

Principles for

RESPONSIBLE MANAGEMENT EDUCATION

Progress Report

2021-2023

www.tsiba.ac.za

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Letter of Continued Commitment by the CEO

Dear PRME Partners,

I am proud to submit the PRME report for the years 2022 and 2023 from TSIBA Business School. This report serves as a record of our accomplishments and a statement of our continued adherence to the Principles for Responsible Management Education (PRME). TSIBA, an organisation with a foundation in social innovation, embraces PRME's ideals. Our goal of investing in purpose-driven humans and emerging businesses who lead social change aligns with it. The PRME principles help us develop responsible students who become responsible leaders with the ideal attitudes and values to tackle the modern world's difficult problems.

The PRME principles are deeply entrenched in all aspects of TSIBA's operations, student leadership development programs, and curriculum, and we encourage active engagement by putting them into practice. The student-led PRME organisation, the Student Representative Council (SRC) is working to promote PRME awareness. This is achieved by democratizing involvement in the PRME throughout the whole institution. Furthermore, TSIBA arranged its second annual Purpose-lived panel discussion this year in London.

The theme of the discussion was "A conversation on learning and leading with purpose." We had the good fortune to have Dr. Jonathan Louw, the Chair of PRME's UK and Ireland Chapter, join the panel for the second time, sharing his insights on how these advance PRME's mission to promote the UN Principles in this region through academia and business. In his Chapter Chair capacity, he also serves on the Advisory Group of the UK Network of the UN Global Compact initiative.

We are also thrilled about the role that our student Munouwarrah Abdurahman took on her leadership role at PRME of the Africa Chapter with such grace and commitment - we have interviewed her on our [Purpose-Lived Podcast](#) as a true role model of PRME and TSIBA.

We recognise that implementing PRME's system-level transformation goal can be challenging, but we really think this is some of the most significant and fulfilling work we can do. Though it won't be simple or fast, TSIBA is firmly dedicated to the road towards a more equitable and sustainable world. As this report shows, we have come a long way and are still committed to developing a culture of responsible management education.



Gia Whitehead
CEO & Co-founder of TSIBA Business School

Defining PRME

The Principles for Responsible Management Education (PRME) is a United Nations-supported initiative founded in 2007 that aims to raise the profile of sustainability in business and management education through Seven Principles focused on serving society and safeguarding our planet. PRME engages business and management schools to ensure they provide future leaders with the skills needed to balance economic, environmental, and social goals while drawing attention to the Sustainable Development Goals (SDGs). PRME equips today's business students with the understanding and ability to deliver change tomorrow. As a voluntary initiative with over 800 signatories worldwide, PRME has become the largest organized relationship between the United Nations and management-related higher education institutions.

Four primary Sustainable Development Goals (SDGs) of the UN have been deliberately adopted by TSIBA Business School: No Poverty (SDG 1), Quality Education (SDG 4), Decent Work and Economic Growth (SDG 8), and Climate Action (SDG 13). As TSIBA signed the Principles for Responsible Management Education (PRME) in 2021, the organization has dedicated itself to integrating these values into the institution's practices and programs. Two Sharing Information on Progress (SIP) reports have been published, demonstrating an active contribution to the worldwide PRME community and a dedication to responsible management education. The TSIBA Business School helps address some of the most important issues of the day in addition to educating tomorrow's leaders.



1 NO POVERTY



4 QUALITY EDUCATION



8 DECENT WORK AND ECONOMIC GROWTH



13 CLIMATE ACTION



SUSTAINABLE DEVELOPMENT GOALS

Overview of TSIBA Business School

Accredited by both the South African Department of Higher Education (DHET) and the South African Council for Higher Education (CHE), TSIBA Business School is a Private Higher Education institution. The mission of TSIBA Business School, a cutting-edge and distinctive social company including the Ignition Academy and Education Trust, is to provide top-notch business education at a competitive price. By combining a generous subsidy structure with a high-quality education, the school's unique strategy ensures that financial obstacles are minimized and that every student can access a top business education at a cost-effective rate. TSIBA has fostered a network of eminent alumni since its founding in 2004. Notable alumni include Kofi Annan and Alan Gray Orbis Foundation Fellows, Mandela Rhodes Scholars, and United Nations PRME Global Student Regional Leaders in Africa.

Vision

To challenge the status quo of business education through a values-based approach to teaching and learning in a changing world.

Mission

We invest in purpose-driven humans and emerging businesses who lead social change.

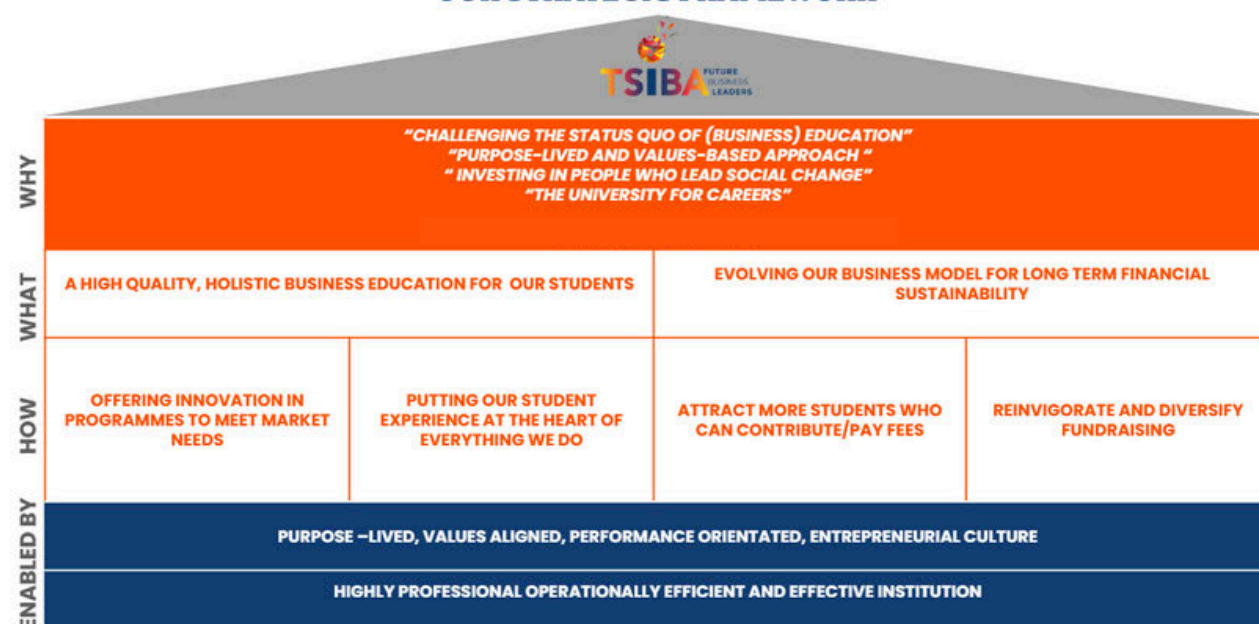
TSIBA's graduates are known for their entrepreneurial spirit, real-world business acumen, and strong leadership skills, with over 90% of Bachelor of Business Administration in Entrepreneurial Leadership graduates contributing as active economic citizens. These individuals are projected to generate over ZAR 300 million in taxable income over their careers, reflecting the profound impact of TSIBA's education. The school seeks ambitious, purpose-driven individuals who are eager to make a difference and excel in their careers. The curriculum emphasises emotional intelligence, soft skills, and self-development. It ensures that TSIBA alumni are well-equipped to lead and innovate in their fields, driving South Africa forward through successful careers and small business enterprises. At TSIBA, we believe in unlocking people's futures through the transformative power of education.



