

WAYNE VISSER
CURRICULUM VITAE

(Last updated December 2009)



PERSONAL

BACKGROUND

BORN: Bulawayo, Zimbabwe, 17 December 1970

FULL NAME: Wayne Africa Merlin-Tao Visser

NATIONALITY: Dual citizenship (South African and Dutch/EU)

LANGUAGES: English (first language) and Afrikaans/Dutch

CONTACT DETAILS

PRESENT LOCATION: Cambridge, UK

EMAIL: wayne@waynevisser.com

WEBSITE: www.waynevisser.com

EDUCATION

PhD

DEGREE: PhD (Doctor of Philosophy) in Business and Management (specialising in Corporate Social Responsibility)

UNIVERSITY: International Centre for Corporate Social Responsibility, Nottingham University Business School, UK

STUDY PERIOD: 2003-2007.

COURSES: Current Issues in Management, Developing Management Research Seminar Series, Philosophy and Epistemology in Management Research, Qualitative Research Methods, Quantitative Research Methods.

DISSERTATION: Meaning in the Life and Work of Sustainability Managers (Passed Without Corrections).

MSc

MSc (Master of Science) in Human Ecology

UNIVERSITY: Centre for Human Ecology, University of Edinburgh, UK

STUDY PERIOD: 1995-1996.

COURSES: Ecological Ethics & Education, Environmental Economics, Environmental Impact Assessment, Management of Sustainable Development, Principles of Human Ecology, Resource Economics.

DISSERTATION: A Human Ecological Critique of the Financial Sector in the UK (Passed With Special Commendation).

BBUSc

BBUSc (Bachelor of Business Science) in Marketing (Honours)

UNIVERSITY: Business Science Department, University of Cape Town, South Africa.

STUDY PERIOD: 1988-1991.

COURSES: Applied Business Statistics I & II, Business Policy, Commercial Law, Economics I, II, & III, Environment and Structure of Business, Management Accounting, Management of Human Resources, Marketing I, II & III, Marketing Research I & II, Mathematics.

DISSERTATION: Green Marketing: A Retail Case Study.

EMPLOYMENT

FOUNDER & DIRECTOR

ORGANISATION: CSR International, Cambridge, UK.

PERIOD: 2008-present.

FOCUS AREAS: Corporate sustainability & responsibility (CSR), knowledge resources, global networks.

RESPONSIBILITIES: Establishing a new social enterprise, strategic planning, conceiving and guiding the design of a web platform, identifying CSR knowledge resources, brokering partnerships and alliances.

KEY OUTPUTS: Delivery of CSR training (workshops and 'Masterclasses'); an interactive web platform for CSR knowledge and networking, including resources on CSR data, research, knowledge, leaders and blogs.

RESEARCH DIRECTOR, SENIOR ASSOCIATE & DEVELOPMENT ADVISER

ORGANISATION: Cambridge Programme for Sustainability Leadership, University of Cambridge, UK.

PERIOD: 2006-2007 (Research Director), 2008 (Senior Associate), 2009 (Development Advisor), 2009-present (Senior Associate).

FOCUS AREAS: Learning, leadership and change for sustainability; Sustainable economy; Climate change; Sustainable consumption and production; Cross-sector partnerships.

RESPONSIBILITIES: Designing a Masters in Sustainability Leadership; Designing a research strategy; Leading a research programme on leadership, learning and change for sustainability; Overseeing publications; Contributing to organisational strategy design; Delivering lectures and presentations; Acting as internal examiner for the Postgraduate Certificate in Cross-Sector Partnerships.

KEY OUTPUTS: Masters course design; Research papers on sustainable development, sustainability innovation, sustainability learning, and policy dialogue on climate change; Research reports on sustainable economy, sustainable consumption and production, and climate change; Course briefing materials on sustainable development; Course presentations on societal change for sustainability, sustainability managers as champions of change, and research methodology.

PART TIME ACADEMIC ROLES

VISITING PROFESSOR IN CSR, Teaching courses in Business & Society and Corporate Governance as part of the Corporate Responsibility Masters Programme, LaTrobe University, Australia, 2010.

VISITING PROFESSOR IN CSR, Teaching a Business Undergraduate Module on Corporate Social Responsibility, Mannheim University, Germany, 2008-2009.

EXTERNAL EXAMINER: MBA Elective on Sustainable Development, Graduate School of Business, *University of Cape Town*, South Africa, 2007.

EXTERNAL EXAMINER: MPhil Dissertation in Sustainable Development Planning & Management, Sustainability Institute, *Stellenbosch University*, South Africa, 2006.

INTERNAL EXAMINER: Postgraduate Certificate in Cross-Sector Partnerships, Cambridge Programme for Industry, *University of Cambridge*, UK, 2006-2008.

EXTERNAL EXAMINER: Postgraduate Certificate in Sustainable Business, Cambridge Programme for Industry, *University of Cambridge*, UK, 2003-2005.

DIRECTOR: SUSTAINABILITY SERVICES

ORGANISATION: KPMG, Cape Town, South Africa.

PERIOD: 1997-2002.

FOCUS AREAS: Corporate governance; Environmental sustainability; Social responsibility; Sustainability reporting; Stakeholder auditing; Business ethics; Sustainability management; Environmental accounting; Resource economics.

RESPONSIBILITIES: Establishing a consulting practice focused on providing sustainability services to corporate and government clients; Consulting to clients; Managing a team of eight consultants and two administrative staff.

SELECTED CLIENTS: African National Congress (ANC), Anglo American, Business Council for Sustainable Development, Caltex, BHP-Billiton, Eskom, Lafarge, Lonmin, Old Mutual, Sasol, Shell, Standard Bank, Woolworths, WWF.

KEY OUTPUTS (in addition to client reports): Research reports on corporate governance, environmental liabilities, environmental management systems, and sustainability reporting; Conference presentations and client training on sustainability reporting, climate change and environmental management.

FOUNDER/CO-ORDINATOR

ORGANISATION: South African New Economics (SANE), Johannesburg, South Africa.

PERIOD: 1996.

FOCUS AREAS: New economics; Environmental economics; Development economics.

