

Thys Hustwayte

Business Technology Leader



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About Me

I have a passion for business and people; hence, I have a long history of loyalty and dedication. I worked for nearly 15 years at one of the top 100 JSE-listed companies in South Africa, the Italtile Ceramics (Pty) Ltd Group and became a Managing Director for one of the Business Divisions. As a Business Technology Leader, I specialise in enhancing business operations within the ICT sector and the Fourth Industrial Revolution (4iR) space. My focus includes identifying operational improvements, addressing shortcomings, and managing risks. I provide strategic guidance to enable businesses to operate more effectively. My solutions empower better decision-making in big data, automation, and cloud solutions.

“I don't do easy; I make it look easy through hard work, preparation and applying my learnings by continuously revisiting my previous efforts”.

Education

● 2017-2018

GIBS – PMD (Graduated: April 2018, Student Number: 17001681) SAQA: 67189

- Effective Execution
- The Business Environment
- People & Performance Management
- Business Finance for Managers
- Managing the Art of Innovation
- Marketing for Managers
- Operational Effectiveness
- Business Strategy for Managers
- Essential Communication Tools

● 2019-2020

Henley – PGDip (Expected graduation date: On Hold, Student Number: 1803227) SAQA:97814

- Systemic Management Practice
- Innovative Wealth Creation
- Managing Value Streams
- Synthesis and Integration and Action Learning Report

● 2011-2012

BCX/UCS Solutions Retail Academy SAP Retail Consultant Development Programme (Graduated: 2013)

- IRT100 (Programs, Tables, Transactions)
- IRT310 (Master Data)
- IRT320 (Pricing, Promotions & Markdowns)
- IRT330 (Planning, Purchasing & Merchandising)
- IRT370 (SAP Retail Store)

Work Experience

● 2021-Current

Consulting Services

Business Consulting

- Develop and implement strategic business plans to achieve organisational objectives.
- Conduct thorough market analysis and identify growth opportunities.
- Sales strategies to increase revenue streams and future pipeline.
- Develop turnaround strategies and implement.
- Build and maintain strong relationships with clients.

Work Experience

Badges



Expertise Skill

SAP (MM, SD, BI, FI)	████████████████████
CRM	██████████████████
Website Design	██████████████████
AWS	██████████████████
Google	██████████████████
Microsoft	██████████████████
SOTI (MDM Tool)	██████████████████
Humanoid Robotics	██████████████████
Strategic Planning	██████████████████
Client Relationship	██████████████████
Data Analysis	██████████████████
Process Improvement	██████████████████
Financial Analysis	██████████████████
Problem Solving	██████████████████
Communication	██████████████████
Project Management	██████████████████
Change Management	██████████████████
Industry Knowledge	██████████████████
Technical Knowledge	██████████████████

- Analyse financial and operational data to identify trends and areas for improvement.
- Implement key performance indicators (KPIs) to measure and track success.
- Identify inefficiencies and bottlenecks in business processes.
- Identify risks within business and produce ways of mitigating these.
- Streamline operations to increase efficiency and reduce costs.
- Develop change management strategies to minimise resistance and maximise adoption.
- Develop budgeting and forecasting models to assist clients in financial planning.
- Identify and solve complex business problems using a systematic approach.
- Collaborate with cross-functional teams to implement solutions.
- Prepare and deliver clear, concise, and persuasive presentations.
- Produce well-written reports and documentation.
- Develop project plans, manage set milestones, and ensure timely delivery.
- Advisory on system solutions (VOIP, CRM, ERP, BI, E-Commerce, MDM Tools, OEM Solutions).

