

CURRICULUM VITAE

FOR

ALAN AUBREY FRITZ

Just in time manufacturing principles
EQFM (European Quality Foundation)
Ballridge model for quality
South African Quality Foundation
Productivity Institute

PROFILE

I am dynamic, disciplined and thorough with excellent interpersonal communication skills and Business acumen.

I have a wide range of Executive experience, Human Resources Management, Manufacturing, Logistics, Marketing and Corporate affairs at a senior level focussing on:

- Strategic Planning
- Labour Relations,
- Personnel Management,
- Organisational development,
- Human Resources Development
- Change Management
- Process re-engineering exercises
- Board of Trustee of Medical Aid and Pension Funds
- Healthcare Administration
- Brand management
- Distribution management
- PR and Media
- Marketing and communication
- Logistics Management

My strong interpersonal skills make me a valuable team player,

- Motivated, performance driven individual that will contribute to strategic thinking and goals
- Dedication to the highest standard on every task I perform.
- Capability and confidential to apply innovative concepts to enhance organisational effectiveness
- Ability to work under pressure accurately and effectively.

Career History

Mercedes of South Africa

1981-1983

Designation: Commercial Vehicle Manufacturing Quality Controller

Main Duties –

Reporting to Quality Assurance Manager
Quality/ Specification checks of all trucks despatch to truck Dealerships throughout South African
Customs Union Compliance of production processes to DCAG quality standards.

1983-1986

Designation: Product Audit

Main duties

- Reporting to Quality Assurance Manager
- Perform detail sample audit of commercial vehicles produced by the manufacturing plant collect data, field test and customer complaints
- feedback into the production quarterly council forum meetings.

1996-2001

**Designation: Divisional Head Human Resources
DaimlerChrysler Head office Pretoria**

Main Duties –

Reporting to Chief Executive Officer and Chairman of the Board
Responsible for all Human Resources activities:

- DaimlerChrysler Dealer Network,
- Subsidiaries of DaimlerChrysler
- ADTRANZ Rail Network, (New name Bombardier known for the Gautrain Project)
- European Aeronautical Defence and Space company (EADS),
- Eurocopter

2002- 2005

Designation: Marketing & Communication Head Freightliner, Mitsubishi & Western Star Trucks

Main Duties

- Designing Marketing communications
- Marketing promotions
- Advertising
- Communication to all clients and prospective clients
- Strategic Planning
- Labour Relations,
- Personnel Management,
- Organisational development,
- Human Resources Development
- Change Management
- Process re-engineering exercises
- Performance Management
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Distributed National Inventory(Logistics) Project Leader 2003

Main duties

Reporting to Divisional Manager

- Design Human Resources process that will underpin the implementation of the strategic imperatives of Distributed National Inventory and Project
- inventory.
- Key deliverables re-design of key processes
- systems follow by organisational design,
- changed management activities.
- Legal framework for managing labour transfers from legal entities
- re –alignment of positions and internal Dealer movement of personnel

Senior HR Executive MBSA Parts Division 2004

Main Duties

Reporting: General Manager

Responsibilities:

Personnel (Recruitment and selection)

Human Resources Development

Employee wellness

Labour Relations

Change Management

Compensation and benefit Management

Performance Management

Accountability and responsibility for developing Healthcare Scenario and Strategic Planning for Medshield. Cascading and integrating the corporate and divisional planning. Developing the scorecards and organisational dashboards. Manage the business Research and Development, Product development and Strategic Project Implementation.

Implementation of the business Merger and Acquisition strategy to support the organic growth strategies.

LEISURE INTEREST

Manufacturing projects(auto industry)
Sales Coaching and Brand development strategies
I have a keen interest in Rugby, football and cricket
President of Swimming South Africa
Past Chairman of Sutherland High School Governing Body
Past Chairman Of Incentamed Board
Past Chairman of Falako Investment Holdings
Social up-liftment programmes through NGO's
Motorsport
Gardening
Environmental programmes
Chairperson of SASCOC's Remuneration Committee
Member of the SASCOC's Audit Committee
Board Member of University of Pretoria's Soccer team

REFERENCES

Johan Evertse Vice-President HR and Director
082 560 2097 Mercedes Benz South Africa

Ian Russel Labour Consultant and Past Member of the board Management
082 774 6692 Mercedes Benz South Africa