RESPONSIBILITIES: Setting up and co-ordinating the activities of SANE, to promote a socially just and environmentally sustainable economy in South Africa; Editing the newsletter and writing a weekly online economics column.

KEY OUTPUTS: *SANE Society* (quarterly newsletter), *Money Values* (weekly online)

STRATEGY ANALYST

ORGANISATION: Gemini Consulting (CAP Gemini), Johannesburg, South Africa

PERIOD: 1994-1995.

FOCUS AREAS: Benchmarking; Competitor analysis; Customer profiling; Industry profiling; Process mapping; Strategy design.

RESPONSIBILITIES: Leading strategy client teams; Performing strategic analysis and design; Client liaison and presentations; Writing proposals.

LECTURER'S ASSISTANT

ORGANISATION: Business Science Dept., University of Cape Town, South Africa.

PERIOD: 1993.

FOCUS AREAS: Business policy; Marketing.

RESPONSIBILITIES: Tutoring fourth-year Business Science students from the Business Policy and Marketing courses; Assisting the lecturers for these courses.

FINANCIAL CONTROLLER'S ASSISTANT

ORGANISATION: Eurosat, London, UK.

PERIOD: August – December 1992.

FOCUS AREA: Financial control.

RESPONSIBILITIES: Bank reconciliation; Financial analysis.

MANAGEMENT TRAINEE

ORGANISATION: Royal Bank of Canada, Kingston, Canada, 1992.

PERIOD: April – July 1992.

FOCUS AREA: Banking.

RESPONSIBILITIES: Banking customer service; Regional branch performance analysis.

RESEARCH ASSISTANT

ORGANISATION: Douglas Parker Associates, South Africa

PERIOD: 1992.

FOCUS AREA: Market research.

RESPONSIBILITIES: Market data analysis.

OTHER AFFILIATIONS

HONORARY FELLOW, Institute of Green Professionals, USA, 2008-present.

VISITING FELLOW: International Centre for Corporate Social Responsibility (ICCSR), Nottingham University Business School, UK, from 2007.

VISITING RESEARCH FELLOW: Centre for Research into Sustainability, Royal Holloway, University of London School of Management, 2006.

ASSOCIATE CONSULTANT: Future Considerations, UK, 2003-2005.

FELLOW: Centre for Human Ecology (CHE), University of Edinburgh, 1997-2002.

CHAPTER FOUNDER/CO-ORDINATOR: World Business Academy, South African Chapter, 1994-1995.

P U B L I C A T I O N S

BOOKS

Visser, W. (2010 forthcoming) **THE AGE OF RESPONSIBILITY: Decoding the DNA of CSR 2.0**, London: Wiley.

Visser, W. & N. Tolhurst (eds.) (2010 forthcoming) **THE WORLD GUIDE TO CORPORATE SUSTAINABILITY & RESPONSIBILITY**, Sheffield: Greenleaf.

Visser, W. & Cambridge Programme for Sustainability Leadership (2009) **THE TOP 50 SUSTAINABILITY BOOKS**, Sheffield: Greenleaf.

Visser, W. & Cambridge Programme for Sustainability Leadership (2009) **LANDMARKS FOR SUSTAINABILITY: Events and Initiatives that Changed Our World**, Sheffield: Greenleaf.

Visser, W. (2008) **I AM AN AFRICAN: Selected Africa Poems by Wayne Visser**, Coventry: Yourpod.

Visser, W. (2008) **MAKING A DIFFERENCE: Purpose-Inspired Leadership for Corporate Sustainability & Responsibility**, Saarbrücken: VDM.

Visser, W., D. Matten, M. Pohl & N. Tolhurst (eds.) (2007) **THE A TO Z OF CORPORATE SOCIAL RESPONSIBILITY: A Complete Reference Guide to Concepts, Codes and Organisations**, London: Wiley.

Visser, W., M. McIntosh & C. Middleton (eds.) (2006) **CORPORATE CITIZENSHIP IN AFRICA: Lessons from the Past, Paths to the Future**, Sheffield: Greenleaf.

Visser, W. (2005) **BUSINESS FRONTIERS: Social Responsibility, Sustainable Development and Economic Justice**, Hyberabad: ICFAI University Press.

Lundy, G. & W. Visser (2003) **SOUTH AFRICA: Reasons to Believe**, Cape Town: Aardvark Press.

Visser, W. & C. Sunter (2002) *BEYOND REASONABLE GREED: Why Sustainable Business is a Much Better Idea*, Cape Town: Tafelberg Human & Rousseau.

VIDEOS

Visser, W. and Burgin, C. (ed.) (2008) *SIGNPOSTS TO SUSTAINABILITY*, Cambridge: Cambridge Programme for Industry. Based on Visser, W. & Cambridge Programme for Sustainability Leadership (2009) *Signposts to Sustainability*, Sheffield: Greenleaf.

Pennington, S. (ed.) (2002) *LEADERSHIP STYLES: TUSKS OR FANGS?* Johannesburg: Learning Resources, Based on Visser, W. & C. Sunter (2002) *Beyond Reasonable Greed: Why Sustainable Business is a Much Better Idea*, Cape Town: Tafelberg Human & Rousseau.

JOURNALS

Visser, W., M. McIntosh & C. Middleton (eds.) (2005) *CORPORATE CITIZENSHIP IN AFRICA: Special Issue*, *Journal of Corporate Citizenship* 18 (summer).

BOOK CHAPTERS

Findlay-Brooks, R., W. Visser & T. Wright (2009) *CROSS-SECTOR PARTNERSHIP AS AN APPROACH TO INCLUSIVE DEVELOPMENT*, In P. Utting and J.C. Marques (eds.) *Corporate Social Responsibility and Regulatory Governance: Towards Inclusive Development?* URISD/Palgrave Macmillan.

Visser, W. (2008) *CORPORATE SOCIAL RESPONSIBILITY IN DEVELOPING COUNTRIES*, In A. Crane, A. McWilliams, D. Matten, J. Moon & D. Siegel (eds.), *The Oxford Handbook of Corporate Social Responsibility*, Oxford: Oxford University Press, 473-479.

