Management Sciences (2011)
- Distinction in Teaching Practice Award (1996)

### SHORT COURSES

- Certificate - Informed Consent issued by TRREE (2023)
- Certificate - Research Ethics Evaluation issued by TRREE (2023)
- Certificate - Introduction to Research Ethics issued by TRREE (2023)
- Certificate in Research Methodology issued by the Foundation for Professional Development (2022)
- SABSA Virtual Writing Workshop (2022)
- SABSA Doctoral Supervisor Development Programme (2021)
- SABSA MBA Supervisor & Examiner Development Programme (2021)
- Assessor - Conduct Outcomes-Based Assessment (SAQA ID:115753)
- Da Vinci Institute's Mode 2 Learning Methods and Lecturing Techniques -2020
- Tshwane University of Technology's Technology Training for Academics - 2020
- License to Teach (2014)

## LECTURING EXPERIENCE

- **University of Free State (July 2023 to date)**  
Presenting face-to-face lectures in Marketing, Business Management, & Strategic Management  
Supervising research at honours, masters, and PhD levels.  
Member of the Faculty Ethics Committee  
Member of the M and PhD Reviewers Committee
- **Monash South Africa (April 2021 to June 2023)**  
Lecturing in Postgraduate Diploma (NQF8) and Master's (NQF9) modules: Marketing, Strategic Management, Cross-Cultural Management, International Business.
- **Tshwane University of Technology (Jan 2009 – Dec 2020):**  
Lecturing undergraduate and postgraduate modules: Business Management (NQF7), Entrepreneurship (NQF8-9), Marketing (NQF8-9), and Strategic Management (NQF7-9).
- **Da Vinci Institute (Jan - June 2020)**  
Lecturing in Postgraduate Diploma module: Research Methods

## EXAMINER AND MODERATOR ROLES

- **Masters' and PhD Examiner and Moderator**  
University of Johannesburg, Unisa, North West University, University of Mpumalanga, University of KwaZulu Natal, Tshwane University of Technology (TUT), Vaal University of Technology (VUT), Law Society of South Africa, University of Free State, Cape Peninsula University of Technology (CPUT), University of Johannesburg Business School, Independent Institute of Education MSA, Monash South Africa, Milpark Business School, Da Vinci Institute, University of Namibia, and Stadio Higher Learning Institute.

## SUBJECT COORDINATOR AND CURRICULUM DEVELOPMENT ROLES

- **Subject Coordinator and Curriculum Development:**  
Strategic Management, Entrepreneurship

## POSTDOCTORAL RESEARCH FELLOW

### Tshwane University of Technology – Jan 2021 to Dec 2021

#### Research

- Conducting individual and collaborative research adhering to the highest ethical standards
- Carrying out administrative and management work associated with research
- Contributing to identifying external funding sources and preparing grant proposals
- Disseminating results of research to relevant research stakeholders in the appropriate format.

#### Contribution to Research Group and University

- Engaging in research and scholarly activities and participating in promotional activities.
- Participating in internal/external networks to exchange information and forming relationships for future research collaboration.

#### Teaching, Learning and Mentoring

- Participating in teaching and contributing to the department's tutoring approaches where appropriate.
- Supervising and providing day-to-day advice, support, mentoring, and assisting students and staff

#### Personal Development

- Engaging in professional training and development to develop transferable skills.

## PEER-REVIEWED PUBLICATIONS

Arthur Mapanga and Takesure Zhoua, 2024 (under review)

Barriers to SME Integration into Global Value Chains: Evidence from the Textile Industry in Sub-Saharan Africa  
Journal for Creativity, Innovation and Social Entrepreneurship

Trymore Chingwaru, Owen Zhakata, and Takesure Zhoua

Does currency depreciation influence export performance? Evidence from South Africa's small business sector.  
Journal of Business and Management, 2021. Vol. 23(10)

Trymore Chingwaru, Ancillia V Rufasha, and Takesure Zhoua

Determining the relationship between service quality, customer loyalty and customer brand perception. A study from Zimbabwe's micro finance sector.

Journal of Business and Management, 2021. Vol. 23(10)

Trymore Chingwaru, Sharon Marikula, and Takesure Zhoua

Does transit advertising influence customer purchase decision? A study from Zimbabwe's fast-food industry  
Journal of Business and Management, 2021. Vol. 23(10)

Takesure Zhoua, James Mosesane, and Mammo Muchie  
Assessing the effectiveness of a university-based technology station  
Journal for Creativity, Innovation and Social Entrepreneurship, Vol. 5(1), 2021 - ISSN 2521-0270

Takesure Zhoua and Zeleke Worku  
Mobile devices are friends-in-hand: exploring youths' resistance behaviour  
Academy of Strategic Management Journal. Vol. 18(5), 1-10

Takesure Zhoua and Zeleke Worku  
Predicting Gen-Z consumers' resistance behaviours towards self-service banking innovations  
Journal of Science, Technology, Innovation and Development (in press)

