WAYNE VISSER, PhD

Regenerative Business Strategist | *Sustainability & ESG Leader* | *Systems Thinker & Author*
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EXECUTIVE SUMMARY

Globally recognised expert in sustainability, regenerative business, and ESG strategy with over 30 years of international experience across more than 80 countries. Leading purpose-driven advisory teams, with sustainability-related Director-level roles at KPMG, Omnex, CSR International, Kaleidoscope Futures, University of Cambridge, Antwerp Management School, and Católica Porto School of Business and Economics. A track record of working with over 260 organisations in more than 60 countries. Renowned author of 46 books, delivered 680+ keynotes and executive courses, host of the *Thriving* and *Purpose Inspired* podcasts and co-host of *Dancing With Systems*, and co-producer and presenter of the circular economy documentary *Closing the Loop*. Specialises in systems thinking, corporate transformation, climate strategy, ESG/sustainability reporting, circular economy, stakeholder partnerships, sustainability leadership, SDG-aligned technology and innovation, and regeneration.

CORE COMPETENCIES

- Team building, leadership and management
- Stakeholder materiality assessment & partnerships
- Corporate sustainability strategy and foresight
- Regenerative business & circular economy
- Sustainability / ESG reporting (CSRD, GRI, Future Fit, etc.)
- Sustainable innovation & technology
- Leadership development & executive education
- Board-level advisory & governance
- Research, writing & public speaking

EDUCATION

PhD in Business & Management (Corporate Social Responsibility) 2003–2007
Nottingham University Business School (International Centre for Corporate Social Responsibility), UK
- Dissertation on the motivation of sustainability professionals.

MSc in Human Ecology 1994–1996
Centre for Human Ecology, University of Edinburgh, UK
- Dissertation on the sustainability of the financial services industry.

BBusSc (Hons) in Marketing 1988–1991
Business Science Department, University of Cape Town, South Africa
- Honours dissertation: consumer research on green marketing.

Professional development
- For example, courses on ISO 14001, project management, biodiversity & business.

LEADERSHIP & PROFESSIONAL EXPERIENCE

Founder & Director 2008–present
Kaleidoscope Futures (2012–present) & CSR International (2008–2011) — UK
- Designed and delivered corporate training on sustainability.
- Designed and applied methodologies and diagnostics for CSR 2.0 (transformative CSR) and thriving/regenerative business.
- Conducted research – including managing a team of over 50 interns – and produced media (books, research digests, articles, etc.).
- Co-produced and presented a documentary film on the circular economy (*Closing the Loop*) that has been watched by over 350,000 people.

Vice President, Sustainability Services 2014–2015

Omnex — USA

- Refined the positioning of corporate responsibility, sustainability and ESG within the global consultancy's service offering.
- Designed tools and processes to embed sustainability into core business systems, including Creating Integrated Value (CIV).
- Aligned and integrated sustainability standards into the existing service offering, e.g. ISO 9001, ISO 14001, ISO 26000, ISO 50001.

Director, Sustainability Services 1997–2002

KPMG — South Africa

- Founded and built the firm's sustainability practice on sustainability and climate strategy, reporting, and assurance for multinational clients.
- Developed strategic partnerships with major clients across sectors including mining, energy, finance, and FMCG.
- Led engagements for large listed companies on sustainability reporting, environmental auditing and accounting, due diligence, and climate strategy.
- Directed a cross-functional team of 10+ consultants, setting and managing large budgets and delivering multiple sustainability transformation projects.

Strategy Analyst 1994–1995

Capgemini — South Africa

- Delivered strategy and benchmarking projects for large corporate clients in various sectors.
- Conducted customer and industry profiling, competitive analysis, and business process mapping.

"PRACADEMIC" ROLES (SELECTED)

GALP Chair & Professor of Practice in Regenerative Business, Innovation & Technology 2024–present

Católica Porto School of Business and Economics — Portugal

- Director of the interdisciplinary Católica Centre for Thriving Futures (CCTF).
- Focus on disruptive technology (including AI), circular economy, sustainable innovation and regenerative leadership.
- Developing executive programmes and an MBA on AI, innovation and sustainability.

Head Program Instructor & Lecturer 2003–present

University of Cambridge Institute for Sustainability Leadership (CISL) — UK

- Co-lead CISL's flagship online Business Sustainability Management programme, including managing a tutor team of up to 15 and an assessor team of up to 60 sustainability experts.
- Lecture on postgraduate courses and executive education programmes.
- Former Research Director focusing on sustainability leadership, learning and change; designed the MSt in Sustainability Leadership.

