

Curriculum Vitae of Herman (Hemmanth) Singh



Professional Experience:

Herman is currently the CEO of Future Advisory, a global professional advisory business and investment firm. He has been a strategy advisor for over 12 years to large blue chip firms and has been a Business School facilitator in parallel with his corporate life for over 20 years.

Herman was previously the CEO of Beyond Payments, the Innovation and New Business Incubator in Standard Bank, the largest Bank in Africa. In his tenure he was instrumental in launching the fastest growing money transfer solution in the country, the first cashless card based Mastercard transit solution complete with on-card wallet, the first bank shop network of over 8000 outlets providing banking services from small scale retail outlets and the first integration of an ecurrency into a social media network together with full m-commerce and wallet capability.

Herman led the technical team involved in building MTN Banking, one of the world's first JV's between a Bank and a Telco. The project was completed in nine months and went on to win the Mastercard Global Award for product innovation. This was the very first large scale implementation of the Fundamo system and went on to form the basis for many implementations by them globally.

In his first years at Standard Bank Herman drove the launching of Internet Banking, mobile banking, prepaid airtime sales online, ecommerce payment solutions and the rollout of EMV capability onto ATM's and Point of sales machines. Herman has helped shaped the banks payments strategy and roadmap for both open and closed loop payment solutions and has also helped advise the bank on strategic capabilities and even negotiated major payment transactions including M and A deals involving the acquisition of payment firms. Herman sat on the Payments Board of the Bank and also was a director of Eccentricswitch, a Bank subsidiary involved in payment processing for large retailers in South Africa.

He was previously the Divisional Managing Director of the Industry Division within the Siemens Company for over four Years (1996 - 2000) and was responsible for 14 countries in Southern Africa. This is the second largest division of the group in the country. His division was responsible for the supply of industrial product, service and projects to the mining and materials handling industries amongst others.

His expertise in mining extends from installing headgear and mine-winders to implementing raise-borers and scraper winches. He has been involved in the construction of the Continents first fully automated mine-winder as well as both the recovery process and sort house for the Diamond industry. He was previously a shareholder in Welprop, a roof support company providing hydraulic roof support to the Gold Mining industry and has worked extensively with in the Platinum industry on optimisation projects.





Herman has worked as a Strategy, mergers and acquisitions and BPR consultant (At The Monitor Company) and specialises in turn-around and change management initiatives. He has held line management positions at the Director level in both Reunert (for 5 years with total employment of 13 years) (1980 - 1994) and AEG (1994 - 1996) (then part of the Daimler Benz Group - for 2 years where the company received the outstanding manufacturer of the year award in 1996 for productivity improvements.

Academic Qualifications and Experience:

Herman has a BSc. in Engineering (1980) supported by a postgraduate GDE (1983) qualification in Industrial Engineering (both from Wits). He obtained his MBA with distinction from Wits Business School in 1990 and was Graduate of the Year in the same period.

Herman lectures at GIBS (Gordon Institute of Business Science) on their Executive Development programs and on many of their company specific programmes. He has presented on MBA programmes at GIBS for 10 years and at Wits Business School for 15 years.

Herman was part of a consortium of authors who co-published a Text Book on Operations Management and that has been in continuous print since 1997 and is now into its second Edition. It is the best-selling Textbook of its type in the region.

Social Investment:

Herman Singh is an entrepreneur, a teacher, a leader, a public motivational speaker, a mentor, a coach, a change agent, a futurist and a strategist. He has had over 32 years of working experience and is strongly motivated by social issues and causes. He started his early life in Apartheid South Africa where he was actively involved in fighting this evil systems to the extent that he was even shot by the then Police Force called in to quell student protests against the enforcement of Racial Discrimination. This was in 1981 and after 5 weeks recovering from a bullet wound in the back Herman was inspired to continue championing for those unable to do so themselves.

He has especially strongly focussed on the upliftment of children in the world and the protection of children rights.

Herman has had many and varied engagements with communities and societies aimed at renewal, development and upliftment. He has lectured on the UNICEF management programmes run by GIBS globally. He has also assisted in management development with the Sarajevo team of UNICEF which he has done on a pro bono basis. These engagements were designed to help the management team to overcome barriers to reactive thinking and to introduce new problem solving skills.

Herman is a facilitator at Life College where he has worked with youngsters from previously disadvantaged communities and has engaged with them to provide inspiration around values and attitudes in building a successful life and career. He has completed ten engagements and has inspired and interacted with hundreds of children in the age group 15-18.

He has often insisted that clients make a donation to UNICEF in lieu of actual payments to himself. In the last two years alone this has amounted to USD 20 000. He and his team have also engaged in the construction of a home for a homeless family on a voluntary basis.

Herman is a coach and mentor to many young professionals and is at the forefront of programmes for both their education and their development. He has co-authored a textbook in the field of Operations Management that has gone on to become the bestselling book in Africa in its field. The first edition was printed in 1997 and the book is into its second edition and has had many printing runs.

