TSIBA FUTURE BUSINESS LEADERS

First Semester Review

2019

Table of Contents

From the desk of the CEO

01 Highlights — Page 6 - 7

02 Academic Review — Page 8 - 12

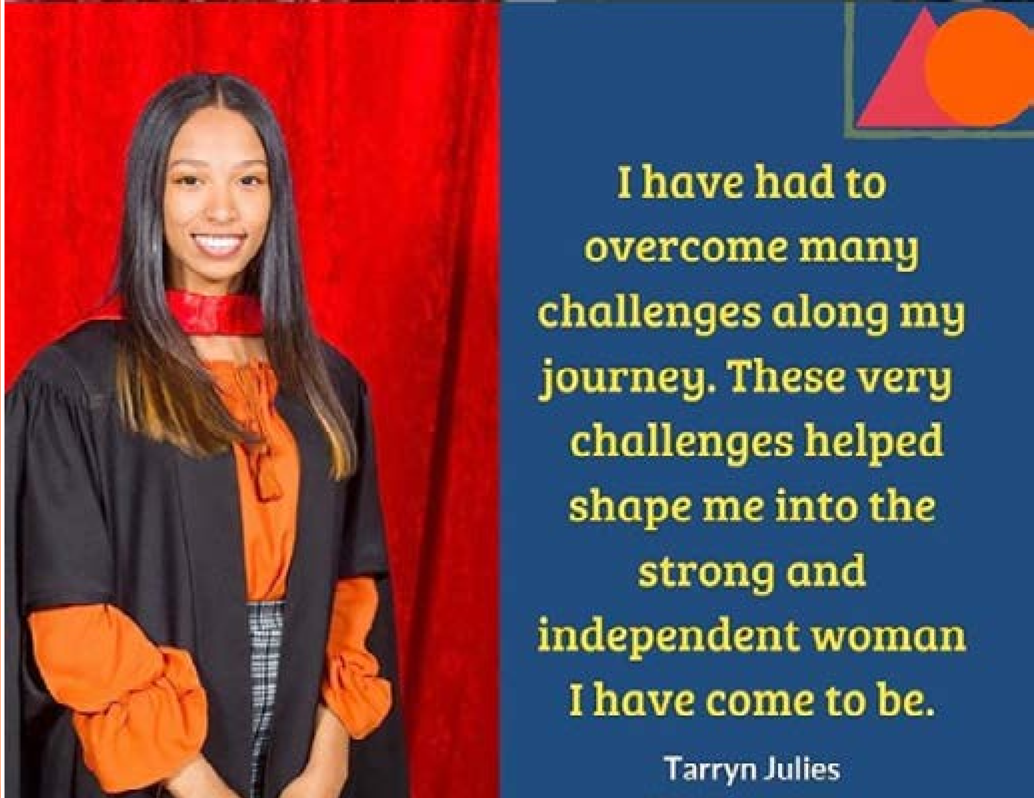
03 Financial Report — Page 14 - 15

04 TSIBA Ignition Academy - CEO Report — Page 16

05 TSIBA Education Trust Report — Page 17

06 Looking Ahead — Page 18


The Higher Certificate in Business Administration paved a way for my academic and professional life
Sisipho Bunyonyo,
TSIBA Degree student


I have had to overcome many challenges along my journey. These very challenges helped shape me into the strong and independent woman I have come to be.
Tarryn Julies


"When I left TSIBA I was confident, well-rounded and ready to take on the working world."
- Darryn Wakens


2009 BBA Graduate
& Mandela Rhodes Scholar
Asanda Dodi

From the desk of the CEO

Prof. Kobus Visser

Transformation is never easy, and in the world of academia in particular, the wheels of change can turn at speeds varying in intensity from evolutionary to revolutionary. From its very onset TSIBA realised that it could not afford the luxury of slow change. As an educational institution it has been acutely aware of the importance of working to meet the needs of constantly-changing education and business environments. It is this connection with constant change that challenged me to take up the post of CEO for TSIBA Business School and as a Board Member of TSIBA Ignition Academy on an interim basis.

During my time at the University of the Western Cape, I pushed very hard on the serious work of preparing youth (our leaders of tomorrow) to learn to survive and thrive with the challenges and demands of the world-of-work; more so, in particular during the past four years to prepare the youth for the impact of the Fourth Industrial Revolution (4IR), or as I prefer to call it, the digital economy. The speed of change is increasing rapidly, presenting very clear signals that it is time for our higher education curricula to incorporate the knowledge and skills required by the 21st Century graduate for gainful employment in the digital economy. Some argue, that if we have not done so yet, it is already too late.