Overview of TSIBA Business School

TSIBA Key Strategic Focus

OUR STRATEGIC FRAMEWORK



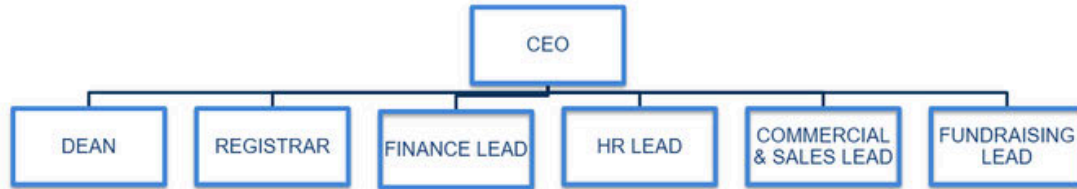
TSIBA aims to empower students to overcome poverty, acquire a high-quality education, and make a significant economic impact on the nation via a curriculum centered on fundamental concepts. Sustainable Development Goals (SDGs) of No poverty (SDG 1), quality education (SDG 4), fostering decent work and economic growth (SDG 8), and climate change (SDG 13) align closely with TSIBA's goals. Acquiring a quality education is crucial for elevating one's societal status and securing a decent job.

TSIBA provides quality business education that aligns with SDG 4. Our academic program ensures that students get a rigorous education that equips them with the necessary skills to navigate business challenges. TSIBA integrates sustainability into the curriculum, ensuring that staff members and students comprehend this significance and are equipped to lead initiatives that tackle climate change.



Overview of TSIBA Business School

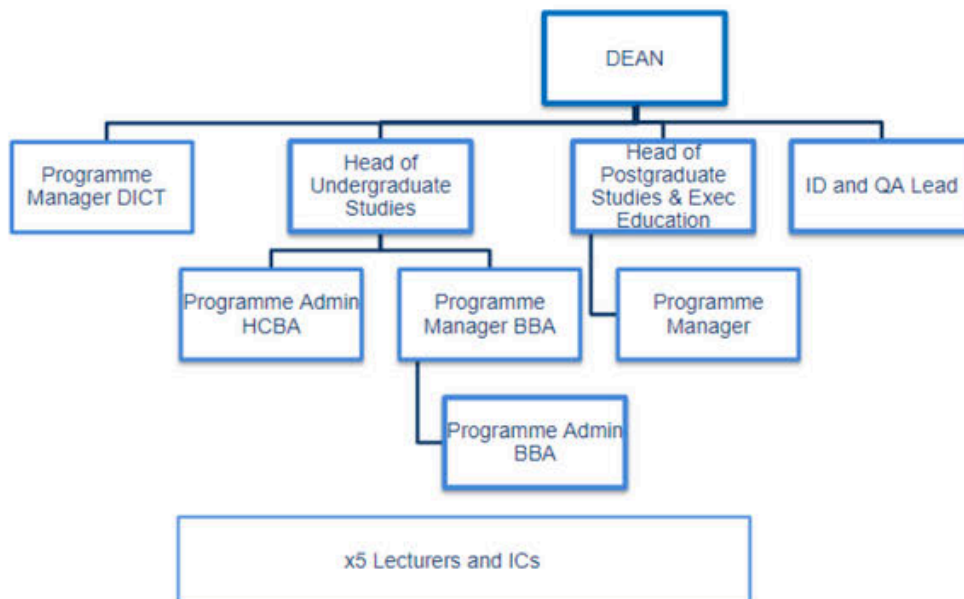
TSIBA's Executive Committee Structure



At TSIBA, the executive committee is set up so that all members answer to the CEO. This makes it easier to make decisions and hold people accountable. The CEO oversees making sure that business goals are met, and the Dean oversees ensuring academic excellence. The Registrar ensures that all student records are properly managed and directly supports operational procedures.

It is very important for business success that the HR Lead makes sure the company has a strong, values-driven staff. The Finance Lead optimises financial resources. The Fundraising Lead gets the funds that are needed for long-term survival, and the Commercial & Sales Lead generates income to ensure financial viability. By bringing together specialised knowledge under clear guidance, this structure fosters operational excellence and efficiency.

Academic Department Structure



Overview of TSIBA Business School

This academic structure at TSIBA, reporting to the Dean, is designed to ensure operational efficiency and academic excellence. The Dean oversees the entire academic structure, ensuring alignment with educational goals. The Programme Manager for Diploma in Information and Communication Technology (DICT), BBA, and other programs manage their respective academic programs' day-to-day delivery and quality. The Head of Undergraduate Studies and Head of Postgraduate Studies & Exec Education provide academic leadership in their areas, overseeing curriculum development, teaching quality, and ensuring alignment with institutional standards.

TSIBA Academic Offerings

Higher Certificate in Business Administration (HCBA)

The Higher Certificate in Business Administration (HCBA) at TSIBA Business School is a foundational qualification designed to equip students with essential skills and knowledge for careers and further business administration and management studies. With a strong vocational focus, the HCBA integrates disciplinary knowledge within practical contexts, making it ideal for those seeking to formalise their practical experience and those seeking a pathway to further academic studies. The program is deeply aligned with TSIBA's commitment to responsible management education, aiming to produce competent professionals and responsible global citizens.

The Instructional Designer and Quality Assurance (ID & QA) Lead focuses on instructional design and quality assurance, enhancing the overall academic experience. Programme Admins support the logistical and administrative needs of HCBA and BBA programs, ensuring smooth operations. The Lecturers and ICs are responsible for delivering content and guiding students to achieve learning outcomes, contributing directly to the quality of education. This structure fosters efficient program management and maintains high academic standards across all levels.

The HCBA curriculum is carefully structured to ensure that students understand business fundamentals comprehensively while developing key competencies in numeracy, literacy, and management. Upon completion of the program, graduates will be able to demonstrate and apply fundamental business administration and management knowledge, effectively manage personal and team goals, utilize various communication tools and techniques, and apply basic principles of economics, accounting, finance, and project management within an organizational context. Additionally, the HCBA prepares students to pursue further business administration and management studies confidently. The program comprises 11 modules, each contributing to a well-rounded business education.

Overview of TSIBA Business School

These modules include Introduction to Quantitative Methods in Business (QMB-100), Personal Development and Leadership (PDL-100), Business Communication and Information Literacy (BCL-100), Digital Literacy (DIL-100), Principles of Accounting and Finance (PAF-100), Introduction to Human Resource Management (HRM-100), Introduction to Entrepreneurship (ENT-100), Fundamentals of Project Management (FPM-100),

Introduction to Business and the Economy (IBE-100), Introduction to Business Law (IBL-100), and Fundamentals of Marketing Management (FMM-100). Each module is designed to build specific competencies that equip students with the tools for effective business administration. Whether students aim to enter the workforce or pursue further studies, the HCBA offers a robust starting point for their academic and professional journeys.

TSIBA Academic Offerings

Bachelor of Business Administration (BBA)

The Bachelor of Business Administration (BBA) program at TSIBA Business School is meticulously designed to provide students with the fundamental skills and knowledge required for successful careers in management and administration across various sectors. The program's curriculum centers on general management and leadership and allows students to specialize in entrepreneurial leadership or entrepreneurial finance. What makes the TSIBA BBA unique is its strong emphasis on experiential learning, encouraging students to apply their knowledge and skills in real-world contexts, preparing them not only as job seekers but also as potential job creators.

In the first year of the BBA program, students are introduced to nine essential modules covering key areas such as quantitative methods, personal development, business communication, digital literacy, accounting, and finance. Foundational courses in microeconomics, macroeconomics, and business management are also included. This comprehensive approach ensures that students develop a broad and deep understanding of business principles. This enables them to analyse and resolve complex business issues effectively, contribute to team and leadership roles, and cultivate an entrepreneurial mindset.



