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Grant is the CEO of IC Growth Group, and founder of the Centre for Consulting & Strategy. He is also a Visiting Professor and a part-time Senior Lecturer in Strategy & International Business.

He has a background in strategy, leadership development and general management, and global experience in financial services, management consulting and corporate education, with extensive experience in Australia and South Africa.

Grant specialises in strategy development and delivery, change management and in leadership performance and growth in executive programme delivery. He has a particular interest in strategic behaviour and organisational dynamics.

He has worked in Australia as a vice president for Citibank, and as a partner for the Centre for Corporate Strategy, and in South Africa as a partner at Accenture. In 1999, he established Netchoice, an ecommerce infomediary service, followed by Infochoice, a research, education and consulting organisation, and then IC Growth Group, which specialises in consulting, strategy and leadership development.

He has served as a faculty member of Citibank's Asia-Pacific Banking Education Institute, and Duke Corporate Education's Global Learning Resource Network, as academic director for Tias Business School in the Netherlands.

He holds degrees from the University of Cape Town (BA *Economics and Psychology*; BSc Honours *Computer Science*), and the University of Sydney (MA *Psychology*; MBA). He holds a PhD from the University of Johannesburg, with a research focus in strategic leadership.

Grant consults in South Africa and internationally with leaders of listed companies and public sector organisations.

Recent publications include *The Relationship between Personality Type and Leadership Focus*, SA Journal of HRM, 2006; *A Stakeholder Approach to Engaging with Strategy*, WBS Journal, 2008; *Innovation and Sustainability through Effective Life-cycle Management*, WBS Journal, 2008; *Engaging your Client in the Professional Consulting Process*, WBS Journal, 2008; *Business resilience in the face of constant global change*, WBS Journal, 2008; *Strategic Conversations to Succeed in a Turbulent World*, WBS Journal 2009; *Personality Type and Leadership Focus: Relationship between Self and Line-Manager Perceptions*, SA Journal of HRM, 2009; *Recombine Distinctive Competencies with Passion to Unlock Value and Create New Business*, WBS Journal, 2009; *Culture Surveys & People Strategy for Organisational Sustainability*, WBS Journal, 2010; *Are You The Architect Of Your Organisation's Business Model*, WBS Journal, 2011; *Is Your Governance of Change Building Organisational Resilience*, WBS Journal, 2011; *How Does Ecological Leadership Fit Into Your Winning Strategy*, WBS Journal, 2011; *Values & Value Transformation in the Global Village*, WBS Journal, 2012; *Leading Strategically For Sustainable Success*, WBS Journal, 2012; *The Art & Science of Strategy Facilitation*, WBS Journal, 2012; *Partnering in Africa*, WBS Journal, 2013; *The Psychology of Strategy*, WBS Journal, 2014; *Beyond Consumerism: Conscious Collaboration With Your Customer*, Tias Netherlands, tias.edu & WBS Journal, 2015; *Mastering The Strategic Relationship Between Consultant & Client*, Academia.edu, 2016; *End-To-End Strategy*, Academia.edu, 2016.