Consequently, we simply cannot teach the way we used to, and we cannot trust that technology alone will guide us forward. Coding, data management and apps will certainly inform and shape our future, but the all-important human touch/factor and elements that technology cannot provide, remain crucial components of what we ought to impart as knowledge. Perhaps, and even more so, creativity, innovation, agility, leadership, ethics, team-work and perseverance are some of the most critical skills that will define how young people embrace, contribute and build a better future.

TSIBA is already renowned and acknowledged for its innovative approach of engaging its students in a real world context. Its unique model of preparing the youth in leadership and entrepreneurship as credit-bearing subjects, combined with its application of the embedded internship model, already provides a rich learning experience to equip its students. In addition, the wide range of talent and knowledge that TSIBA brings into the lecture halls with inspirational guest lecturers (both nationally and internationally) brings a wealth of knowledge and experience to enable our students in their future careers. However, there is always room for improvement and we must consistently strive to do more. We are in need of future business leaders who will take us forward and who can lead organisations through challenging times.

Our aim with our educational model is twofold, namely to produce graduates who become productive in a very short period of time, and secondly, to graduate individuals who can add significant value over time, either as employees or business owners.

If I can contribute to these objectives during my time with TSIBA, I will be well fulfilled. It is this work which will enable access to economic citizenship in the future. In turn, it is also this work which will sustain TSIBA Business School as a relevant and value-adding educational institution.

TSIBA'S PROFILE OF

GRADUATENESS

KNOWLEDGE

Building Entrepreneurial Leadership through:

BUSINESS KNOWLEDGE

Leadership
Entrepreneurship
Business Communication
Project Management
Quantitative Methods
Finance
Business Management
Strategic Management

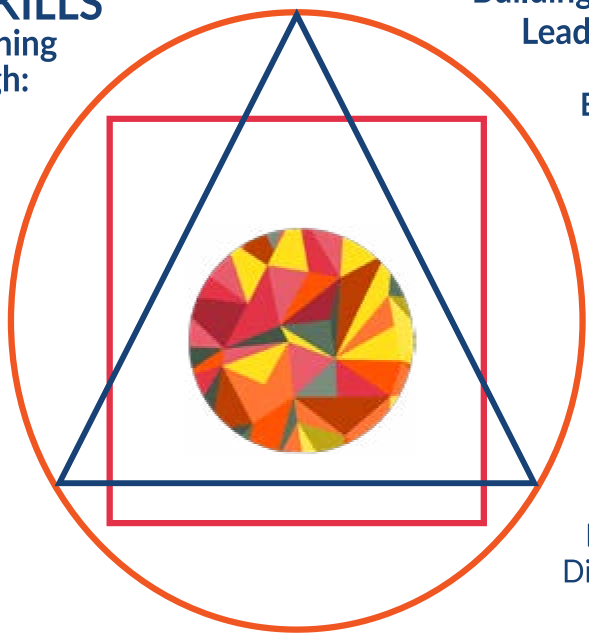
SCAFFOLDING

Literacy
Numeracy
Digital Literacy

SKILLS

Experiential Learning through:

Pay It Forward
Internships
Career Management
Entrepreneurship
Community Leadership
Mentorship
Enterprise Consulting
Wilderness Experience
Hero Speakers



ATTITUDE

Self-Development & Mastery through:

HEART	HANDS	HEAD	WHOLE
Responsibilty & Accountability	Teamwork	Systems Savvy	Integration
Discipline	Field Independence	Discernment	
Integrity	Networking	Complexity	
Resilience	Collaboration	Initiative	
Communication	Creativity	Enquiring Mind	

At the heart of our impact is our unique Profile of Graduateness that places attitude at the heart of learning and surrounds this with layers of knowledge and skills

For 15 years we've focussed on humanising business education and can confidently say that:

- TSIBA transforms people into effective leaders by enabling them to connect with their purpose
- TSIBA develops character and attitude in a small caring community
- TSIBA produces business graduates with proven skills to lead change in a world where change is the norm

01

Highlights

International Entrepreneurship Dialogue Program

Towards the end of this year's first semester TSIBA once again hosted the International Entrepreneurship Dialogue Program, an annual program run in partnership with Boston's Northeastern University and now in its 12th year of existence. During the programme TSIBA Business School BBA degree students partner with Northeastern University students in a project which affords pro bono business consultation and support to small businesses in Cape Town.