Visser, W. (2007) *REVISITING CARROLL'S CSR PYRAMID: An African perspective*, In A. Crane & D. Matten (eds.), *Corporate Social Responsibility: Three Volume Set*, London: Sage, 195-212.

Visser, W. (2007) *DEVELOPING COUNTRIES*, In W. Visser, D. Matten, M. Pohl & N. Tolhurst (eds.), *The A to Z of Corporate Social Responsibility*, London: Wiley, 154-157.

Visser, W. (2006) *RESEARCH ON CORPORATE CITIZENSHIP IN AFRICA: A ten-year review (1995-2005)*, In W. Visser, M. McIntosh & C. Middleton (eds.), *Corporate citizenship in Africa: Lessons from the past; paths to the future*, Sheffield: Greenleaf, 18-28.

Visser, W., M. McIntosh & C. Middleton (2006) *CORPORATE CITIZENSHIP IN AFRICA: Lessons from the past; paths to the future*, In W. Visser, M. McIntosh & C. Middleton (eds.), *Corporate citizenship in Africa: Lessons from the past; paths to the future*, Sheffield: Greenleaf, 10-17.

- Visser, W. (2006) REVISITING CARROLL'S CSR PYRAMID: An African perspective. In E.R. Pedersen & M. Huniche (eds.), *Corporate Citizenship in Developing Countries*, edited by, Copenhagen: Copenhagen Business School Press, 29–56.
- Bendell, J. & W. Visser (2005) AN AGENDA FOR THE FUTURE OF CSR: Introduction, In *2004 Lifeworth Annual Review of Corporate Responsibility*, London: Lifeworth, 2-6.
- Visser, W. (2005) ARE WE WORLD CLASS IN CORPORATE CITIZENSHIP? How do South African companies measure up? In A. Freemantle, *The Good Corporate Citizen: Pursing Sustainable Business in South Africa*, Johannesburg: Trialogue, 118-123.
- Visser, W. (2004) SUSTAINABLE BUSINESS FUTURES: Setting the global agenda for corporate responsibility and 'ubuntu' capitalism, In B. Bowes, S. Pennington & G. Lundy, *South Africa 2014: The Story Of Our Future*, Johannesburg: South Africa The Good News, 349-351.
- Visser, W. (2004) ECONOMICS: AN ENVIRONMENTAL PERSPECTIVE – Unmasking the myths of the predatory economy, In D. Parry-Davies, *The Enviropaedia: Networking Sustainable Development Solutions*, Simonstown: Eco-Logic Publishing, 54-56.
- Visser, W. & C. Sunter (2002) TOWARDS SUSTAINABLE BUSINESS: Shapeshifting companies from lions into elephants, In *Endangered Wildlife: Business, Ecotourism and the Environment*, Johannesburg: Endangered Wildlife Trust, 136-139.
- Visser, W. (1996) THE FACE OF MANAGEMENT CONSULTING IN SOUTH AFRICA, In *IPM Human Resources Directory and Handbook*, Johannesburg: Institute of Personnel Management, 205-207.

RESEARCH REPORTS

- Visser, W. (ed.) (2007) CAMBRIDGE CLIMATE LEADERS REFERENCE GUIDE: Second Edition, Cambridge: University of Cambridge Programme for Industry.
- Visser, W. (ed.) (2007) CAMBRIDGE CLIMATE LEADERS REFERENCE GUIDE: First Edition, Cambridge: University of Cambridge Programme for Industry.
- Visser, W. (ed.) (2007) SUSTAINABLE CONSUMPTION AND PRODUCTION: A Business Primer, Cambridge: University of Cambridge Programme for Industry.
- Visser, W. (ed.) (2006) SUSTAINABLE ECONOMY DIALOGUE, Cambridge: University of Cambridge Programme for Industry.
- Visser, W. (2004) CORPORATE SUSTAINABILITY IN SOUTH AFRICA: A Ten Year Review, In *2004 KPMG Survey on Integrated Sustainability Reporting in South Africa*, Johannesburg: KPMG.
- Visser, W., B. Coetzee & J. Raimondo (2002) DIRECTORS' SUSTAINABILITY IMPERATIVES: Best Practice Guidelines for Non-financial Matters, Johannesburg: KPMG, IoD & AES.

- Visser, W. (ed.) (2002) 2002 SURVEY OF SUSTAINABILITY REPORTING IN SOUTH AFRICA, Johannesburg: KPMG & University of Witwatersrand.
- Visser, W. (ed.) (2002) ENVIRONMENTAL LIABILITIES: Paying for the Past, Providing for the Future, Johannesburg: KPMG & ACCA.
- Visser, W. (2001) 2001 KPMG SURVEY OF SUSTAINABILITY REPORTING IN SOUTH AFRICA, Johannesburg: KPMG & University of Witwatersrand.
- Visser, W. (2001) RESEARCH AND SURVEY REPORT ON ENVIRONMENTAL ACCOUNTING IN SOUTH AFRICA, Johannesburg: KPMG & IEF.
- Visser, W. (2000) 2000 SURVEY OF SOCIAL AND ENVIRONMENTAL REPORTING IN SOUTH AFRICA, Johannesburg: KPMG, University of Pretoria & ACCA.
- Visser, W. (1999) 1999 SURVEY OF ENVIRONMENTAL REPORTING IN SOUTH AFRICA, Johannesburg: KPMG, University of Pretoria & ACCA.
- Visser, W. (1999) SURVEY OF ENVIRONMENTAL MANAGEMENT SYSTEMS IN SOUTH AFRICA, Johannesburg: KPMG & IoD.
- Visser, W. (ed.) (1998) 1998 SURVEY OF ENVIRONMENTAL REPORTING IN SOUTH AFRICA, Johannesburg: KPMG & University of Pretoria.
- Visser, W. (1997) TOP SOUTH AFRICAN COMPANIES ENVIRONMENTAL SURVEY, Johannesburg: KPMG & IEF.