Overview of TSIBA Business School

TSIBA Academic Offerings

Bachelor of Business Administration (BBA)

In the second year of the Bachelor of Business Administration (BBA) program at TSIBA Business School, students deepen their understanding of business management while refining their skills in their chosen areas of specialisation. Building on the foundational knowledge gained in the first year, the curriculum offers a more advanced exploration of key business disciplines, allowing students to tailor their education according to their career aspirations.

The second-year curriculum comprises core modules and several electives, with the core modules for the Entrepreneurial leadership stream covering vital areas such as Entrepreneurship, Financial Management, Marketing Management, Human Resource Management, Team Leadership, and Operations Management.

We have Economics for Managers, Investment Management Administration, and Cost and Management Accounting for the Entrepreneurial Finance stream. In addition to the core modules, students can select from a range of electives that align with their chosen stream, either the Entrepreneurial Leadership Stream or the Entrepreneurial Finance Stream. Electives include Business Law, Taxation, Project Management, Enterprise Risk Management, and Digital Marketing. This approach ensures that by the end of the second year, students are well-versed in essential business principles and equipped with specialized competencies that enhance their employability and readiness for leadership roles.

In the third and final year of the Bachelor of Business Administration (BBA) program at TSIBA Business School, students engage in advanced studies that solidify their readiness for the professional world or further academic pursuits. Building on the foundational and specialised knowledge gained in the first two years, the third-year curriculum emphasizes strategic thinking, leadership, and the practical application of business concepts in real-world settings.

A cornerstone of the third-year experience is the Individual Practical Industry Project (IPJ-300), a comprehensive, semester-long module with 60 credits. This capstone project allows students to apply the theoretical knowledge and skills they have acquired throughout the program in a real-world industry environment. Through internships in industries of their choice, students hone their leadership and entrepreneurial abilities, tackling day-to-day challenges and gaining invaluable insights into their chosen fields.

The IPJ-300 is designed to help students articulate the practical challenges of operating within an industry, understand the dynamics of various business life cycles, and apply strategic concepts effectively in both written and verbal communication. By the end of the third year, students emerge as well-rounded, strategic thinkers with the skills and experience necessary to excel in various management and leadership roles or to pursue postgraduate studies in business or management education. The IPJ-300 is a pivotal experience that bridges the gap between academic learning and real-world application, preparing students to step confidently into their future careers.

Overview of TSIBA Business School

TSIBA Academic Offerings

Postgraduate Diploma in Business Administration (PGDBA)

The Postgraduate Diploma in Business Administration (PGDBA) at TSIBA Business School is a meticulously designed program to prepare professionals for middle to senior management roles across various industries. With an enterprise development focus, the PGDBA seeks to develop candidates into effective leaders, innovators, and job creators who drive growth within their organisations. Spanning 120 credits, the program is typically completed over 18 months, with the flexibility to extend up to three years, making it suitable for working professionals.

The curriculum is structured to provide a balanced blend of theoretical knowledge and practical skills, delivered through a combination of compulsory core modules and a selection of electives. The six core modules form the program's backbone, covering essential areas such as Strategic Management, Entrepreneurial Leadership, Entrepreneurial Finance, Academic Literacy and Strategic Communication Management, and Applied Coaching and Mentoring.

These core modules are designed to equip students with a comprehensive understanding of strategic decision-making, financial management, leadership within entrepreneurial settings, and effective communication strategies. Notably, the Strategic Management and Applied Coaching and Mentoring modules serve as capstones, integrating knowledge from across the program and focusing on contemporary challenges in the business world.

In addition to the core modules, students can tailor their learning experience through a selection of electives, allowing them to specialise in areas that align with their career aspirations. Elective options include Business Ethics, Governance, and Sustainability, which explores the intersection of ethical responsibility and business success; International Business and Economics, which develops competencies for navigating the global business environment; Digital Business, which delves into the impact of digital transformation on modern business practices; Advanced Project Management, focusing on the critical skills needed to manage complex projects effectively; Advanced Operations Management, which applies operations management techniques to real-world challenges; and Advanced Marketing Practice, which equips students with the tools to create and implement successful marketing strategies in various contexts.

This combination of core and elective modules ensures that PGDBA program graduates are well-rounded, with a deep understanding of essential business principles and specialised expertise in their chosen fields.



Overview of TSIBA Business School

Curriculum Synergy with SDGs

At TSIBA Business School, our academic programs are meticulously crafted to cultivate graduates who are not only proficient in business fundamentals but also deeply committed to responsible management and sustainable development. By embedding the Principles for Responsible Management Education (PRME) and aligning our curricula with the Sustainable Development Goals (SDGs), particularly SDG 1: No Poverty, SDG 4: Quality Education, SDG 8: Decent Work and Economic Growth, and SDG 13: Climate Action, we aim to produce global citizens prepared to address the critical challenges of our time.

1 NO
POVERTY



4 QUALITY
EDUCATION



8 DECENT WORK AND
ECONOMIC GROWTH



13 CLIMATE
ACTION



Higher Certificate in Business Administration (HCBA)

The Higher Certificate in Business Administration (HCBA) is a gateway to the world of responsible business practices. Designed to instill a strong foundation in business administration, the HCBA program emphasizes the intersection of ethical leadership and sustainable development.

Our curriculum is intentionally aligned with SDG 4: Quality Education, ensuring that students receive a holistic education across key domains such as finance, marketing, entrepreneurship, and human resource management. This comprehensive approach equips graduates with the knowledge and skills necessary to excel in the business world, while also enabling them to contribute meaningfully to societal progress through informed and ethical decision-making.

The program's commitment to SDG 8: Decent Work and Economic Growth is evident in our focus on nurturing an entrepreneurial mindset. By encouraging students to innovate and lead, the HCBA prepares them to create and sustain businesses that provide meaningful employment opportunities. Through modules in entrepreneurship and project management, students are equipped to drive economic value while promoting social equity and inclusion.

Moreover, our dedication to SDG 13: Climate Action is seamlessly integrated into the HCBA curriculum. Courses that explore the environmental impact of economic activities empower students to adopt sustainable business strategies, reducing carbon footprints and fostering a culture of sustainability in their future organizations. By addressing SDG 1: No Poverty, we empower students from diverse backgrounds to access higher education, creating opportunities for socioeconomic advancement and breaking the cycle of poverty.

Overview of TSIBA Business School

Bachelor of Business Administration (BBA)

Building upon the foundation laid by the HCBA, the Bachelor of Business Administration (BBA) program at TSIBA Business School takes a deeper dive into the principles of responsible management education and sustainable development. This program is designed to produce graduates who are not only competent in business management but also conscientious leaders with a global perspective. The BBA program's alignment with SDG 1: No Poverty is reflected in its strong emphasis on entrepreneurship.

Courses like Entrepreneurship 2A and 3 guide students through the journey of ideation, business development, and strategic leadership. By fostering an entrepreneurial mindset, the BBA equips students with the skills to create sustainable businesses that contribute to economic upliftment and poverty alleviation in their communities. SDG 4: Quality Education is a cornerstone of the BBA curriculum, which is committed to providing an education that is both accessible and transformative.

The program's experiential learning approach ensures that students can apply theoretical knowledge to real-world challenges, preparing them for leadership roles across various sectors. Modules such as the Individual Practical Industry Project (IPJ-300) and Corporate Finance (COF-300) blend rigorous academic learning with practical industry experience, enhancing students' readiness for the workforce and their capacity to contribute to societal progress.

SDG 8: Decent Work and Economic Growth is central to the BBA's mission of producing graduates who can drive economic growth through innovation and responsible management. The program's focus on strategic management and leadership, along with specialized modules like Investment Management Administration 3 (IMA-300), prepares students to navigate complex financial landscapes, make informed decisions, and promote ethical business practices that support sustainable economic development.