Gideon Sam Past President South African Sport and Olympic Confederation
0823310009

Bernd Weidner International HR Manager Stuttgart Mercedes Benz
Number available on request

Dr Sam Ramsamy International Olympic Committee Member (IOC) 0829903302

Dr Bernard Slabbert Vice-Chairman of the Board BESTmed
Number available on request

Andrew Schwulst Chief Executive Liberty Health
083719 3505

Thonashan Naidoo Chief Executive Medshield Medical Scheme

Manifesto of Alan Fritz
Organisational Renewal and Modernisation
A time of Leadership not Rulers



Introduction to your candidate:

- Alan Fritz is a **highly experienced sports leader and corporate executive** with a strong background in Leadership, Strategy, Sales and Marketing as well as Human Resources.
- He is seasoned **Counsellor and Top Management Coach**, who has **travelled the widely in the world doing benchmarking exercises** to bring excellence and best practice to organisations he serves.

Corporate Experience:

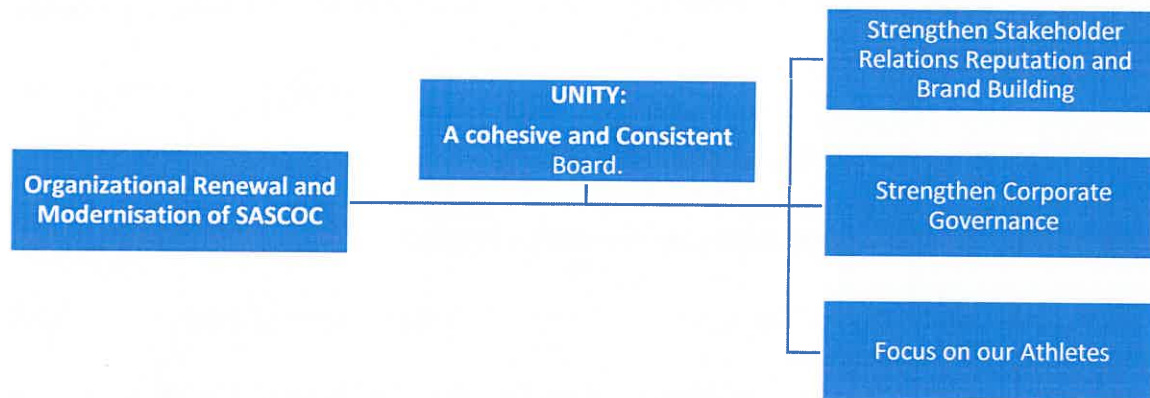
Alan has held many corporate positions with some of the renowned brand is South Africa including but not limited to the following:

- **Human Resources and Project Management Executive** at Mercedes Benz and DaimlerChrysler
- **Chief Executive Officer** of Sanlam Healthcare Distribution Services, Marketing,
- **Chief Operating Officer** of Bestmed Medical Scheme,
- And is currently serving as the Executive responsible for Strategy and Planning at Medshield Medical Scheme.

Sports Experience:

- He is a has been involved in sport administration, in particular swimming, rugby, cricket and netball since 1978. He has served in many roles as founder of a sports club, a swimming coach, general secretary, treasure and now as the President of Swimming South Africa.
- His journey to his current position in swimming is colourful tapestry of not only struggle sports administrator but a transformative moderniser. Below is a glimpse of his illustrious career:
 - Founding member of and coach John Bisseker Rugby Football, Cricket and Netball Clubs, and served Piranhas Aquatic Club as coach, General Secretary and Treasurer
 - Served Amateur Swimming Association of Border as assistant Coach, Coach and General Secretary
 - General Secretary of United Rugby Club and Publication, General Secretary of the Border Council on Sport.

What needs to be done and what are we committing ourselves to?



Unity: A Cohesive, Consistent and Coherent Board:

As stated before our SASCOC has been damaged and its reputation is tarnished by the divisive and tone deafness of the some of current board members. To this day we still see board members acting outside of normal board protocols, norms and standards, in manor that can only be defined as absurd.

These elections give a singular opportunity to press the reset button and redefine refine our mission and elect a purpose driven leadership unencumbered by the divisions and factions of our past. We need a unified board for SASCOC.