JOURNAL ARTICLES

- Lockett, A., J. Moon & W. Visser (2006) CORPORATE SOCIAL RESPONSIBILITY IN MANAGEMENT RESEARCH: Focus, nature, salience, and sources of influence, *Journal of Management Studies* 43(1): 115-136.
- Visser, W., C. Middleton & M. McIntosh (2005). CORPORATE CITIZENSHIP IN AFRICA: Introduction, *Journal of Corporate Citizenship* 18 (spring): 18-20.
- Visser, W. (2005) CORPORATE CITIZENSHIP IN SOUTH AFRICA: A review of progress since democracy, *Journal of Corporate Citizenship* 18 (spring): 29-38.
- Bendell, J. & W. Visser (2005) WORLD REVIEW: October-December 2004, *Journal of Corporate Citizenship* 17 (spring): 5-20.
- Visser, W. (2004) THE JOURNEY TO SUSTAINABILITY: True signals amidst the noise, *World Business Academy Viewpoint* 18(7).
- Bendell, J. & W. Visser (2003) WORLD REVIEW: April-June 2003, *Journal of Corporate Citizenship* 11 (autumn): 5-19.
- Visser, W. (2002) SUSTAINABILITY REPORTING IN SOUTH AFRICA, *Corporate Environmental Strategy* 9(1): 79-85.

- Visser, W. (1999) GREENING THE CORPORATES: The transition, local business and sustainable development, *Development Update* 3(1), Special edition: Election 1999: Where have we come from? A balance sheet of the political transition, 65-76.
- Visser, W. & A. Macintosh (1998) A SHORT REVIEW OF THE HISTORICAL CRITIQUE OF USURY, *Accounting, Business & Financial History* 8(2): 175–89.
- Visser, W. (1997) AFROCENTRIC BUSINESS IN SOUTHERN AFRICA, *World Business Academy Perspectives* 11(3): 83-91.
- Visser, W. (1995) HOLISM: A new framework for thinking about business, *New Perspectives* 7: 41-43.

RESEARCH PAPERS

- Findlay-Brooks, R., W. Visser & T. Wright (2007) CROSS-SECTOR PARTNERSHIP AS AN APPROACH TO INCLUSIVE DEVELOPMENT, *Cambridge Programme for Industry Research Paper Series 4*, University of Cambridge.
- Adey, M. & W. Visser (2007) A NEW MODEL OF BUSINESS-GOVERNMENT POLICY DIALOGUE ON SUSTAINABILITY: The Case of the Corporate Leaders Group on Climate Change, *Cambridge Programme for Industry Research Paper Series 3*, University of Cambridge.
- Blowfield, M., W. Visser & F. Livesey (2007) SUSTAINABILITY INNOVATION: Mapping the Territory, *Cambridge Programme for Industry Research Paper Series 2*, University of Cambridge.
- Visser, W (2007) CORPORATE SUSTAINABILITY AND THE INDIVIDUAL: A Literature Review, *Cambridge Programme for Industry Research Paper Series 1*, University of Cambridge.

MAGAZINE ARTICLES

- Visser, W. (2008) CHANGE AGENTS: Happiness is about Making Things Better, *Ethical Corporation*, November.
- Visser, W. (2008) RESPONSABILIDAD SOCIAL EN TIEMPOS DE CRISIS FINANCIERA, *Responsabilidad Social*, Año 2, Numero 16, Noviembre.
- Courtice, P. & W. Visser (2007) EVOLUTION AND REVOLUTION: Adapting to a new world, *Ethical Corporation Business education special report 2007*: 34.
- Visser, W. (2007) DRIVERS OF CSR IN DEVELOPING COUNTRIES: The New Thinking, *Effective Executive* (Sep): 55-58.
- Courtice, P., J. Porrit & W. Visser (2006) WHAT A SUSTAINABLE ECONOMY WOULD LOOK LIKE, *Ethical Corporation* (Nov): 38-40.
- Visser, W. (2005) SPIRITUALITY IN THE WORKPLACE, Interview for a special issue on Spirituality in Management, *Effective Executive* (Sep): 21-26.

- Visser, W. (2004) CORPORATE SUSTAINABILITY CHALLENGES & SOCIAL RESPONSIBILITIES, *Frist Evangelical Church Association (China) Bulletin* 21 (Dec): 16-20.
- Visser, W. (2004) FIVE CORPORATE SUSTAINABILITY CHALLENGES THAT REMAIN UNMET, *Ethical Corporation* 31 (Jul): 48-51.
- Visser, W. (2003) MEANING, WORK AND SOCIAL RESPONSIBILITY, *Positive Living Online* (Sep).
- Visser, W. (2003) CORPORATE RESPONSIBILITY IN A DEVELOPING COUNTRY CONTEXT, *Ethical Corporation* 20 (Aug): 32-34.
- Visser, W. (2003) IN SEARCH OF BUSINESS OF THE ELEPHANT TRAIL, *Namaste* 21 (Jul/Aug): 16-19.
- Visser, W. (2003) THE CORPORATE BATTLE FOR HEARTS AND MINDS, *Ethical Corporation Online* (6 Apr).
- Visser, W. (2002) FINANCE - THE CUTTING EDGE OF SUSTAINABILITY, *Environment Today* 2: 31.
- Visser, W. (2002) CAN WE SURVIVE THE FUTURE? Only if business shapeshifts from lions into elephants, *Namaste* 19 (Sep/Oct): 13-15.
- Visser, W. (2002) TEN PREDICTIONS FOR A SUSTAINABLE FUTURE FOR BUSINESS, *Ethical Corporation Online* (6 Sep).
- Visser, W. & C. Sunter (2002) BEYOND REASONABLE GREED, *Accountancy SA* (Sep): 3-5.
- Visser, W. (2002) CAN BUSINESS SURVIVE AND THRIVE BY TRADING IN ITS FANGS FOR TUSKS? *Facets World* (Summit edition): 3.
- Visser, W. (2002) TREE OF LIFE, *Namaste* 17 (May/Jun): 6-9.
- Visser, W. & J. Jones (2002) THE NEW DEAL ON CLIMATE CHANGE: Symbol of a progress towards a sustainable future, *ReSource* 4(1): 15-17.
- Visser, W. (2002) ENVIRONMENTAL AUDITING COMES OF AGE, *KPMG's Government Perspectives* (Feb): 4.
- Visser, W. (2001) CAN WE CHANGE THE FUTURE? Climate change as a case in point, *ReSource* 3(4):10-11.
- Visser, W. (2001) CONNECTING EARTH AND SKY, *Namaste* 14 (Nov/Dec): 14-17.
- Visser, W. (2001) NEW FRONTIERS IN ENVIRONMENTAL SCIENCE: Towards an understanding of the emerging discipline of para-ecology and the phenomenon of eco-kinesis, *Namaste* 12 (Jul/Aug): 28-30.