Finally, the BBA program integrates SDG 13: Climate Action by instilling in students an acute awareness of the environmental impact of business decisions. Through courses like Management of Innovation and Technology (MIT-200), students explore the intersection of business, technology, and sustainability, learning to implement strategies that mitigate environmental harm and promote sustainable practices within their organizations.



Overview of TSIBA Business School

Postgraduate Diploma in Business Administration (PGDBA)

The Postgraduate Diploma in Business Administration (PGDBA) at TSIBA Business School is a dynamic program designed for those ready to take on advanced leadership roles while navigating the complexities of modern business environments. Rooted in the principles of PRME and the SDGs, the PGDBA program is closely aligned with SDG 1: No Poverty, SDG 4: Quality Education, SDG 8: Decent Work and Economic Growth, and SDG 13: Climate Action. SDG 1: No Poverty is addressed through the PGDBA's focus on entrepreneurial leadership and finance, particularly in the Entrepreneurship (ENT400) and Entrepreneurial Finance (EFN400) modules.

These courses empower students to create and manage businesses that generate jobs and economic opportunities. By equipping students with the skills to launch and grow enterprises, the program directly contributes to poverty reduction and economic empowerment. In line with SDG 4: Quality Education, the PGDBA program is dedicated to delivering high-quality, relevant education that prepares students for leadership roles across diverse sectors. The Academic Literacy and Strategic Communication Management (ALC400) module ensures that students are equipped to engage with complex academic and professional content, fostering a culture of continuous learning and intellectual growth. The program's rigorous academic standards and emphasis on strategic thinking provide students with the tools they need to excel in their careers and contribute to the global knowledge economy.

SDG 8: Decent Work and Economic Growth is a central theme of the PGDBA, with modules like Strategic Management (STM400) and Applied Coaching and Mentoring (ACM400) focusing on developing leaders who can drive sustainable economic growth. These courses teach students to make strategic decisions that enhance organizational performance while promoting ethical management practices and social responsibility. By emphasizing mentoring and coaching, the program prepares graduates to foster inclusive workplaces that offer decent work opportunities to all. Finally, the PGDBA program's integration of SDG 13: Climate Action through the Business Ethics, Governance, and Sustainability (EGS400) module challenges students to balance business goals with environmental sustainability and ethical governance.

This module encourages future leaders to incorporate climate action into their strategic decision-making processes, ensuring that their organizations contribute to the global effort to combat climate change. Collectively, the academic programs at TSIBA Business School embody a profound commitment to responsible management education and the Sustainable Development Goals. From the foundational HCBA to the advanced PGDBA, each program is carefully designed to produce graduates who are not only successful in their careers but also dedicated to making a positive impact on the world. Through the lens of PRME and the SDGs, TSIBA Business School fosters a generation of leaders who are equipped to create a more equitable, sustainable, and prosperous future for all.

By Jakubose Sibanda, HoD: Undergraduate Studies (Business)

Purpose



1 NO POVERTY



TSIBA is dedicated to advancing responsible management education with the goal of fostering inclusive prosperity and thriving ecosystems. This commitment is reflected in the school's mission to invest in purpose-driven individuals who lead social change, aligning directly with the broader aim of creating a more just and sustainable world.

TSIBA Business School's 'Purpose-lived' success has made a very significant impact in the harsh South African reality of high unemployment. Graduate employability is >90%, which is sector leading. Whilst her 'Purpose-lived' ethos connects us to our higher aspirations through the values we express and makes us active participants in changing the world we're living in.

Through No Poverty (SDG 1) and Quality Education (SDG 4) and Decent Work and Economic Growth (SDG 8) TSIBA equips individuals with the skills and knowledge to become leaders who drive sustainable change in their communities and beyond.

No Poverty (SDG 1)

Empowering Lives Through Education: Breaking the Cycle of Poverty

TSIBA Business School is a beacon of hope and progress, committed to addressing poverty and fostering accessible tertiary education.

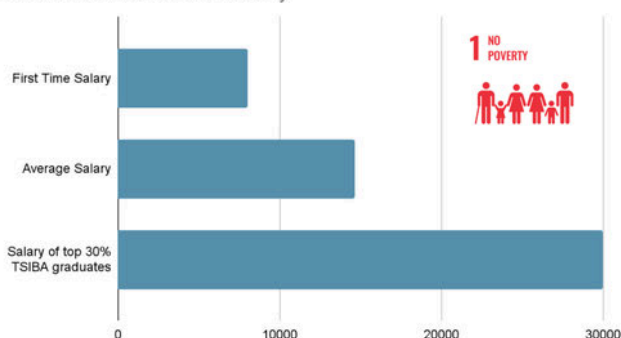
Over the past two decades, TSIBA has been at the forefront of aligning with the United Nations Sustainable Development Goal (SDG) 1 – No Poverty. Through its transformative educational programs, TSIBA empowers individuals, breaks the cycle of poverty, and builds a brighter future for communities across South Africa. At the heart of TSIBA's mission is the principle of empowerment. By offering scholarships to students from low-income backgrounds, TSIBA dismantles the financial barriers that often inhibit access to higher education.

This support extends beyond financial aid, encompassing a comprehensive approach that equips students with essential skills, knowledge, and confidence. TSIBA's educational model fosters active participation in personal and professional development, enabling students to transcend poverty's limitations and shape their futures with purpose.

- **First Employment Remuneration:** The average monthly earnings of TSIBA BBA alumni exceed R8,000, placing them in the middle 40% of per-adult household income earners in South Africa and above 50% of South African income earners.
- **Average Remuneration:** Current average monthly earnings of R14,668 place TSIBA alumni in the top 18% of earners in South Africa (2022 Business Tech Report).
- **Remuneration Mobility:** 31% of TSIBA BBA alumni earn above R30,000 per month (or R360,000 per annum), positioning them in the top 50% of South African income earners (Salary Explorer).

Purpose

TSIBA Graduate Social Mobility



- **Employment Rapidity:** 88% of TSIBA BBA graduates secure employment within 12 months of completing their studies, with the majority obtaining positions with the host organizations where they completed their third-year internships.
- **Employment Consistency:** Over 68% of TSIBA graduates have maintained employment -75% of the time since graduation.
- **Financial Sector Employment:** Many TSIBA BBA graduates remain employed in the financial services sector, with many completing the ASISA Investment Management Course (IMACS) as a second-year elective.

TSIBA Business School is not just an institution; it's a movement committed to transforming lives and breaking the cycle of poverty. By equipping students with the skills, knowledge, and entrepreneurial spirit needed to thrive in today's dynamic business environment, TSIBA is making a profound, long-term impact on future business leaders.

One such leader is Paul Masilo, a TSIBA alumnus whose journey from student to a successful entrepreneur is a testament to the power of education in changing lives. Paul Masilo, a graduate of TSIBA's Postgraduate Diploma in Business Administration program, exemplifies the transformative impact of TSIBA's mission.

Despite having no background in chemical engineering, Paul founded Freshmo Brands in 2014 the first black-owned, township-based company in Africa to produce mouthwash packaged in sachets. His innovative approach, driven by the need for affordable and accessible oral hygiene solutions in township markets, has set a new standard in the industry.

Paul's success story began with a simple idea during a time of fasting when he realised the need for a portable mouthwash. Through determination and the support of experts, Paul developed his own formula, overcoming numerous challenges along the way. Today, Freshmo Brands, with its slogan "Freshness on the go," is a thriving business endorsed by Proudly South African and tested by the South African Bureau of Standards.

