



UNIVERSITY of the
WESTERN CAPE

Office of the Executive Director: Finance & Services

Date 25th August 2012

Reference on Nadia Mason – Coaching

To whom it may concern

The University of the Western Cape has a rich history of politics and days of struggle pre 1994 within the context of apartheid. This has shaped a complex discourse and work culture amongst its workforce coupled with bankruptcy and continuous student and labour unrest. The university Executive Leadership and the Council (its highest decision making body) has managed to turn the tides of bankruptcy to financial success, academic and research excellence and high impact relevant community engagement. However, the university's biggest and most complex challenge was to get into the minds of its people and its stakeholders that the world has changed and it can no longer operate in the ways of old.

Nadia Mason was charged with the responsibility in terms of a mandate to coach the leadership of the Department of Finance Innovation Operations and Infrastructure. Her task was to adapt a coaching and facilitation program in a "free thinking environment" that translates into a high level of consciousness of leadership, wisdom, accountability, respect, trust, honesty, professional conduct and integrity.

Nadia has demonstrated her ability to successfully implement interventions within leadership that continuously kept the ownership of the process with leadership and remained flexible to adapt interventions and strategies that had the best positive impact.

She has exposed the leadership to various tools to use in different settings and coached the leadership in building and developing the necessary skills in the mastery of leadership. The leadership has expressed gratitude to Nadia for her business savvy, to hear what was not said, to read the themes and dynamics of relationships without it being verbally expressed and most of all for an authentic engagement that has a lifelong impact in the leaderships' lives in the work place and in their private capacity.

I believe Nadia is exceptionally talented in her field. She has unlocked the leadership from its past and has empowered them with the ability to seek out tools and processes in varied scenarios. She has found a special way to connect with each of leadership in an adaptable manner that gave expression to trust, safety and genuine engagement.

The University of the Western Cape was blessed to have experienced Nadia's expertise and mastery in the coaching field and express its gratitude for her commitment in aiding the university on the path of greatness. We wish her well with her future endeavours.

Please do not hesitate to contact me for any further information.

Regards

A handwritten signature in black ink, appearing to read 'Manie Regal', with a stylized, overlapping script.

Manie Regal (CA)SA

Executive Director: Finance and Services