The objective of this initiative is for students to use their business knowledge and tools to help emerging local entrepreneurs structure their businesses for growth and sustainability. At the same time, entrepreneurs share their experience, business context and contribute to help shape the thinking of tomorrow's leaders from TSIBA and Northeastern University. The 2019 programme graduated 16 entrepreneurs through this high impact two-week dialogue.

Since inception over a decade ago this unique programme has empowered more than 300 entrepreneurs, 1300 students and has invested $100 000 in grant funding to emerging small business enterprises.

Return of the TSIBA Higher Certificate in Business Administration (HCBA)

Since opening its doors in 2004 TSIBA has always offered innovative approaches to accessing and financing quality business education, and our NQF Level 5 Higher Certificate in Business Administration (HCBA) has been a key component of this approach to social justice. In the South African context it is unfortunate that so many talented and ambitious students emerge from secondary school with a National Senior Certificate, but not at the level which enables access into tertiary education. The HCBA was designed to address this issue, and specifically the issue of academic bridging between school and university.

Following the recent strategic shifts at TSIBA, and our submission of a Bachelor of Commerce degree to the Department of Higher Education and Training (DHET) for accreditation last year we withheld the HCBA in 2018 for re-evaluation. Following completion of this process a reconfigured HCBA programme was introduced into the TSIBA curricula offering. This commenced as a bi-annual offering from July this year, and towards which student recruitment efforts continued through the first semester. It is with great excitement that we have accepted 85 students onto the new TSIBA HCBA which will run in the second semester of this year, many of whom we hope to see on our degree programs in 2020 and in the future.

The new HCBA curriculum serves as a foundation year towards both the current TSIBA Bachelor of Business Administration (BBA) and the DHET submitted TSIBA Bachelor of Commerce degree. The strong quantitative core basis, together with six additional fundamental level business subjects has been designed to provide direct entry into both TSIBA undergraduate degree qualifications. From next year this TSIBA tertiary education foundation offering will accommodate 240 places across both 2020 semesters.

TSIBA student goes Blockchain, Cryptocurrencies and Apps

One of TSIBA Business School's student leaders and a rising young entrepreneur, Thabo Mshwamo, was offered the exciting opportunity to spend a month in an intensive winter/summer school to learn about blockchain technologies and coding in June with diive, an initiative focused on providing digitally-focused learning interventions (https://www.godiive.com/)

As an exceptional TSIBA BBA degree third-year student Thabo was invited to join a group of international students at diiVe's month-long immersive boot camp that teaches 'everything there is to know about blockchain, cryptocurrencies and apps' -- from concept to coding to developing a real-life app in a sprint environment. Such an exciting opportunity for a TSIBA student was not to pass up, and in order to attend the course Thabo himself raised more than R27,000 via Crowdfunding to fund his participation.

Elspeth Boynton, executive director of diiVe, said: "Thabo has been an incredible intern, we are just so lucky to have him!" We hope this opportunity opens up new avenues of entrepreneurship for Thabo.

Rosenheim University Summer Camp

TSIBA's relationship with the Rosenheim Technical University of Applied Sciences in Bavaria, Germany near Munich continues to flourish and grow. For the second time, two of our brightest and best students were invited to a week-long intensive Summer School Workshop. Maryam Haywood and Tarryn Julies spent a full week in Rosenheim, along with many other international students from all over the world. This year's special topic was Business Ethics and the purpose of the course was to explore the ethical dimensions of business and managerial decision-making.

Furthermore, we have just submitted a proposal for a repeat of the very successful 2017 bilateral exchange between TSIBA and Rosenheim. If the proposal is successful, 10 Rosenheim students and 10 TSIBA students will participate in a 4-week joint programme, half of which will take place in Rosenheim, the other half in Cape Town. This is a unique opportunity for international exposure for our students! The overarching theme of the exchange project will be "Sustainable Consumption". The project is a collaboration between TSIBA Business School, Rosenheim University and Educo Africa.

Growing demand for TSIBA Postgraduate Diploma in Small Enterprise Consulting

TSIBA Business School offers a Postgraduate Diploma in Small Enterprise Consulting (PGDip SEC), and has done so since 2010. Accredited with the Council of Higher Education at NQF Level 8 this post graduate qualification is aimed at managers, consultants, leaders, coaches, and mentors with a professional interest in supporting the growth and development of South Africa's current and future entrepreneurs. Thanks to our partnership with B360 Education Partnerships, the PGDip SEC is delivered alongside international industry experts.

