**GRADUATE SCHOOL OF BUSINESS LEADERSHIP**

| **Research Focus Area** | Women in Leadership | | |
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| **Short description** | Research focusses on a range of topics within the broader field of women in leadership. Current studies use qualitative research and the intersectional lens, amongst others, and are focussing on gender transformation, workplace bullying and sexual harassment. | | |
| **Supervision Team** | | | |
| **Name** | **Email** | **Academic Profile** | **Capacity** |
| Prof P Mnguni | mngunpp@unisa.ac.za | * PhD, Swinburne University of Technology, Australia, 2008. * Master of Business, Swinburne University of Technology, Australia, 2000. * Master of Arts, University of Melbourne, Australia, 1998. * BA Honours, University of Cape Town, South Africa, 1987. * BAdmin, University of Transkei (Now Walter Sisulu University), South Africa, 1986.   Research interests include women in leadership, workplace bullying and the systems psychodynamics of organisations, leadership and transformation. She is a member of the International Society for the Psychoanalytic Study of Organisations (ISPSO) and The International Association on Workplace Bullying and Harassment (IAWBH). | 2 DBL |
| Dr Elsa Thirion Venter | elsa@markdata.co.za | MA Psychology (Pretoria), MBL (Unisa), D Litt et DPhil Consulting Psychology (Unisa)  Dr. Elsa Thirion-Venter is a professional researcher with an academic background in Business Leadership and Psychology. She is registered as a *Research Psychologist* at the Health Professions Council and she is also a Southern African Marketing Research Association (*SAMRA) Accredited Researcher* (SAR). In 2016 the SAMRA Board conferred *Honorary membership* on her*.* She co-owns a marketing research company based in Gauteng since 1996. She lectures Research Methodology (for MBL) and media research and design psychology (for Masters in Research Psychology). In the past she also lectured statistics (MBA and Masters in Research Psychology) and economics (for MBA). She acts a supervisor and external examiner for MBLs, MBAs, MIBs and DBLs at the SBL (Unisa) and MSA. | 1 DBL |
| **Reading: Subject Field** | | | |
| * Crenshaw, K. W. 1989. Demarginalizing the intersection of race and sex: A Black feminist critique of antidiscrimination doctrine, feminist theory, and antiracist politics. *University of Chicago Legal Forum,* 1**,** 139-168. * Crenshaw, K. W. 1993. Beyond racism and misogyny: Black feminism and 2 Live Crew. *In:* MATSUDA, M. J., LAWRENCE III, C. R., DELGADO, R. & CRENSHAW, K. W. (eds.) *Words that wound: Critical race theory, assaultive speech, and the first amendment* * Davis, K. 2008. Intersectionality as buzzword: A sociology of science perspective on what makes a feminist theory successful. *Feminist Theory,* 9**,** 67–85. * Dlamini J, 2013 The impact of the intersection of race, gender and class on Women CEO's lived experiences and career progression: Strategies for Gender Transformation at Leadership Level in Corporate South Africa. * Littrell, R. & Nkomo, S. M. 2005. Gender differences in leader behaviour preferences in South Africa. *Women in Management Review,* 20**,** 562-580. * Smith, A. N., Watkins, M. B., Ladge, J. J. & Carlton, P. 2018. Interviews with 59 Black Female Executives Explore Intersectional Invisibility and Strategies to Overcome It. Harvard Business School Publishing Corporation. | | | |
| **Reading: Research Methodology** | | | |
| Trafford, V. & Lesham, S. 2012 *Stepping Stones to Achieving your Doctorate: Focusing on Your Viva from the Start,* Berkshire: Open University Press | | | |