



MARCEL HATTINGH PH.D

MANAGING PARTNER



Dr. Marcel Hattingh is a co-founder and Managing Partner of CCI Professional – a consulting house that specialises in Industry 4 enabled human capital investment strategies. Additional to this role, he is also a co-founder of The Foundry, an executive director of Arbor Capital, and continues to serve the Doxa Deo group in a leadership capacity since 2000. In 2022, Marcel launched the thought leadership process – Organizational Dynasty that focuses on the intergenerational succession of organisational leaders. Before his current roles, Marcel co-pioneered the City Changers Institute (CCI) – a multi-disciplinary higher educational service provider, where he served as Director. Marcel holds a structured and research-based Ph.D. in Organizational Leadership from Regent University USA. With a core passion for creating sustainable organisations, his expertise ranges from mastery of leadership to organisational design, M&A human capital integration strategies, as well as various philosophical and spiritual fields. As a member of the Institute of Directors, Marcel continues to serve on various none- and full-profit boards where he gained significant experience in governance-level functioning. Marcel is certified with Xpand – a Northern European consultancy and a skilled neuro-leadership practitioner. Furthermore, he is licensed in AI meta-tools such as the NXTmove business analysis system and Shadowmatch. Following a vocational season in Scotland, both Marcel and his wife Zanti were ordained as ministers of religion in 2005. As global citizens, their family of four is currently based in Pretoria – South Africa, from where they impact and empower leaders across the globe.

QUALIFICATIONS BACKGROUND

- **Ph.D. (Organizational Leadership)** from Regent University (USA);
 - **Coursework general outcomes (2 years):** (a) Classic & Contemporary Leadership Theories, (b) Organizational Theory & Diagnosis: Leaders as Consultants and Change Agents, (c) Communication & Decision Making in the Real and Virtual Environment, and (d) Doctoral Research & Analysis.
 - **Coursework specialised outcomes (1 year):** (a) The Psycho-social Dimensions of the Leader as Researcher, Teacher & Communicator, (b) Global Dimensions of Leadership Today and in the Future (Futurology), (c) Advanced Research Methods in Leadership Studies, and (d) Advanced Data Analysis Techniques in Leadership Studies.
 - **Dissertation focus** – Considering the Impact of Leadership Succession in Hebrews 13:7-19: A Study of Global Christian Leaders.
- **Master of Arts & BA Honours (Religious Sciences)** from the University of Pretoria (RSA);
- **BSc (Microbiology)** from the University of Pretoria (RSA).



PROFESSIONAL ACUMEN

- Over 15 years of professional speaking experience, including key events such as the Empowered 21 Congress (Israel); the Confident Leader Symposium (USA); the Indo-Gulf Marketing Association (USA); the Institute for Industrial Engineers (RSA); the Manufacturing Indaba (RSA) and the ACUHO-I Conferences (RSA & Botswana).
- Over 15 years of lecturing and training experience, at both under and post-graduate levels.
- Published in professional magazines such as Walls & Roofs and the BSM Network.

- Craftsman of organisational models such as the Mission Alignment Process (MAP), Human Capital Mastery, Organisational Mastery, Propensity Towards Success, and Human Capital Structure.
- Developed various mastery programs such as Organisational Mastery; Organisational Culture; Intergenerational Succession; Propensity Towards Success; Mastering Life Authentically; Blueprint; and Work-Life Integration.
- The architect behind The Foundary's entrepreneurial incubator; Design and co-author several undergraduate courses, focusing on leadership, philosophy, theology and practical subjects.



Top 5 notable clients per sector:

- **Business** – (a) WastePlan; (b) Bigen Africa; (c) SAAB; (d) VBKom; and (e) Technical Finishes.
- **Higher Ed** (University of) (a) Stellenbosch; (b) Pretoria; (c) North-West; (d) Free State; and (e) Sefako Makgatho.
- **Basic Ed** (Schools) (a) from Curro; (b) from AdvTech; (c) from AEE; (d) from ACSI; and (e) public such as Grey College, Waterkloof and Garsfontein.
- **Non-Profits** – (a) POPUP; (b) the AFM; (c) ECC; (d) SACAI; and (e) Girls and Boys Town.

AWARDS & ENDORSEMENTS

Awards:

- Academic honorary colours – BA Hons (University of Pretoria – RSA).
- Academic scholarships – Ph.D. (Regent University – USA); MA (University of Pretoria – RSA).

Endorsements:

'Bigen partnered with CCI to evolve our future business leaders through various development areas including Emotional Intelligence (EQ), Spiritual Intelligence (SQ), Business Intelligence (BQ), Political Intelligence (PQ), and Health Intelligence (HQ). The integrated process includes areas of self-discovery and purpose, character building, willingness to serve and deploying of skills to the better good of all stakeholders. This unique approach of CCI exceeds by far the approach, content, and results of any other organisation/institution of learning (including any academic institution), that we have used previously for leadership development.'

Anton Boshoff (Former Chief Executive Officer @ Bigen Africa)

PASSIONS & HOBBIES

- First and foremost a man of God – growing daily in both virtues and values;
- Second, a family man – seeking to master the art of work-life integration;
- An explorer and pioneer by heart – travelling the globe; having stayed in Edinburgh – Scotland with his wife for two years and studied for his Ph.D. in the USA;
- Mountaineering and hiking – including ventures such as Kilimanjaro, several Drakensberg expeditions and over 20 five-plus days' hikes;
- Endurance events – most notable are the Comrades Marathon; the Two Oceans Ultra Marathon, Cape Town Ultra Trail Marathon and the Midmar Mile event;
- A learner by nature – following various academic journals and the TED-talk movement;
- Empower and maturing his team – cultivating numerous apprentices and the next generation.



Marcel finishing the UTCT

CONTACT

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