The 2019 cohort commenced in our first semester with 13 registered. To date this is our biggest single cohort on this programme indicating an increasing demand for formal qualifications in the small enterprise development space, a critical component of development for both the South African economy. Over the 18 month duration of the programme the PG Dip SEC students will complete modular courses on Entrepreneurial Finance, Entrepreneurship, Applied Coaching & Mentoring, and will be required to complete a practitioner based capstone project in Small Enterprise Consulting.

02

Academic Review

TSIBA Business School

- Higher Certificate in Business Administration (HCBA)
  SAQA ID: 84186
- Bachelor of Business Administration (BBA)
  SAQA ID: 61469
- Postgraduate Diploma in Small Enterprise Consulting (PGDip SEC)
  SAQA ID: 90822

TSIBA Education is a South African Institution Registered with the Department of Higher Education and Training as a private higher education institution under the Higher Education Act, 1997. Accreditation Certificate No.2007/HE08/001

The focus in this first semester is informed by the challenges highlighted in the previous review of academic results. In response to increasingly unprepared matriculants entering tertiary studies at TSIBA and at other tertiary institutions, a comprehensive Academic Enhancement Strategy is in development, and will build on already implemented interventions based on the principle of scaffolded learning.

Scaffolded learning at TSIBA means that students are supported in their learning journey at varying degrees, and until they are ready to learn more independently. Previously the approach taken at TSIBA was to provide scaffolded learning and support during the first, and generally-accepted most challenging year of studies. We have however found this to be inadequate and have subsequently introduced further scaffolded learning opportunities and assistance for students across all levels in 2019.

The introduction of these measures have not yet yielded the measurable impact we anticipate. However, the impact of these interventions at the third year level, and particularly for students on internships and competing their research projects is eagerly awaited. This impact will be reported on in the second semester review of academic results.

In addition to research mentorship and workshops to improve research skills for current internship and pre-internship students, additional assistance was provided to all students across all levels of the degree in various forms. Skills labs at first and second-year levels also address numeracy and literacy competency gaps in addition to making resources available to students on an individual needs basis.

A discussion of the first semester academic results in the degree program follows in the next section.

Bachelor of Business Administration

Year 1

Comparing first semester results to the previous four years has raised no particular concerns. Minor deviations in results are explained by individual cases and not general changes in the internal teaching and learning environment that may have impacted negatively on student performance.

The teaching and learning team are satisfied with the results achieved, notwithstanding current efforts to increase support to students during this very critical first year.

Semester 1	2019	2018	2017	2016	2015
Business Communication – 1					
Pass Rate	84%	86%	94%	92%	97%
Enrolled	63	75	65	97	69
Passed	53	66	61	89	64
Business Management – 1					
Pass Rate	82%	83%	87%	86%	96%
Enrolled	66	80	69	96	72
Passed	54	66	60	83	69
End User Computing - 1					
Pass Rate	88%	84%	90%	86%	57%
Enrolled	66	75	70	85	67
Passed	58	63	63	70	38
Quantitative Business Applications 101					
Pass Rate	71%	69%	65%	61%	72%
Enrolled	75	99	94	109	106
Passed	53	68	61	67	76
Research 1					
Pass Rate	84%	85%	92%	76%	0
Enrolled	63	75	79	96	0
Passed	53	64	73	73	0

Bachelor of Business Administration

Year 2

As with the first year results, there are no particular deviations in 2019 results as compared to the previous four years, and which are not explained by individual cases, and primarily in the quantitative courses. Typically, the students who struggled with quantitative courses in their first year, will find the compulsory Financial Management -2 course challenging as well.

The teaching and learning team are satisfied with the results achieved, as they work on introducing scaffolding opportunities to this group of students entering a second semester and during which time they also select their electives and specialist courses based on their first semester performance.

Semester 1	**2019**	**2018**	**2017**	**2016**	**2015**
Financial Management – 2					
Pass Rate	76%	83%	81%	88%	81%
Enrolled	66	65	69	43	95
Passed	50	54	56	38	77
Human Resource Management – 2					
Pass Rate	100%	97%	96%	93%	99%
Enrolled	56	69	68	61	71
Passed	56	67	65	57	70
Marketing Management – 201					
Pass Rate	91%	100%	97%	78%	
Enrolled	57	59	92	54	
Passed	52	59	89	42	

Bachelor of Business Administration

Year 3

Coursework results for third-year students were very good. The completion rate for students completing their research projects however remains a concern for TSIBA. The results of the Individual Industry Practical Project-3 are not reflective of the actual pass rate as supplementary (second-chance) assessments had not yet been moderated by the completion of this review. As a standard, the result of students who enrolled for their research projects for the first time is considered as a key indicator of program success. In this case, 76% of students who enrolled for the research project for the first time, passed.