TSIBA's role in Paul's journey cannot be understated. The education and support he received from TSIBA enabled him to navigate the challenges of entrepreneurship and turn his vision into reality. Now, as he works alongside his son, the Production Manager at Freshmo, Paul is not only breaking the cycle of poverty for himself but also creating opportunities for his community.

TSIBA Business School's dedication to breaking the cycle of poverty through education and entrepreneurship is evident in stories like Paul's. By empowering students to become future business leaders, TSIBA is making a lasting impact that resonates far beyond the classroom, fostering a new generation of entrepreneurs who are poised to lead South Africa into a brighter future.

By Ethel Mkonto, Marketing Lead

Purpose

Quality Education(SDG 4)



Widening access to higher education as a vehicle for social impact is at the core of TSIBA's mission and vision. To be able to transform lives at individual and societal levels, education must be of intrinsically high value and it must be responsive to the demands of meaningful employment, personal development and further professional development. This is the ethos that underpins the conceptualisation, design and development of every educational product at TSIBA Education.

Since our last SIP report in 2021, our approach to educational provision has been guided by two overarching goals:

Strategic Goal 1: Strengthening and advancing our academic offerings. Under this theme, we have undertaken wholesome reviews of all our accredited qualifications, to ensure that beyond meeting regulatory thresholds, they give our students and graduates the competitive edge to confidently step out into the world of work, entrepreneurship or further education. Key considerations during the curriculum review included social and environmental responsibility; the demands of 4IR and the changing world of work; and a global awareness while upholding TSIBA's social impact ethos.

Additionally, much progress has been made towards introducing offerings in other key disciplines such as information and communication technologies. Formal pronouncements in this regard can only be made once the regulatory hurdles have been overcome. In the meantime, we continue to widen the choice of offerings to the public through executive education and short courses, which have a strong focus on targeted skills development.

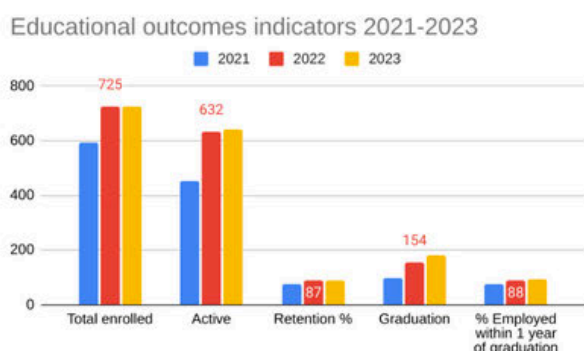
Strategic Goal 2: Putting student experience at the heart of all we do. The pursuit of this goal manifests through the lived experiences of our students, regarded as our *raison d'être*. As an institution, we have elected to intentionally promote learning environments which maximise the potential for students to develop intellectually, psychologically, morally and socially; asserting their unique identities while integrating well as effective global citizens.

Through the combined efforts of our management, curriculum and pedagogical practices, we engender the values of leadership and entrepreneurship; collaboration and co-creation; social and environmental responsibility; as well as immersive and experiential learning. Additionally, through our weekly newsletters, quarterly committee reports, semester reviews and several annual reports, we share our experiences with our internal and external publics. The synergies of these values with the seven PRME principles are perhaps self-evident.

Purpose

Vital Statistics: 2021-2023

A snapshot of our key performance metrics in respect of educational provision are shown below:



At TSIBA Education, key performance indicators of education quality include: student retention rates, academic success and employment. Equally important are qualitative indicators such as student satisfaction and social impact. While we have experienced some significant challenges in some areas of overall institutional performance, we have been fortunate that the outlook and general trend has been positive in most areas.

Improving student retention and success signal improving operational efficiency in actualising the hopes and aspirations that students have when they enter the institution. High and sustained graduate employment rates highlight the social mobility effect of our work and contribution to nation building.

These outcomes are the results of fruitful engagements with our vast and growing network of collaborators including international universities, local entrepreneurs, industry associations, organisations that host our students as interns, and a global network of coaches and mentors.

At TSIBA leadership development as a fundamental backbone of our praxis. Over 20 years we empowered students to understand that both the wilderness, as nature and the city as a concrete wilderness are interrelated classroom spaces. In these intimately natural and social spaces they are exposed to self-reflective and constructive experiences that enable them to grasp the concept of academic self leadership, endurance and social responsibility within a greater context.

On our wilderness educational experiences are not just normal camping, but rather ground breaking life moments where students are taught how to lead with deep compassion, integrity and service above self. The contrast in living within a city and being out in the wild enables our students to develop their own ideas about their individual leadership styles as well as the concept of leadership itself whilst engaging with our vast and growing network of collaborators including international university partners, local entrepreneurs, industry associations, organisations that host our students as interns, and a global network of coaches and mentor.

By Dr Peter Ayuk, Executive Dean



Purpose

Decent Work and Economic Growth (SDG 8)



8 DECENT WORK AND ECONOMIC GROWTH



At TSIBA Business School, we recognize that sustained and inclusive economic growth is key to driving progress, creating decent jobs for all, and improving living standards. The COVID-19 pandemic has disrupted billions of lives and threatened the global economy, underscoring the urgent need to create environments that foster decent jobs and drive economic growth. This goal can only be achieved through pragmatic education that imparts real-world skills applicable in the workplace.

We understand that merely producing job seekers is insufficient. Therefore, we focus on instilling entrepreneurial skills and a resilient spirit that emphasizes perseverance. Our graduates are equipped to adapt to diverse and dynamic environments, embodying the values of resilience and adaptability.

Youth unemployment is a significant challenge in South Africa, mirrored globally. In the first quarter of 2024, the unemployment rate among young individuals (aged 15-34 years) stood at 45.5%, significantly higher than the national average of 32.9%.

One of the targets of SDG 8 is to substantially reduce the proportion of youth not in employment, education, or training and to develop and operationalize a global strategy for youth employment, as outlined by the International Labour Organisation's Global Jobs Pact.

Youth with experience (12.3%) are more likely to transition from unemployment or inactivity into employment, surpassing even their adult counterparts with experience (7.4%)



Given these statistics, gaining access to decent work for the youth is a critical target. The International Labour Organization (ILO) defines decent work as “productive work for women and men in conditions of freedom, equity, security, and human dignity.” Decent work is characterised by:

- Fair income
- Secure employment and safe working conditions
- Equal opportunities and treatment for all
- Social protection for workers and their families
- Prospects for personal development and social integration
- Freedom for workers to express concerns and organize

Purpose

Decent Work and Economic Growth (SDG 8)

Our Impact

At TSIBA, our core mission is to provide subsidised high-quality tertiary education, which significantly impacts our students' ability to secure decent employment.

Access to Education: TSIBA has dramatically enhanced access to education, offering quality academic programs to students from diverse backgrounds. We have provided over 9,500 full or subsidised scholarships to more than 3,500 students from disadvantaged backgrounds, many of whom are the first in their families to graduate and secure decent work. Our Work Integrated Learning program equips students with the necessary experience and skill set to successfully enter the workforce. This is further enhanced by international collaborations with partners like B360, which help students develop versatile skills to market themselves effectively in the job market.

Graduate Employability: Beyond academic success, we focus on enhancing our students' overall employability. This includes practical training, internships, and career support services that prepare students to enter the workforce confidently and competently. TSIBA graduates boast an impressive employability rate of over 90% across various sectors, particularly in financial services, professional services, and retail. First-time earnings for TSIBA graduates average above R8,000 per month, positioning them in the mid-40% of per-adult household income earners in South Africa and the top 50% of South African income earners. This success reflects our commitment to equipping students with the skills and knowledge necessary for the job market.