Unity: This must be a rallying call and commitment, the rot must stop right now. Its enough. Only a completely new leadership and President can achieve this and restore faith in our organization so that we can stop being a media laughing stock.

We are now rising from the doldrums of the self-inflicted defeats by a rulers who could not see the organization beyond themselves. Thanks in part to our members for finally finding their voice and the ministerial task team recommendations. In our rise from these ashes we must not carry the burdens of our past, we must instead cleanse and rid ourselves of them.

Unity can only come about if those who were leading the factions take the back benches and allow the new crop of leaders unencumbered by the past to take the helm. To re-elect any of them can only serve to fuel the fire, for we know (history has shown) those factions who loose will only lie low and seek to pounce when the opportunity rises.

We must LEAD NOT rule

many South African for sport. As research has shown is the primary source of national pride for our republic.

Our Reputation, the Team South Africa Brand are too important for us to play around with. We have to fix this in order to attract sponsorship investment into Team South Africa and Operation Excellence. We have the rings (by far the most powerful sports brand in the world) but they hang against an organization with a tarnished reputation and we therefore cannot exploit their worth. Everything needs to change, we must immediately invest resources and quality and unwavering discipline in building our reputation. We need to bring into our board members who have the technical knowhow and will to build brands and reputational management. Regaining organisational relevance and strong market presence is key to improving our financial viability and sustainability.

Strengthen Corporate Governance

SASCOS's corporate governance has been a major source of criticism, the fact that we don't have a fulltime CEO and CFO as well the Zulman Report is noteworthy in this regard. The board is now actively involved in the operations of the organisation. Our financial oversight was found wanting in many respects, we still have not been presented with a budget for the current year despite the fact it is now nearing its end and there is none presented for next year either. So, what is to be done?

Board training and individual performance plans to signed with each board member: Immediately upon election we conduct a board induction and training to ensure that members understand the King Code of governance and they sign up to it. Further, we will delineate portfolios to each board member and sign individual performance service level agreements with each to ensure accountability and performance.

Strengthen oversight (governance committees):

- **Audit, Risk and Compliance:** We will expand the role of the Audit committee to include risk and compliance.
- **REMCO:** Mandate REMCO to review board remuneration to come up with equitable and efficient remuneration policy for board members.
- **Finance Committee:** Mandate the finance committee to develop a sustainable funding model for SASCO and Team SA and develop a detailed budget with a proper P&L for the organisation not just spending targets as we have now. This committee must ensure that the board is presented with regular management accounts on a monthly basis.
- **Dispute and Legal Committee:** We will extend/clarify the role of the Legal Committee to include dispute management and must immediately attend to all matters raised in the Zulman Report and outstanding disputes.

Strengthen Functional Committees:

- **High Performance Committee:** This has been the most active and must be supported with the correct resources as it carries the primary mandate of SASCO.

Conclusion:

As the macro body of sport our mission is to:

- **Harness and develop South Africa's High Performance sporting talent**
 - **Facilitate good governance of sport in South Africa**
 - **Successfully and consistently deliver Team South Africa**
 - **To promote equitable access to sport**
- To do this we elect good leadership that has the capacity and competence to steer SASCOC through this period of crisis and manage the damage that may have been incurred during the crisis. Many studies have proved that leadership cannot claim to be useful and effective if it falters during times of crisis and adversity. We have seen the current leadership falter, self-inflict damage on itself during the worst of times for the organisation.
 - The art of good leadership often involves equanimity and judiciousness. This drives the organisation towards its goals, it is hardly possible for board members to distinguish themselves as good leaders in the contemporary business world without possessing the capacity to make good decisions and galvanize team efforts notwithstanding the extent of pressure on them.
 - We must face facts, present a situation fully to all stakeholders, and model accountability. We must not duck responsibility by shifting the bulk of the blame to someone else.
 - We must set appropriate expectations and deliverables. The only consideration should be what's best for SASCOC and its stakeholders.
 - The public and stakeholders don't expect miracles. Stuff happens. But it's reasonable for stakeholders to expect that every possible step will be taken to prevent the stuff from happening in the first place and then to keep it from getting out of control.

This an opportunity for RENEWAL AND MODERNISATION, for LEADERSHIP not RULERS

ALAN FRITZ.
PRESIDENT SWIMMING SOUTH AFRICA