It also needs noting that results posted for the research project in a first semester, represent students that have exceeded the minimum time for completion of the degree. They are therefore generally students who are less academically capable.

The response to the challenges faced by students in completing their research projects to an academically acceptable standard has been to structure an assistance program that includes professional research mentorship for these students. Proactively, students that are preparing for their research are currently working with a dedicated resource to ensure that they are better prepared to work independently on their research projects.

Semester 1	2019S1	2018S1	2017S1	2016S1	2015S1
Corporate Finance - 3					
Pass Rate	100%	89%	75%	67%	77%
Enrolled	9	9	12	15	13
Passed	9	8	9	10	10
Individual Industry Practical Project – 3					
Pass Rate	38%	68%	83%	87%	96%
Enrolled	21	63	53	54	70
Passed	8	43	44	47	67
Entrepreneurship 3					
Pass Rate	98%	97%	93%	95%	100%
Enrolled	60	66	56	55	62
Passed	59	68	52	52	62
Investment Management Administration 3					
Pass Rate	100%	100%	100%	92%	85%
Enrolled	5	11	13	13	11
Passed	5	11	13	12	13
Leadership – 3					
Pass Rate	98%	100%	94%	100%	99%
Enrolled	51	42	54	53	70
Passed	50	42	51	53	69
Marketing – 3					
Pass Rate	100%	100%	100%	100%	100%
Enrolled	57	59	36	41	63
Passed	57	59	36	41	63
Strategic Management – 301					
Pass Rate	98%	97%	93%	96%	100%
Enrolled	44	51	41	49	68
Passed	43	50	38	47	68
Applied Strategic Management – 302					
Pass Rate	100%	94%	76%	87%	97%
Enrolled	9	66	51	55	70
Passed	9	62	39	48	68

Concluding the Academic Results

The TSIBA teaching and learning team have held the position that in order to maintain the integrity of our programmes, all exit-level courses must be subjected to external moderation by subject-matter experts at peer institutions of higher learning.

As a direct result of this level of academic rigour, now fully embedded in our moderation policy, we are confident that we deliver and assess at a comparable standard to highly-regarded universities in the Western Cape. We continue to work with our peers to ensure that TSIBA students enjoy a high quality teaching and learning experience that is measured by the academic results presented and discussed in this report.

Demographics

Programme	Equity Code	Female		Male		Total	
BBA	African	55	13.68%	53	13.18%	108	26.87%
	Coloured	70	17.41%	59	14.68%	129	32.09%
	Foreign National	3	0.75%	2	0.50%	5	1.24%
	Indian	2	0.50%	1	0.25	3	0.75%
Total		**130**	**32.34%**	**115**	**28.61%**	**245**	**60.95%**
FETC:BAS	African	27	6.27%	23	5.72%	50	12.44%
	Coloured	5	1.24%	4	1.00%	9	2.24%
Total		**32**	**7.96%**	**27**	**6.72%**	**59**	**14.68%**
HCBA	African	33	8.21%	25	6.22%	58	14.43%
	Coloured	16	3.98%	10	2.49%	26	6.47%
	Foreign National	1	0.25%			1	0.25%
Total		**50**	**12.44%**	**35**	**8.71%**	**85**	**21.14%**
PGDip SEC	African	2	0.50%	4	1.00%	6	1.49%
	Coloured	2	0.50%	3	0.75%	5	1.24%
	Foreign National	1	0.25%			1	0.25%
	White			1	0.25%	1	0.25%
Total		**5**	**1.25%**	**8**	**1.99%**	**13**	**3.23%**
Grand Total		**217**	**53.98%**	**185**	**46.02%**	**402**	**100.00**

Notes to Student Demographics

Our student demographics in Semester 1 remained in line with our historical trend of attracting students mostly from the two larger race groups in the Western Cape (African and Coloured). While TSIBA welcomes students from all walks of life our roots remain primarily in and around the communities we have supported since inception. We also continue to offer financial support to every TSIBA student based on a model of relative levels of affordability. In this way, TSIBA undergraduate students pay only what they can afford, and thereby removing financial barriers to tertiary education.