Academic Throughput: TSIBA's academic throughput is impressive, with many students successfully completing their programs. Our supportive learning environment, dedicated faculty, and comprehensive student support services contribute to high graduation rates and academic excellence. *By Dr Stanford Kasai, HoD: Postgraduate Studies (Business)*



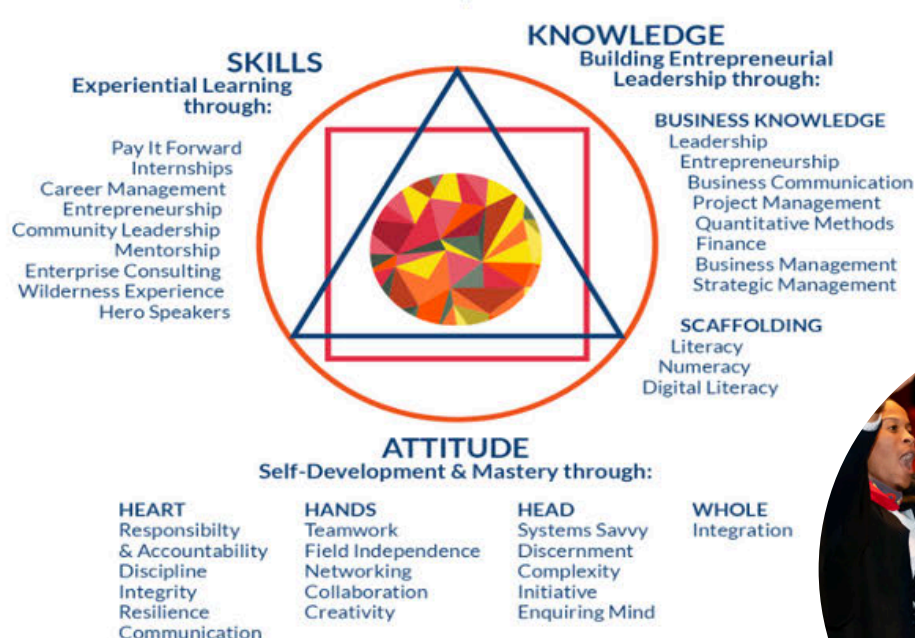
Value



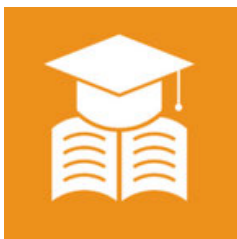
The TSIBA Profile of Graduateness aligns with the PRME principle on Values by fostering graduates who prioritise ethical leadership, social responsibility, and sustainability in their professional and personal lives. This commitment to values ensures that TSIBA graduates are not only competent in their fields but also dedicated to advancing responsible management practices that benefit society and the planet.

"Philanthropy is purpose in its purest form! Grants that enable the less fortunate to live or learn express an individual's unique innate desire to determine someone else's reality in a positive way."

"TSIBA Business School's 'Batho Pele' (people first) education model is unique in a world obsessed with technology and consumer-driven commercial enterprise. By placing humans at the centre of commercial endeavour, the TSIBA model aims not only to unlock the purpose-lived ethos in its students but also to contribute toward social advancement as well as environmental sustainability."



Teach



TSIBA's educational model is designed to transform learning environments by integrating responsible management concepts and practices into the curriculum. Courses across all programs emphasize ethical leadership, sustainability, and social impact, preparing students not only to excel in their careers but also to contribute positively to society and the environment. At TSIBA Business School, our approach to education is deeply rooted in our core values, which emphasize holistic leadership development, entrepreneurial spirit, and a commitment to social impact.

These values guide us in nurturing students who are not only academically proficient but also deeply aware of their responsibilities to society and the environment. Through innovative pedagogies like the "Beating the Drum" leadership experience and our robust emphasis on entrepreneurship, TSIBA instills in students the qualities of resilience, cultural literacy, and ethical leadership, preparing them to navigate and positively influence a complex and ever-changing world.

Leadership Development: Beating the Drum: The Heartbeat of TSIBA's Leadership Pedagogy

At the heart of the Tertiary School in Business Administration (TSIBA)'s innovative approach to cultivating 21st-century leaders lies the ancient ritual of Beating the Drum of Leadership. Rooted in the wisdom of the /Xam people's sacred rites of passage, this practice serves as both a potent metaphor and a practical tool for fostering bonds between diverse people and cultures.



In these particular leadership experiences, facilitated by TSIBA and Educo Africa, we lead our young emerging leaders, especially in TSIBA Global, from France, The USA and South Africa on a profound bonding and reflective journeys to the outskirts of the Groot Winterhoek Nature Reserve. Our leadership philosophy at TSIBA challenges every aspiring young business student to ask existential questions such as: Who am I? What can I meaningfully contribute to the 21st-century world?

Systematically, not only in our wilderness experiences but also in the classroom, we invite our students to reflect on their sacred place within the class, the business school, the community, and the world at large. We encourage them to interrogate how they arrived at this point in time, allowing them to consciously critique their past, present, and future. In these moments, tears, pain, silence, and resolve often emerge, bringing a sense of clarity and purpose. It is a space created with safety, connecting the invisible threads of history to their aspired future through the skies, the mind, and their bodies.

Teach

Year after year, our exiting graduandi express in their purpose statements how they commit to lives of purpose, sustainability, value-based leadership, ethical business practices, and societal well being beyond mere profit driven ventures at the expense of “the things that matter”

As they engage with the often sweet and bitter drops of academic leadership concepts, they are challenged to frame theories of self-discovery, self-leadership, and African philosophies of living to shape their realities. Here at TSIBA we intentionally craft educational narratives that include the marginalized African educational pedagogies of sustainability, relationality, mutuality, and Ancestral wisdoms alongside western pedagogies. In practical, exploratory acts of building self and self-confidence—through job shadowing, acts of kindness, relationship building, and paying it forward—we coach and mentor our students to test their personal boundaries by learning new things in the “real” world of work.

Yet, we dare not break the bond between self and nature, or between self and their own personalized rhythms. We remind ourselves that learning is holistic. With music genres and contemplation, every leadership experience is an invitation to rehumanizing our highly individualized and capital intensive leadership to a leadership-as-practice.

These educational moments—both around the drumming circles, in the safe spaces of the classroom, and during authentic struggles with foreign academic concepts—help students create new visions and possibilities of being leaders in a VUCA (Volatile, Uncertain, Complex, and Ambiguous) world.

The impact of Beating the Drum on TSIBA students is profound and lasting—it crosses the boundaries of culture, color, and creed. Through these and many other educational rituals, our students learn to embrace vulnerability, share their stories, and listen deeply to others, forging bonds of trust and understanding that will serve them well beyond their time at TSIBA. They discover the power of leading from the heart, rooting their leadership in the essence of who they are and the heritage they carry. This authentic, integrated approach to leadership development leaves an indelible mark on students, igniting their sense of purpose, clarifying their vision, and instilling in them the conviction that they can be agents of positive change in the world.

The transformative effects of TSIBA's leadership pedagogy, with Beating the Drum at its core, extend far beyond the 6000 individual student students whose lives we touched over the past 18 years. Industry partners and employers, like Allan Gray Orbis Foundation, Lewis Stores, the Association for Savings and Investment South Africa (ASISA) and Granate Asset Management, consistently report that TSIBA graduates bring a unique depth and authenticity to their leadership roles.



Teach

They are not only academically astute and technically skilled but also culturally literate, adaptable, and deeply committed to the greater good. In a complex and rapidly changing world, these are the qualities that set TSIBA graduates apart as leaders. The ancient wisdom of the Indigenous peoples of South Africa, like the /Xam people, embodied in the sacred act of Beating the Drum, continues to resonate through their lives and leadership, a testament to the enduring power of TSIBA's alchemical approach to leadership education.

