

Profile of Jane Macgregor



Academic History

Matriculated in Johannesburg

BSc (Eng) Wits – Light Current

MBA Wits

Corporate Career

Jane's initial career was in the telecommunications industry, involved in PABXs and public payphones. After initially being involved in hardware design and software programming, she scaled the managerial ladder, eventually running the payphone division of Telephone Manufacturers of SA (Pty) Ltd. This had a staff of 290 people, revenue of R92 million and included the exporting of thousands of payphones overseas.

Jane then moved into the financial sector where she ran the operational area at Nedbank that implemented the STRATE system to convert all paper share certificates to electronic ones. The staff of 210 was reduced to 90 without any retrenchments. She was also involved in negotiating the contract for outsourcing the call centre.

At Standard Bank, Jane was involved in forming a department that centralised all business analysts, as well as introducing the role of a change analyst to ensure the correct change management in all project implementations. She was then

responsible to implement a new operating model for the Retail Bank, reporting to the CEO. She also started a Women's Forum in the Retail Bank to address the challenges of women in today's business world.

Jane now runs her own consultancy, Maestro Performance – Engineering Human Performance. One of her unique skills is to simplify a business, i.e. remove all the bureaucracy and waste that companies develop over years. Her methodology results in each employee knowing that they did the right things well today, they know what they need to do tomorrow and they know how their own individual value adds to the overall value creation of the company.

Jane also lectures at the University of Pretoria's Gordon Institute of Business Science (GIBS). Her current subject is Competitive Strategy.

Jane's Skills

Teaching, human performance measurement, strategy formulation and implementation, business management and leadership, mentoring, coaching, facilitating, planning, implementation, process engineering, change management.

Jane's Philosophy

"I am passionate about enabling people to lead better lives through sharing my experiences, as well as appropriate tools and models to help them sustain this better life. I love to see people grow, be able to respond to challenges and have

more fun in their lives. I believe in the potential of South Africa and am committed to help realise that potential.”

Reference

“Jane has the unique and rare ability to deconstruct complexity into its simple and understandable component parts. She can straighten out muddled thinking, and put things across in a non-threatening way that makes sense to everybody. Structured and methodical, she has the analytical, design and implementation capability to handle very complex problems, projects or interventions, and most importantly, her style and ability allows her to get the buy-in from the people who have to do the work.”

Rod Burn

Executive: Murray and Roberts