2017-2021

U-Light, Division of Italtile Ceramics (Pty) Ltd Managing Director

- Responsible for generating R500,000,000 in sales revenue during this period.
- Managed R300,000,000 in stock inventory procurement during this period.
- Provide strategic insight report results and findings to the chairman and board members.
- Keeping all relevant stakeholders informed of various new and continuous developments.
- Managing resources, including the attracting, hiring and retention of personnel.
- Ensure employees are aligned and working towards the same strategic direction to achieve the company's mission and goal.
- Create and report on business plans, monitoring their efficacy and progress.
- Manage the import division, trends and procurement process from China and Italy.
- Research and implement new initiatives to drive revenue and lower operating costs while maintaining competitive quality products and achieving superior customer centricity.
- Continuous monitoring the annual budget and ensuring that revenue/sales targets are achieved.
- Manage and report on the practical implementation of a marketing strategy to maintain market relevance and promote continued brand awareness.
- Manage key personnel, clients and service providers.
- Maintain the quality of products, services, customer support and other retention strategies.
- Promote staff wellness by implementing policies in line with labour legislation health and safety guidelines to create a diverse and positive working environment.
- Preparation of annual reports and presenting at board meetings.
- Managing our integrated supply chain and all system-related functionality requirements.
- Annual budget reporting for 13 U-Light Retail outlets, 94 Top T Retail outlets and business units.
- Managing of cashflow and debtors' book.
- Driving various health checks within each division, including KPIs.

Work Experience

Personality Overview

I am a highly motivated professional who values the tangible results of dedicated effort. I firmly embrace the philosophy that knowledge is a potent force, acknowledging that growth and value addition come through continuous learning, both on the job and through ongoing educational pursuits. My commitment to personal and professional development is unwavering, driven by a constant aspiration to enhance my knowledge base and exceed my previous capabilities.

I consistently reinforce the importance of continual improvement, recognising the need to stay abreast of evolving insights and industry trends. My leadership approach involves uplifting and supporting team members and colleagues, fostering a collaborative environment where collective growth is paramount.

While I ardently pursue ambitious goals and diligently work towards their realisation, I also recognise the significance of savouring the more minor triumphs along the journey. I adhere to the principle that maintaining a sense of balance is essential, ensuring that the pursuit of success is complemented by an appreciation for the incremental achievements that contribute to overall fulfilment.

Reference Letters

Italtile (Pty) Ltd
Brandon Wood
CFO

Italtile (Pty) Ltd
James Mason
CIO

● 2013-2017

Italtile Ceramics (Pty) Ltd

IT & SAP Project Manager

- Responsible for the run the business (RTB) component in the IT space of the organisation; SAP modules here included (MM, SD, FICO, CO-PA and BI (Platform).
- Oversee and coordinate all IT and SAP support desk staff within the group reporting directly to me (internal and external), all activities, reports, incident analysis and escalations on the CRM system.
- Daily, weekly and monthly completion of tasks and checklists.
- KPI setting for all support staff and the desired measurables against these indicators.
- Mentoring and coaching of various team members and external individuals.
- Introduction of IT governance policies and procedures for auditing (PCI compliance).
- Annual IT audits with auditing partner EY.
- Adherence of suppliers, vendors and partners against SLA agreements.
- Project management of various instances, factories, internal suppliers, new retail outlets and revamping existing entities – these include but are not limited to the network requirements, hardware, software and consulting services.
- Mobility developments, testing and mobile device management (MDM) of content and reports.
- Prioritising new requirements, bug fixes and enhancements at a weekly meeting with the CEO.
- Proactively have dashboards and reports readily available and send them to show the system's health status.
- Assist the group IT manager (CIO) with budget requirements for a 5-year strategic plan.
- Monthly and total financial year-end group financials reporting to be completed for Group Exco.
- Month-end billing and cost allocation to correct general ledger (GL) accounts.
- Procuring of IT equipment and solution services.
- Facilitating training on general IT, SAP and mobility (POS, managerial duties and reports).

● 2012-2013

UCS-Solutions, Division of BCX

SAP Retail Consultant

- Completion of SAP consultant retail component (Project Breakthrough).
- Assisted with Support and project developments (Pick 'n Pay, Dischem, Kalahari, Massmart, Edcon).
- Project planning (Blueprint).
- Master data
- Store creation and cutover.

● 2007-2012

Italtile (Pty) Ltd

Sales, Store, Logistics, SAP Manager

- Assisting 103 retail stores with day to day issues (IT & SAP).
- Training of various IT & SAP procedures.
- Accountable for R12,000,000 of stock inventory.
- Customer Complaints.
- Sales through various channels.
- Inventory counts weekly.
- Stock procurement.
- Sales budget and Stock inventory budget.

● 2005-2007

C-Shop (Sales & IT assistant)