TSIBA is demonstrating her commitment to sustainable business education as one of the lecturers Earl-Djehuti Erasmus travels this year for the second time to Audencia Business School in Nantes, to teach sustainable business methods based rooted in the /Xam people's knowledge and ways. His proposition depicts that the concept of indigenous knowledge is not limited to the Africa continent, but can be used in every other society and that makes TSIBA a formidable institution when it comes to responsible management education. *By Earl-Djehuti Kabbo Erasmus, Lead Facilitator.*

Entrepreneurial Spirit: At TSIBA we understand that producing work seekers is no longer enough hence, we focus on entrepreneurial skills and the spirit that says never give up. Our curriculum and extracurricular activities emphasize entrepreneurship. About 40% of our students own a small business before graduating and about 30% of them will develop their businesses into a fully fledged sustainable business enterprises employing people and sustaining livelihoods.

During their studies, students engage with a number of international programs and together with their counterparts from US and European leading universities, they collaborate in teams with local entrepreneurs to produce solutions to entrepreneurial challenges. These projects foster international collaboration, diversity, and innovation.

During the immersion in Cape Town, students will collaborate with local entrepreneurs, supported by the social and business networks of TSIBA Business School, to participate in a structured social enterprise business challenge that addresses the needs of one of Cape Town's most historically marginalized townships (i.e., Langa).



Teach

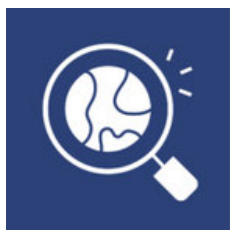
While situating themselves in the community, students will work and co-learn with peers from another country to help social entrepreneurs advance their missions. In addition to the entrepreneurial projects, this program will include a weekend leadership workshop for the students in the Groot Winterhoek nature preserve. This workshop, facilitated by an expert leadership coach and an experienced wilderness experiential learning youth development organization, will allow students to reflect on their learning and forge deeper understanding of their international peers and the socio-cultural and political contexts of their social entrepreneur partners.

By focusing on these key areas, TSIBA Business School continues to make a substantial impact on its students and the broader community, ensuring that our graduates are well-prepared to contribute positively to society and drive sustainable economic growth.

Together, these components provide a uniquely experiential learning model that fosters the development of essential self-awareness and leadership skills, while also fostering an entrepreneurial mindset to addressing society's challenges. Participants will embrace the philosophy of Ubuntu in navigating this personal and professional growth, understanding their own positionality in the world through an expanded network, and build their capacity to use future thinking and innovation principles in aligning business solutions to greater goals. *By John Durr, Entrepreneurship*



Research



Despite financial limitations, TSIBA's efforts to build research capacity reflect a strong commitment to the PRME principles, particularly in fostering a research culture that promotes ethical business practices, social equity, and environmental sustainability. By establishing structures like the Research and Ethics Committee and incentivizing staff to engage in research, TSIBA is taking proactive steps to ensure that its research activities contribute meaningfully to responsible management education and address the complex challenges of our time.

TSIBA Business School is in the early stages of building its research capacity, recognizing the critical role that scholarly research plays in advancing responsible management education and contributing to the global knowledge economy. A significant step in this journey is the establishment of a Research and Ethics Committee, which regularly convenes to oversee and guide the research activities within the institution. This committee is responsible for evaluating ethics applications, promoting research capacity building, and advising on strategic research priorities that align with TSIBA's mission.

Despite these positive steps, TSIBA faces limitations, particularly in terms of funding and resources available for research. Current funding is limited, with grants capped at R5000 per approved request for outputs in DHET-accredited conference proceedings or journals. This funding constraint presents a challenge to expanding research activities and fully supporting the aspirations of faculty and students. To address these challenges, TSIBA has begun incentivizing staff for their research contributions by recognizing research performance and integrating active research engagement as a job requirement where appropriate. These incentives are intended to motivate staff to pursue research activities that align with TSIBA's strategic goals, even in the face of limited financial support.



Partner



TSIBA actively engages with a diverse range of stakeholders, including businesses, government, civil society, and academia, to advance the principles of responsible management education. These partnerships are vital in creating opportunities for students, enhancing curriculum relevance, and fostering a collaborative approach to tackling global challenges.

Building Entrepreneurship: Fostering Innovation and Collaboration. The spirit of entrepreneurship at TSIBA is cultivated in the classroom and practiced in real-world settings. Through initiatives like the annual Entrepreneurship Dialogue, TSIBA fosters entrepreneurial learning and collaboration. The 17th consecutive annual Entrepreneurship Dialogue, in partnership with Northeastern University (NU) in Boston, is a testament to this commitment. Celebrating its 16th anniversary in 2022, this dialogue harnesses the diversity and creativity of youth from two continents to address business challenges faced by start-up entrepreneurs.

Started by Professor Dennis O'Shaughnessy, the NU TSIBA collaboration has impacted over 1,500 students and 240 entrepreneurs, providing more than \$110,000 in grant funding. In this program, American and South African students from diverse backgrounds work together with local entrepreneurs, applying innovative solutions to their challenges. The global to local student exchanges have brought unique perspectives and skills, addressing pressing problems and inspiring new solutions.

TSIBA Business School's unwavering dedication to empowerment, education, and breaking the cycle of poverty demonstrates its powerful role in combating poverty. By integrating these core elements into its mission and fostering entrepreneurship, TSIBA is transforming individual lives and contributing significantly to the broader goal of poverty eradication. As TSIBA continues to evolve and expand, its commitment to using education and entrepreneurial innovation as tools for creating a world free from poverty remains integral to building a future where every individual has the opportunity to succeed and thrive.

By harnessing the aspirational and philanthropic values of a Business School with philanthropists who over a period of 18 years provided access and full-tuition scholarships to over 6000 deserving young people from the most marginalised sectors of South African society.

TSIBA's yearly collaboration with industry stakeholders in organizing a Women's Conference on Financial Investments, during Womens Months, is another step towards fulfilling our gender equality and economic empowerment mandate. These opportunities expose women to meaningful management of finances, investments, and wealth creation in a framework of responsible and sustainable business practices. This initiatives compliments our commitment to SDG 5: Gender Equality and SDG 8: Decent Work and Economic Growth, highlighting our drive towards women empowerment in social and economic spheres of society. *By Ethel Mkonto, Marketing Lead*

Practice



13 CLIMATE ACTION



TSIBA adopts responsible and accountable management principles. The school's commitment to sustainability is evident in its green campus initiatives, ethical governance practices, and efforts to reduce its environmental footprint. These actions demonstrate TSIBA's dedication to leading by example in promoting responsible management.

Climate Change (SDG 13)

At TSIBA Business School, we recognize that tackling climate change presents not only a duty but also a crucial chance to promote creativity and excellence in leadership. In a time when environmental issues are becoming more urgent, we are dedicated to incorporating climate action into the heart of our business education and operations. Our strategy for addressing climate change involves a variety of aspects, including promoting sustainable methods, innovative educational programs, and actively involving the community.

TSIBA is committed to reducing its own impact on the environment as well. We are currently promoting sustainability by implementing green campus initiatives and promoting eco-friendly practices among students and staff for a more sustainable future. We collaborate with organizations and stakeholders to advocate for climate action and make a positive impact beyond the classroom.

TSIBA Business School aims to be a shining example of sustainable leadership and innovation by aligning its mission with the pressing need for climate action. Our commitment is to empower upcoming business leaders to lead the way in transitioning to a more resilient and more eco friendly environment.

Green Campus

Like in our last report we stated our bold vision to not just have a garden in our campus but to become a campus in a garden. We recently moved into a new campus in June of 2023 and students were welcomed into a new campus which is environmentally friendly with renewable energy sources harvesting the sun with rooftop solar technology. The move has resulted in a slight delay in our proceeding of the climate action missions we had but the reinvigoration of the TSIBA Earth Society has resulted in more interest from students to do their part in protecting the environment.