- Visser, W. (2001) DON'T COP OUT ON CLIMATE CHANGE: When Environment Meets Finance, *ReSource* 3(3): 13-14.
- Visser, W. (2000) GEARING UP FOR THE NEW FINANCIAL MARKET IN AIR POLLUTION CREDITS, *ReSource* 2(4): 38-40.
- Visser, W. (2000) FACING THE ENVIRONMENTAL LEGACIES OF PAST CORPORATE SINS: Understanding environmental liabilities, *Msafiri* 31 (May-Jul): 80.
- Visser, W. (1998) GRASSROOTS ECOLOGICAL ECONOMICS IN SOUTH AFRICA, *The Ecological Economics Bulletin* 3(4): 6-9.
- Visser, W. (1998) ACCOUNTING FOR THE FUTURE, ADDRESSING THE PAST: Understanding environmental liabilities, *Accountancy and Finance Update* 3(5): 13-16.
- Visser, W. (1998) MAKING GREEN ISSUES COUNT: The trend of environmental accounting, *Accountancy* (Jun): 21-22.
- Visser, W. (1998) ENVIRONMENT IS A PRIORITY FOR SA'S TOP COMPANIES BUT WHO BELIEVES IT? *Earthyear* 17 (Jun): 8.
- Visser, W. (1998) PRODUCTIVITY THROUGH INTERDEPENDENCE: Heeding the lessons of nature, *Earthyear* 17 (Jun): 64-66.
- Visser, W. (1997) FINANCIAL MARKET REFORM: Beyond the rollercoaster economy, *SANE Society* 1(4): 5.
- Visser, W. (1997) ECO-LIVING: Insights from a Scottish odyssey, *Odyssey Magazine* 21(1): 31-34.
- Visser, W. (1997) APPROPRIATE GROWTH FOR THE THIRD WORLD, *SANE Society* 1(2): 2.
- Visser, W. (1996) CAN WITH WORLD WORK WITHOUT INTEREST? Questioning the ethics and economics of usury, *Odyssey* 20(4): 38
- Visser, W. (1994) NEW PARADIGMS IN BUSINESS: The power of perception, *Human Resource Management* 10(9): 17-19.
- Visser, W. (1994) SEMCO: Maverick of the corporate world, *New Paradigms* (Oct): 7-8.
- Visser, W. (1994) CLOSE ENCOUNTERS OF THE 'REAL WORLD' KIND: A graduate's perspective on working life, *Careering* 4(3): 15.
- Visser, W. (1994) COMMUNITY BUSINESS, *Odyssey* 17(5): 42-43.
- Visser, W. (1994) BEYOND THE INFORMATION AGE: In search of new images of the future, *New Paradigms* 4: 9-12.

- Visser, W. (1992) LESSONS FROM CANADA, *Through Different Eyes* (an AIESEC International publication).
- Visser, W. (1992) SUSTAINABLE DEVELOPMENT: The key to our future, *Odyssey* 16(5): 36.
- Visser, W. (1992) A PERSPECTIVE ON THE EARTH SUMMIT, *Odyssey* 16(5): 38.
- Visser, W. (1991) FROM 'APARTHEID' TO 'A PARTHEID' IN AFRICA (ON RETURN FROM ALDS IN KENYA), *AIESEC National Magazine*.
- Visser, W. (1991) SEEKING THE GOLDEN THREAD IN AIESEC, *AIESEC National Magazine*.
- Visser, W. (1991) MORE THAN JUST A TICKET, *Careering* 1(1): 10-11.
- Visser, W. (1991) Diary of Japan, *Contact* (Feb): 1.

NEWSPAPER ARTICLES

- Visser, W. (2009) THE ELEPHANT: An Icon of a New Style of Leadership, *The South-Asia Life and Times*, May-June.
- Visser, W. (2001) BUSINESS MUST 'SHAPESHIFT' IF IT WANTS TO MAKE GOOD MONEY, *Sunday Times Business Times* (21 Jul).
- Visser, W. (2000) COMPANIES MUST BUCKLE UP FOR CLIMATE CHANGE, *Sunday Times Business Times* (17 Dec): 10.
- Visser, W. (2000) FOULING THE AIR ON CONTROLLING WORLD POLLUTION, *Sunday Times Business Times* (8 Oct): 16.
- Visser, W. (2000) SINKING ETHICAL ROOTS INTO GROUND OF BUSINESS, *Sunday Times Business Times* (18 Jun): 24.
- Visser, W. (1998) WILL 'GREEN' BUSINESS STAND UP AND BE COUNTED? *Cape Times*, 6.

THINK PIECES

- Visser, W. (2008) THE LONG TAIL OF CORPORATE SOCIAL RESPONSIBILITY, *CSR Inspiration Series*, No. 5.
- Visser, W. (2008) CSR MYTHS: Popular Misconceptions on Corporate Sustainability and Responsibility, *CSR Inspiration Series*, No. 4.
- Visser, W. (2008) CSR DRIVERS: The Forces Shaping Corporate Sustainability and Responsibility, *CSR Inspiration Series*, No. 3.
- Visser, W. (2008) CSR CHANGE AGENTS: Experts, Facilitators, Catalysts and Activists, *CSR Inspiration Series*, No. 2.

Visser, W. (2008) CSR 2.0: The new era in Corporate Sustainability and Responsibility, *CSR Inspiration Series*, No. 1.

BOOK REVIEWS

Visser, W. (2009) STAKEHOLDER POLITICS (R. Boutilier, Greenleaf), Book Review, *Ethical Performance* 11(2): 9.

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Visser, W. (2008) MULTINATIONALS IN THEIR COMMUNITIES: A Social Capital Approach to Corporate Citizenship Projects (I.W. Jones, M.G. Pollitt & D. Bek, Palgrave Macmillan), Book Review, *Ethical Performance* 10(1): 9.