Visiting Professor & Former Chair in Sustainable Transformation 2017–present

Antwerp Management School — Belgium

- As Chair in Sustainable Transformation, Director of the Sustainable Transformation Lab and Professor of Integrated Value (2017–2023), delivered research, training and consulting for Chair partners BASF, Port of Antwerp-Bruges, Randstad and Johnson & Johnson.
- Set up and ran the Sustainable Transformation Lab, leading a small team focused on corporate engagement and curriculum delivery.
- Founded and led Corporate Leadership Groups on Circular Economy and Wellbeing Economy, working with a coalition of 17 companies.
- Since 2023, Visiting Professor lecturing on the circular economy (Master in Sustainable Innovation & Entrepreneurship) and supervising PhD students.

BOARD, ADVISORY & AFFILIATIONS

- Board Member, Innovation for Sustainability and Regeneration (INSURE) Hub, Impacto, and the Environmental Services & Solutions Expo.
- Former Board Member, Globally Responsible Leadership Initiative (GRLI); currently represent Católica Porto School of Business and Economics in GRLI's Impact Innovation Circle.
- Various work with UN agencies including UNDP, UNEP, UN Global Compact, UN PRME and IFC/World Bank.

RECOGNITION & AWARDS

Global recognition including: Top 10 ESG Speaker (Nexxworks) · Top 10 Most Influential Faculty Thinker on Responsible Business in Social Media (University of Bath Centre for Business, Organisations and Society) · Top 100 Influencer on CSR & Sustainable Business (Sustmeme) · Top 100 Thought Leader in Trustworthy Business (Trust Across America) · Top 100 Sustainability Leader (ABC Carbon) · Global CSR Excellence & Leadership Award (World CSR Congress) · Emerald Literati Outstanding Author Contribution Award · Outstanding Teacher Award (Warwick MBA).

SELECTED CLIENTS & PARTNERSHIPS

Worked with 260+ organisations across 60+ countries through consulting, keynotes, lectures and training, including: 3M, Anglo American, ArcelorMittal, AXA, BASF, BHP, Brussels Airlines, Coca-Cola, Dassault Systèmes, Dell, DHL, Dunelm, DuPont, Ernst & Young, HSBC, IFC, Johnson & Johnson, KPMG, Lafarge, Mastercard, Randstad, Salesforce, Shell, Thailand Stock Exchange, TUI Group, UNDP, UNEP, World Bank, WWF, and many more.

SELECTED PUBLICATIONS

Books

- *Technologies of Hope: An Earth-Saving Mission*. Oxford: Routledge, 2026 (forthcoming).
- *Thriving: The Breakthrough Movement to Regenerate Nature, Society and the Economy*. Austin: Fast Company Press, 2022 (Amazon bestseller in 18 countries).
- *The World Guide to Sustainable Enterprise* (4 volumes). Sheffield: Greenleaf, 2016.
- *Sustainable Frontiers: Unlocking Change Through Business, Leadership and Innovation*. Sheffield: Greenleaf, 2015.
- *Corporate Sustainability & Responsibility: An Introductory Text on CSR Theory & Practice — Past, Present & Future*. London: Kaleidoscope Futures, 2012.
- *The Age of Responsibility: CSR 2.0 and the New DNA of Business*. Chichester: Wiley, 2011.
- *The World Guide to CSR: A Country-by-Country Analysis of Corporate Sustainability and Responsibility*. Sheffield: Greenleaf, 2010.

Reports, Chapters and Papers

- *Regenerative Innovation: Turning Breakdowns into Breakthroughs in Nature, Society and the Economy*. Antwerp Management School, June 2023.
- *Sustainable Transformation @ Work*. In *Sustainability@Work 2020 – Sustainable Transformation*. Report by Randstad, 2020.
- *Individual Sustainability Leadership*. Brussels: European Petrochemical Association (EPCA), 2019.
- *Moving Ahead with Technology for Eco-Innovation*. Paris: UNEP, 2018.
- *Transforming Corporate Accountability: The Revolutions of Transparency, Ratings & Social Media*. London: Kaleidoscope Futures, 2015.
- *Cambridge Climate Leaders Reference Guide: First and Second Editions*. Cambridge: University of Cambridge Programme for Industry, 2007.
- *Sustainable Consumption and Production: A Business Primer*. Cambridge: University of Cambridge Programme for Industry, 2007.
- *Directors' Sustainability Imperatives: Best Practice Guidelines for Non-financial Matters*. Johannesburg: KPMG, IoD & AES, 2002.