

Paul Poisat was born and raised in Uitenhage by his parents Paul and Elizabeth Poisat.

He studied at the former UPE and completed his Doctor Technologiae (DTech) in Human Resources Management titled - A critical analysis of organisational strategies for employee engagement

Paul has extensive lecturing experience spanning more than 30 Years as well as 7 years industry experience which includes VWSA and Formex. In terms of his areas of expertise he has extensive knowledge in the field of Human Resources Management and Organisational Behaviour. He has worked and lectured in all the areas of human resource management.

His teaching style includes using a variety of appropriate teaching and assessment practices with diverse students, i.e. adapting teaching style and delivery method according to each module and in line with students' requirements to ensure the highest levels of participation, active learning and success by using case studies, student presentations, class discussions, reflective exercises, industry experts, visiting professors, out of class excursions and interactive electronic platforms.

Advanced teaching practices and innovation include the international leadership tours as well as the Immersed Wilderness Leadership Excursions. His reflective teaching practice has led to following an integrative community-based approach to teaching Corporate Social Responsibility as well as research topics for his students. During the period of 2005 to 2010 he was the HOD in the School of IOP & HR.

Paul has consulted widely in the field of engagement, HR and leadership both within the university and to and across industries. His research profile is similar in the sense that he has published articles in both internationally and locally accredited journals.

One of the outstanding contributions to the university is that he compiled and presented Leadership Effectiveness Advancement Programme to Peromnes grade 5-7 staff at the NMU. This program has been sold to several institutions and has generated millions of rands for the institution. Several delegates that have attended this program have either been selected for leadership positions or have advanced within their careers. Some have even been selected for overseas assignments.

Paul has been invited to be one of the HR experts under the facilitation of Clem Sunter to determine various labour market scenarios for South Africa.

He acts as an external moderator and examiner for various institutions across the country and world. He has been a guest lecturer at the following institutions: Kemmy Business School, University of Limerick, Ireland; Massey University, Wellington, New Zealand; Unitec Institute of Technology, Auckland, New Zealand; Hochschule Nuremberg, Bavaria, Germany.

He is a member of international research team for job embeddedness from which several publications have emerged from this collaboration. He has also initiated and is still driving inter disciplinary research initiatives within the university. He was voted the faculty's Researcher of the Year in 2018 and Integrative Researcher in 2019. He is also a co-author of several textbooks which are used nationally and internationally.

Typical industry related research and consultation that he has conducted was to develop first-line managerial competencies which resulted in a competency based managerial framework whereupon assessment of first-line managers was based and future development needs are identified. This also resulted in a platform to RPL candidates against the competencies.

He investigated and compiled a comprehensive report on conditions influencing life on an offshore platform. He compiled a battery of psychometric tests for the assessment of potential process controllers as well as a comprehensive curriculum for trainee process controllers.

He has developed an employee engagement survey for Volkswagen of South Africa. He trained students and used them as research assistants to facilitate research procedure. Students participating in this process have subsequently developed into engineers, academics and HR professionals.

Similar research projects was conducted at logistical and automotive supplier organisations.

Paul is an avid wildlife photographer, accomplished tennis player and an average Sudoku player.

He is married to Mariek, father to Monique and Chantel and oupa to Elizabeth and soon to be baby van der Walt. He will be one of the few South Africans supporting Japan in the Rugby World Cup as his son-in-law will be in the starting line-up for the Japanese national team.