Visser, W. (2007) BUSINESS SOLUTIONS FOR THE GLOBAL POOR: Creating Social and Economic Value (eds.: V.K. Rangan, J.A. Quelch, G. Herrero, B. Barton (eds.), Jossey-Bass), Book Review, *Ethical Performance* 9(4): 10.

Visser, W. (2007) THE ICCA HANDBOOK ON CORPORATE SOCIAL RESPONSIBILITY (eds.: N. Pohl, J. Hennigfeld & N. Tolhurst, Wiley), Book Review, *Ethical Performance* 8(8): 10.

Visser, W. (2006) RESPONSIBLE INVESTMENT (eds.: R. Sullivan & C. Mackenzie, Greenleaf), Book Review, *Ethical Performance* 8(1): 10.

Visser, W. (2005) CORPORATIONS AND THE PUBLIC INTEREST: Guiding the Invisible Hand (S. Lydenberg, Berrett Koehler), Book Review, *Ethical Performance* 7(7): 10.

Visser, W. (2005) BUSINESS FOR DEVELOPMENT: Business Solutions in Support of the Millennium Development Goals (WBCSD), Report Review, *Ethical Performance* 7(5): 10.

P R E S E N T A T I O N S

COURSES

CSR, MARKETING AND PUBLIC RELATIONS, 1 day, British Council, Eurasia Partnership Foundation, UNDP/Global Compact, Baku, Azerbaijan, 23 November 2009.

CSR, MARKETING AND PUBLIC RELATIONS, 2 days, British Council, Eurasia Partnership Foundation, UNDP/Global Compact, Tbilisi, Georgia, 19-20 November 2009.

CSR, MARKETING AND PUBLIC RELATIONS, 2 days, British Council, Eurasia Partnership Foundation, UNDP/Global Compact, Yerevan, Armenia, 16-17 November 2009.

CREATING CHANGE THROUGH CSR, 1 day, Institute for Corporate Responsibility Management, Steinbeis University, Berlin, 14 November 2009.

INTERNATIONAL PERSPECTIVES ON CSR, 1 day, Institute for Corporate Responsibility Management, Steinbeis University, Berlin, 14 November 2009.

CSR THEORY AND PRACTICE, 1 day, Institute for Corporate Responsibility Management, Steinbeis University, Berlin, 13 November 2009.

CREATING CHANGE THROUGH CSR, 1 day, CSR International, London, 6 April 2009.

CSR IN AN INTERNATIONAL CONTEXT, 1 day, CSR International, London, 5 April 2009.

INTRODUCTION TO CSR THEORY AND PRACTICE, 1 day, CSR International, London, 4 April 2009.

CORPORATE SOCIAL RESPONSIBILITY, Undergraduate Business Module, 4 days, Manheim University, Manheim, Germany, 8-9, 15-16 May 2009.

CREATING CHANGE THROUGH CSR, 1 day, CSR International, London, 27-28 March 2009.

CSR IN AN INTERNATIONAL CONTEXT, 1 day, CSR International, London, 27-28 February 2009.

INTRODUCTION TO CSR THEORY AND PRACTICE, 1 day, CSR International, London, 23-24 January 2009.

CORPORATE SOCIAL RESPONSIBILITY, Undergraduate Business Module, 4 days, Manheim University, Manheim, Germany, 11-12, 18-19 April 2008.

CORPORATE SOCIAL RESPONSIBILITY: Strategic Benefits for Business, CSR Master Class, 1 day, Eurasia Partnership Foundation, Baku, Azerbaijan, 29 April 2008.

ENVIRONMENTAL RESOURCE ECONOMICS, Pre-conference Course, 2 days, *International Association for Impact Assessment (IAIA-sa) Annual Conference*, Drakensberg, South Africa, September 1998.

LECTURES

CSR 2.0: THE FUTURE OF CSR, CSR Academy, The Netherlands, 3 December 2009.

SUSTAINABLE DEVELOPMENT CHANGE AGENTS, Postgraduate Certificate in Sustainable Business, Cambridge Programme for Sustainability Leadership, *University of Cambridge*, UK, 18 September 2009.

HOW DOES CHANGE HAPPEN? Postgraduate Certificate in Sustainable Business, Cambridge Programme for Sustainability Leadership, *University of Cambridge*, UK, 1 May 2009.

RESPONSIBLE BUSINESS IN DEVELOPING COUNTRIES, Chevening Fellow Programme in Responsible Business, *Nottingham University*, UK, 20 February 2009.

THE CHANGING ROLE OF THE SUSTAINABLE DEVELOPMENT PROFESSIONAL, Postgraduate Certificate in Sustainable Business, Cambridge Programme for Industry, *University of Cambridge*, UK, 23 September 2008.

CSR: CONCEPTS, CHALLENGES AND RESPONSES, MBA, MBE and Undergraduate Business Programmes, *University of Anahuac*, Mexico, 8 September 2008.

HOW DOES CHANGE HAPPEN? THE SOCIETAL AND SECTORAL SYSTEMS LEVEL, Postgraduate Certificate in Sustainable Business, Cambridge Programme for Industry, *University of Cambridge*, UK, 9 May 2008.

PROGRAMME ASSIGNMENTS AND RESEARCH, Postgraduate Certificate in Sustainable Business, Cambridge Programme for Industry, *University of Cambridge*, UK, 9 May 2008.

THE CHANGING ROLE OF THE SUSTAINABLE DEVELOPMENT PROFESSIONAL, Postgraduate Certificate in Sustainable Business, Cambridge Programme for Industry, *University of Cambridge*, UK, 19 October 2007.

HOW DOES CHANGE FOR SUSTAINABILITY HAPPEN, Postgraduate Certificate in Sustainable Business, Cambridge Programme for Industry, *University of Cambridge*, UK, 12 May 2007.

RESEARCH METHODOLOGY AND ASSIGNMENTS, Postgraduate Certificate in Sustainable Business, Cambridge Programme for Industry, *University of Cambridge*, UK, 12 May 2007.

RESPONSIBLE BUSINESS IN DEVELOPING COUNTRIES, Chevening Fellow Programme in Responsible Business, *Nottingham University*, UK, 12-13 March 2007.