Takesure Zhoua, Richard Shambare and Prof Robert Rugimbana  
Are mobile phones the 21<sup>st</sup>-century addiction?  
African Journal of Business Management Vol. 6(2), 573-57

#### **CONFERENCE PAPERS**

\*Takesure Zhoua, Richard Shambare and Prof Robert Rugimbana  
Employee job-related ethics in the financial sector in Gauteng Province,  
4th IBC, Business School Partners Network, Presented at Victoria Falls, Zambia

\*Takesure Zhoua and Prof Robert Rugimbana  
Motivations for engaging in Corporate Social Responsibility activities by SMEs Microfinance in RSA, 3rd IBC, Business School Partners Network, Presented at Zanzibar Island

\*Takesure Zhoua and Prof Robert Rugimbana  
CSR as a competitive advantage strategy used by community banks in Tshwane, 2<sup>nd</sup> IBC, Business School Partners Network, Presented at Port Elizabeth, RSA

#### **POSTGRADUATE RESEARCH SUPERVISION**

- PhD supervision - Two (2) University of Free State, Department of Business Management (current)
- PhD Supervision – One (1) University of Lusaka, Department of Management, Zambia (current)
- PhD Supervision – One (1) Vaal University of Technology (current)
- Master's supervision at TUT, Monash South Africa, University of Johannesburg, and University of Lusaka
- Honours Supervision – Bachelor of Commerce (Hons) students at the University of Free State, Mancosa and Stadio Higher Learning Education

#### **GRANTS AND AWARDS**

I have, thus far, received the following awards:

- R250 000 Postdoctoral Fellowship award from National Research Foundation (NRF) (Jan-Dec 2021)
- R300 000 bursary from the National Research Foundation (NRF) for PhD studies (2016-2018)
- R90 000 from Tshwane University of Technology Bursary Fund for master's studies (2008-2010)

#### **COMMUNITY INVOLVEMENT**

- Critical Reviewer (Masters and PhD proposals) – University of South Africa
- External Examiner of Masters and PhD theses – Monash South Africa, Unisa, Nelson Mandela University, University of North West, and University of Lusaka
- Research Supervisor (Masters and PhD) at private and public higher education institutions
- Guest Speaker on Strategic Planning for South African Municipal Workers' Union - 2024
- School Governing Board Member (Retief Hoerskool, Kestell)

#### **REFEREES**

- Professor Zeleke Worku, Tshwane University of Technology Business School, Email: [workuz@tut.ac.za](mailto:workuz@tut.ac.za)  
Tel: +27123823050, Cell +27828702758
- Dr Jan Grundling, Tshwane University of Technology, Email: [jangrundling@gmail.com](mailto:jangrundling@gmail.com)  
Cell: 0829081229
- Dr Chido Nyere, Post-Doctoral Research Fellow at the Institute for Pan African Thought and Conversations, University of Johannesburg, Email: [chidonyere@gmail.com](mailto:chidonyere@gmail.com)  
Tel: +27785131061

### Research Profile

Name and Surname	Ethnicity	Gender	Nationality	Highest Qualification	Areas of Specialisation	Other Postgrad Quals	Areas of Specialty	Yrs in Higher Educ	Current Postgraduate Supervision	Completed Postgraduate Supervision	Research Outputs
Takesure Zhoua	A	M	RSA	Doctor of Business Admin (TUT)	Business Management Marketing Strategic Mgmt	Master of Org Leadership BCom (Hons) Postgrad Cert in Educ	Strategic Mgmt Leadership Andragogy	15	PhD x3 (NQF10) Masters x2 (NQF9)	PhD x 0 Masters x 30 Honours x 42	3 x DoE Acctd journals 4 x conferences

### Honours Supervision

Supervision experience at masters	Total current supervision	At which institutions?	Graduates per institution	Total Completed	Qualification supervised	Themes					
2016-2024	2 8 4	UFS Mancosa Stadio	2 20 20	42	BCom (Hons)	Business Mgmt Marketing					

### Master's Supervision

Supervision experience at masters	Total current supervision	At which institutions?	Graduates per institution	Total Completed	Qualification supervised	Themes					
2016-2024	2 0 0 0 0 0 2 0	UFS TUT Monash SA IIE MSA Stadio Univ of Lusaka Univ of Joburg Univ of Namibia	0 5 3 2 8 5 5 2	30	MBA MCom Master of Mgmt	Marketing Strategic Mgmt Entrepreneurship Leadership					

### PhD Supervision

Supervision experience at doctoral level (years)	Total current supervision	At which institutions?	Graduates per institution	Total graduated	Qualification supervised	Themes					
2021-2024	2 1 1	UFS Univ of Lusaka Vaal Univ of Tec	0 0 0	0	PhD BA DBA	Strategic Mgmt Marketing					