Our ethos at TSIBA has for climate action as always been environmental sustainability and with the help of our donors and the ever-amazing CEO Gia Whitehead, we received a number of donated trees that was to be planted as part of our dream of a 'campus in a garden'. TSIBA Earth is a student society that has risen up to help lead this dream, and this year, students got involved in making our dream a reality. They revamped our garden along with help from volunteers from various organizations for the Mandela Day 67 Minutes of Service. This work included the planting of trees and different plants. We worked alongside UWC and Audencia students, to name a few.

Practice

We are also partnering with a company called SDV on a recycling project. SDV will help us audit the type of waste we use, and at what rate; in September, we will launch Activation Day, where we will showcase the various aspects of the program to the community. This program will be launched by the beginning of September and is highly anticipated by staff and, most importantly, by the students. Some students have been running programs where they clean our dustbins. This is an initiative initiated by the students, which gives us hope of achieving the dream.

The student saw an opportunity to make a difference while making a business out of it. A brief description of his business is that his cleaning service includes professional cleaning, sanitizing, and deodorizing of the waste bins, typically after garbage collection. Using high-pressure cleaning systems and eco-friendly chemicals will help prevent the buildup of bacteria, unpleasant odors, and pests that can accumulate due to waste residue. This will ensure that the bins are hygienic and safe to use.

We intend to sustain and strengthen these partnerships as they also tie in with the 12th SDG of responsible consumption and production. The participation and interaction of students show progress in educating our future business leaders about the impact a healthy, prospering environment has on sustaining a successful business. We, as TSIBA Business School and TSIBA Earth, say, "Together, our actions today will forge the path to a sustainable tomorrow—let's turn commitment into impact and safeguard our planet for generations to come."

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Practice

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"TSIBA has won numerous awards, including the Impumelelo Gold Award for Social Innovation in 2013, the Mail and Guardian Drivers of Change Awards in 2014, and the Eduweek Africa Award in Higher Education Category in 2015. We remain aspirational but we're transcending awards for the sake of challenging the status quo in business education"



Share



TSIBA is committed to sharing its successes and challenges with the broader community to facilitate collective learning and to live out its common values and purpose. By openly discussing its experiences, TSIBA contributes to the global discourse on responsible management education, helping to shape best practices and inspire others in the field.

More recently, TSIBA has released the first 100s of hours of Purpose-Lived Podcast episodes. The episodes are wonderfully enlightening conversations between TSIBA Co-Founder and Chairperson Gia Whitehead and iconic human beings from various walks of life. They live ordinary lives but make extraordinary impacts in society.

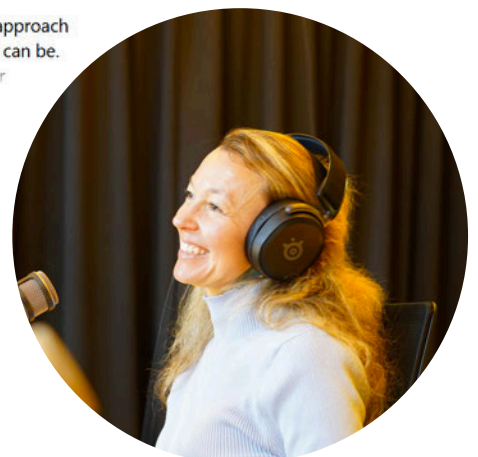


PURPOSE-LIVED, conversations with Gia Whitehead, TSIBA Co- Founder and Chair

TSIBA Business School

PURPOSE-LIVED at TSIBA has always underpinned an approach to education as a catalyst for the best of what humans can be. When we dream and live to purpose we create a better

[Show More](#)



COMMITTING TO A SUSTAINABLE FUTURE

TSIBA Business School is deeply committed to a sustainable future, integrating the principles of responsible management education and the Sustainable Development Goals (SDGs) across its programs, initiatives, and institutional strategy. This commitment is evident in developing new academic programs, establishing research and ethical frameworks, and actively promoting entrepreneurial leadership and blended learning. One of the key developments at TSIBA is the upcoming Diploma in Information and Communication Technology (DICT), which is designed to equip students with digital skills crucial for addressing contemporary global challenges, including those related to sustainable development. This program will likely align with TSIBA's broader mission of contributing to economic growth and social equity by providing students with the tools they need to innovate and drive change in their communities.

TSIBA's establishment of a Research and Ethics Committee underscores its dedication to fostering a research culture that emphasizes ethical considerations, particularly in projects that contribute to sustainable development. This committee is crucial in ensuring that research conducted under TSIBA's auspices adheres to the highest ethical standards, reinforcing the institution's commitment to responsible management education. Additionally, TSIBA is promoting student engagement in sustainability by establishing the TSIBA Investment Society and the PRME Society. The Investment Society provides a platform for students to explore ethical investing and financial literacy, which are key components of SDG 8: Decent Work and Economic Growth. Meanwhile, the PRME Society serves as a hub for students and faculty to engage with the PRME principles actively, ensuring that sustainability and ethical considerations are at the forefront of academic and extracurricular activities.

The school's adoption of blended learning further demonstrates its commitment to accessible and sustainable education. By offering a mix of online and in-person learning opportunities, TSIBA ensures that education is not only accessible to a broader audience but also reduces the environmental impact associated with traditional campus-based education. This approach is particularly aligned with SDG 4: Quality Education, as it allows for more inclusive educational practices that can reach students from diverse backgrounds. Entrepreneurial leadership is at the heart of TSIBA's mission. The curriculum across its programs, including the Bachelor of Business Administration (BBA) and the Higher Certificate in Business Administration (HCBA), is designed to cultivate leaders who are not only capable of driving business success but also committed to making a positive impact on society.

COMMITTING TO A SUSTAINABLE FUTURE

This is particularly evident in courses and initiatives that encourage students to develop sustainable business models and engage in community upliftment projects, directly supporting SDG 1: No Poverty and SDG 13: Climate Action. In conclusion, TSIBA Business School's comprehensive strategy integrates the SDGs and PRME principles into every aspect of its operations, from academic offerings to research and student engagement. This holistic approach ensures that TSIBA graduates are not only equipped with the knowledge and skills needed for success in the business world but are also empowered to lead with purpose and contribute to a sustainable and equitable future.

The biggest winners, however, are the thousands of learners who are able to access the fully accredited programmes; the Higher Certificate in Business Administration, Bachelor's Degree in Business Administration, and the Post-Graduate Diploma in Business Administration and, by so doing, embark on a personal and professional transformation.

At TSIBA, our commitment to principles of responsible management and sustainability, locally and globally, are embedded in our initiatives. From the Paying it Forward activities that promote SDGs No Poverty, Quality Education, Climate Action to investing in our faculty's international teaching commitments, we consistently a more sustainable and equitable world. And as we look towards the future we remain dedicated to implementing the principles of responsible management education in all our programs. We shall ensure that every graduate that cross our graduation stage, will be at the helm of leadership that leads responsibly, purposefully and conscious of how to add meaningful sustainable value, impacting both present times and future generations.

SUSTAINABLE DEVELOPMENT GOALS



TSIBA Education NPC is registered with the Department of Higher Education (DHET) as a Private Higher Education Institution (PHEI) under the Higher Education Act of 1997. TSIBA Education is accredited by the Council on Higher Education (CHE) to offer higher education qualifications and also by the Quality Council for Trades and Occupations (QCTO) to offer qualifications in the trades and occupations band on the National Qualifications Framework (NQF). DHET Registration number 2007/HE08/001. Services SETA Accreditation number 3919.



TSIBA

BUSINESS SCHOOL