PURPOSE INSPIRED LEADERSHIP, Community Enterprise Masters, *University of Cambridge*, UK, 11 January 2007.

CORPORATE SOCIAL RESPONSIBILITY IN AFRICA, MA in CSR Class, *Nottingham University*, UK, 8 December 2006.

THE CHANGING ROLE OF THE SUSTAINABLE DEVELOPMENT PROFESSIONAL, The Prince of Wales's Business and the Environment Programme, Cambridge Programme for Industry, *University of Cambridge*, UK, 9 November 2006.

SUSTAINABILITY AND PERSONAL CHANGE, Postgraduate Certificate in Sustainable Business, Cambridge Programme for Industry, *University of Cambridge*, UK, 15 September 2006.

UNDERSTANDING SYSTEMS CHANGE, Postgraduate Certificate in Sustainable Business, Cambridge Programme for Industry, *University of Cambridge*, UK, 12 May 2006.

RESEARCH METHODS, Postgraduate Certificate in Sustainable Business, Cambridge Programme for Industry, *University of Cambridge*, UK, 12 May 2006.

CORPORATE RESPONSIBILITY IN DEVELOPING COUNTRIES, Chevening Fellow Programme in Responsible Business, *Nottingham University*, UK, 20-24 March 2006.

SUSTAINABILITY MANAGERS AS CHAMPIONS OF CHANGE? Postgraduate Course on Sustainable Business, *Cambridge University*, UK, 10 June 2005.

CORPORATE SOCIAL RESPONSIBILITY IN AFRICA, MA Course in CSR, Business School, *Nottingham University*, UK, 19 November 2004.

REQUIREMENTS FOR SUSTAINABLE BUSINESS, MBA Course, *University of Rhodes*, South Africa, October 2002.

ENVIRONMENTAL ACCOUNTING AND REPORTING, BSc Chemical Engineering Course, *University of Stellenbosch*, South Africa, August 2001.

ENVIRONMENTAL MANAGEMENT SYSTEMS, MSc Environmental & Geographical Science Course, *University of Cape Town*, South Africa, August 2001.

ENVIRONMENTAL MANAGEMENT TOOLS, MSc Environmental & Geographical Science Course, *University of Cape Town*, South Africa, July 2000.

ENVIRONMENTAL AUDITING, Certificate Course in Environmental Health, *Cape Technikon*, South Africa, February 2000.

ENVIRONMENTAL AUDITING, ACCOUNTING AND REPORTING, Certificate Course in Environmental Health, *Cape Technikon*, South Africa, July 1999.

ENVIRONMENTAL MANAGEMENT AND AUDITING, Postgraduate Course in Integrated Environmental Management, *University of Cape Town*, South Africa, July 1999.

ENVIRONMENTAL MANAGEMENT SYSTEMS, MSc Environmental & Geographical Science Course, *University of Cape Town*, South Africa, February 1999.

CONFERENCE CHAIRING

SESSION CHAIR: BUSINESS IN SOCIETY, THE CLIMATE CHANGE PARADIGM AND IMPLICATIONS FOR ORGANISATIONAL CHANGE, *European Academy for Business in Society (EABIS) 7th Annual Colloquium*, Cranfield, UK, 11-12 September 2008.

TRACK CHAIR: LEGAL ISSUES, SOCIAL RESPONSIBILITY, ETHICS AND VALUES, *International Academy for African Business & Development (IAABD) Annual Conference*, Accra, Ghana, 24-27 May 2006.

WORKSTREAM CHAIR: CSR IN AFRICA, *International Centre for Corporate Social Responsibility (ICCSR) Interdisciplinary Research Conference*, Nottingham, UK, 22-23 October 2004.

CONFERENCE CHAIR, *KPMG Global Sustainability Services Annual Conference*, Rome, Italy, 20-23 September 2004.

CONFERENCE CHAIR, *Corporate Social Responsibility Conference*, Johannesburg, South Africa, November 2003.

CONFERENCE PAPERS

THE FUTURE OF CSR, 7th *International Conference on CSR*, COMPITE, Mexico City, Mexico, 9 October 2009.

CSR AND THE FINANCIAL CRISIS, *NETWORK Conference*, Bangkok, Thailand, 7 November 2008.

IS CSR MEETING SOCIAL NEEDS? *Goodenough College Meeting Social Needs Conference*, London, UK, 25 October 2008.

CRITICAL ISSUES IN CSR: An International Perspective, *The G8 & G5 Heiligendamm Dialogue Process*, Mexico City, Mexico, 23 October 2008.

CSR RESEARCH CHALLENGES & CAREER GUIDANCE, *European Academy for Business in Society (EABIS) PhD Conference*, Ashfield, UK, 13 September 2008.

CSR 2.0: The Future of CSR, *IDEARSE Conference*, Mexico City, Mexico, 9 September 2008.

THE EVOLUTION OF CORPORATE SUSTAINABILITY & RESPONSIBILITY, *KPMG Launch Event for The A to Z of CSR*, Johannesburg, 24 June 2008.

CSR 2.0: The Evolution of Corporate Sustainability & Responsibility, *Net Impact Europe Conference on Sustainable Prosperity*, 12-14 June 2008.

SUSTAINABLE DEVELOPMENT: Achieving Long Term Achievable Results for Your Company, *China Europe International Business School (CEIBS) Conference on Responsible Competitiveness in China Through CSR*, Shanghai, 2-3 June 2008.

THE EVOLUTION OF CORPORATE SUSTAINABILITY & RESPONSIBILITY, *Cambridge Launch Event for The A to Z of CSR*, Cambridge, 23 May 2008.

THE BUSINESS CASE FOR CORPORATE SOCIAL RESPONSIBILITY, *Eurasia Partnership Foundation Reception Event*, Baku, Azerbaijan, 28 April 2008.

THE A TO Z OF CORPORATE SOCIAL RESPONSIBILITY, *Inter-American Development Bank Conference on Corporate Social Responsibility*, Guatemala City, Guatemala, 9-11 December 2007.

THE PURPOSEFUL AMBASSADOR: How to Make a Meaningful Difference, *Interface Sustainability Ambassadors Workshop*, UK, 2 December 2007.

PURPOSE INSPIRED LEADERSHIP, *European Academy for Business in Society (EABIS) 6th Annual Colloquium*, Barcelona, Spain, 20-21 September 2007.

INNOVATION FOR SUSTAINABILITY: Mapping the Territory, *Corporate Responsibility Research Conference 2007*, University of Leeds, UK, 15-17 July 2007.

PURPOSE INSPIRED LEADERSHIP, *Great Place to Work Best Practice Forum*, London, UK, 27 June 2007.

LEADERS AS AGENTS OF CHANGE, *HSBC Graduate Training Programme*, London, UK, 21 April 2006.

CORPORATE RESPONSIBILITY IN SOUTH AFRICA IN THE TEN YEARS SINCE DEMOCRACY, *International Academy for African Business & Development (IAABD) Annual Conference*, Dar Es Salaam, Tanzania, 6-9 April 2004. (Judged Best Paper on Legal Issues, Social Responsibility, Ethics and Values).

THE EMERGENCE OF CORPORATE CITIZENSHIP IN SOUTH AFRICA, *International Centre for Corporate Social Responsibility (ICCSR) Interdisciplinary Research Conference*, Nottingham, UK, 22-23 October 2004.

THE JOURNEY TO SUSTAINABILITY: True Signals Amidst the Noise (with Catherine Gray), *World Business Academy Global Mind Change Forum*, Santa Barbara, USA, March 2004.

MEANING IN LIFE AND CORPORATE SOCIAL RESPONSIBILITY, *The Soul of Business in South Africa Qualitylife Conference*, Johannesburg, South Africa, March 2004.

CORPORATE SOCIAL RESPONSIBILITY AND PERSONAL MEANING IN LIFE, *European Business Ethics Network (EBEN) Conference*, Budapest, Hungary, August 2003.

AN ACCOUNTING PROFESSION'S PERSPECTIVE ON THE GLOBAL REPORTING INITIATIVE'S 2002 SUSTAINABILITY REPORTING GUIDELINES, *GRI Sustainability 2002 Reporting Guidelines Launch Event*, World Summit on Sustainable Development, Johannesburg, South Africa, September 2002.

ENVIRONMENTAL LIABILITIES, *Legal Resources Centre Event*, World Summit on Sustainable Development, Johannesburg, South Africa, September 2002.

ENVIRONMENTAL, HEALTH AND SAFETY ASPECTS OF THE KING REPORT ON CORPORATE GOVERNANCE, *KPMG public seminar*, Johannesburg, South Africa, August 2001.

CLIMATE CHANGE: How Business is Responding, *Forum for Economics & Environment Conference*, Johannesburg, South Africa, October 2000.

ANALYSING ENVIRONMENTAL LIABILITIES, PROVISIONS, ACCOUNTING AND REPORTING, *Regulation in the Mining Industry IIR Conference*, Johannesburg, South Africa, February 2000.

GLOBAL ENVIRONMENTAL IMPERATIVES, *EMS in Mining 1999 IIR Conference*, Johannesburg, South Africa, October 1999.

SOCIAL AND ETHICAL ACCOUNTING, AUDITING AND REPORTING, *Corporate Community Development 1999 ICM Conference*, Johannesburg, South Africa, August 1999.

TRENDS IN ENVIRONMENTAL MANAGEMENT, *National Occupational Safety Association (NOSA) Annual Conference*, Sun City, South Africa, June 1999.

MAKING THE ENVIRONMENT COUNT: Environmental Accounting as a New Management Tool, *International Association for Impact Assessment (IAIA-sa) Annual Conference*, Drakensberg, South Africa, September 1998.

CHANGES NEEDED TO ENVIRONMENTAL MANAGEMENT FOR ORGANISATIONAL AND NATIONAL GROWTH, *National Occupational Safety Association (NOSA) Annual Conference*, Sun City, South Africa, May 1998.

PROFESSIONAL TRAINING RECEIVED

GLOBAL SELLING SKILLS, Johannesburg, South Africa, The Richardson Company, 2001.

PROJECT MANAGEMENT, Johannesburg, South Africa, KPMG, 2000.

MANAGEMENT DEVELOPMENT, Johannesburg, South Africa, KPMG, 1999.

ENVIRONMENTAL AUDITING, Cape Town, South Africa, Eagle Environmental / Herr Organisation, 1998.

UNDERSTANDING SABS ISO 14001, Certificate (with Distinction), Cape Town, South Africa, South African Bureau of Standards (SABS), 1997.

UNDERSTANDING RSA'S ENVIRONMENTAL AND LEGAL ISSUES, Certificate (with Distinction), Durban, South Africa, South African Bureau of Standards (SABS), 1997.

STRATEGY ANALYST SKILLS, Boston MA., USA, Gemini Consulting, 1994.

BASIC CONSULTING SKILLS, Paris, France, Gemini Consulting, 1994.

EXTRAMURAL INTERESTS

TRAVEL: Most of my travel has been linked to work, and I always like discovering new countries or cities. So far, I have visited: Austria, Azerbaijan, Belgium, Botswana, Canada, China, Egypt, Finland, France, Germany, Ghana, Guatemala, Hungary, Italy, Japan, Kenya, Mexico, Mozambique, Namibia, Netherlands, Norway, Portugal, Romania, South Africa, Spain, Swaziland, Switzerland, Tanzania, Thailand, United Kingdom, USA, Zambia and Zimbabwe.

POETRY: Writing poetry is probably the main way I express myself creatively. I post all my poetry (over 300 poems) on www.waynevisser.com/poetry.htm, grouped into ten themes: Africa, business, cycles, inspiration, love, musings, nature, people, places and spirit.

ART: I am a great appreciator of art, and occasionally do a bit of painting and sketching myself, which is featured on www.waynevisser.com/art.htm. My favourite period and personal style is probably impressionism.

NATURE: I enjoy getting out into nature, from parks and forests, to beaches and bushveld. Favourite spots are probably Victoria Falls in Zimbabwe, Knysna lagoon in South Africa, the Nile temples of Egypt and the redwood forests of California.