Our longer-term strategy, through the introduction of additional tertiary and further education and training qualifications in 2020 and 2021 is to grow the number of students registered on our programmes, and towards significantly increased impact. This strategy will be well supported with the move to our new Campus in early 2020 and will include efforts to welcome students from increasingly diverse communities. The project of bringing all (South) Africans together in a shared citizenship is a work in progress in this country. As we grow our student population we hope to enable this important work.

03

Financial Report

The challenges facing the South African economy became evident through the first and into the second semester of this year. While all of our South African based partners continued to support TSIBA, the impact of generally weakened financial performance has impacted - particularly in socio-economic and skills development investments, both calculated as a factor of profitability. In this broader context we did anticipate the possibility of an operational deficit in the current financial year, and our year-to-date financial performance confirms this - notwithstanding careful cost management where such does not impinge the TSIBA academic program.

On a positive note we have benefited from non-operational income derived directly from a very positive cash position through this financial year. This position is the result of an excellent previous (2018) financial year and the proceeds of an empowerment transaction which matured in this financial year.

It is also pleasing to report that the TSIBA Education NPC Balance Sheet remains healthy, as do reserves held in the TSIBA Education Trust, which now exceed R 50 000 000 following the maturation of the recent empowerment transaction with J.P. Morgan.

Finally, we note that funding from international donors has ticked up and remains positive in the forecast going forward. A number of new international funding partner opportunities have opened up to TSIBA and we do anticipate that these will land in the coming year(s), providing very positive forecasts for continued sustainability across both TSIBA Business School and TSIBA Ignition Academy. A particularly encouraging aspect of funding from international partners is the propensity towards multi-year partnerships. As this approach adds significant stability to the implementation of our strategic plans for the coming years we will continue to pursue international funding as an important part of our donor strategy.

TSIBA will continue on the path of pursuing diverse income streams. In this vein we have worked actively to enable the TSIBA Ignition Academy to achieve its own financial targets through the first semester. Our partnership encompasses shared marketing, sales and infrastructure resources. Further, the sourcing and implementation of joint projects effectively enables the TSIBA collective to open new opportunities to realise both impact and income. Through the course of the first semester it has been pleasing to witness the developing operations of TSIBA Ignition Academy and particularly the recent opening of premises in Newtown, Johannesburg. We are optimistic that the manner in which we have positioned TSIBA Business School, TSIBA Ignition Academy and the TSIBA Education Trust within the TSIBA social enterprise collective will strongly enable our long-term financial sustainability.

Statement of Financial Position (ZAR)

	Opening 30/09/2018	Closing 31/07/2019
CURRENT ASSETS		
Cash on Hand	34 867 172	30 653 342
Group Accounts	1 294 278	3 478 579
Debtors	1 498 010	1 242 638
	37 659 461	35 374 558
Non-Current Assets		
Fixed Assets	1 496 046	1 393 451
SA Investments	0	0
Offshore Investments	0	0
TOTAL ASSETS	**39 155 507**	**36 768 009**
FUNDS		
General Funds	14 320 684	12 324 188
Net Surplus / Deficit from Operations	0	(1 996 594)
Investment Reserves	19 236 222	20 049 331
Sustainability Reserve	10 133 062	9 013 062
Staff Wellness Fund	592 045	226 763
Endowment Reserve	8 511 115	8 511 115
TOTAL	**33 556 906**	**32 373 519**
CURRENT LIABILITIES		
Suppliers/Other	1 123 351	791 451
Provision for future expenses	2 003 148	2 404 237
Student stipends and grants	734 186	968 740
Restricted Grants	62 095	230 061
Total	**3 922 779**	**4 394 490**
TOTAL FUNDS/LIABILITIES	**37 479 685**	**36 768 009**

Financial Statements: Year-To-Date: October 2018 - July 2019

SUMMARY: INCOME AND EXPENSES (ZAR)	
INCOME	
Monetary Donations	10 963 100
Non-Cash Donations	1 608 000
Direct Costs of Funding	(169 209)
Gross Revenue from Donor Funding	12 571 100
Gross Revenue: Business Development	1 305 961
Gross Revenue (Other)	2 154 387
GROSS OPERATING INCOME	16 031 488
OPERATING EXPENSES	
Administration	520 639
Marketing	605 678
Campus Infrastructure	3 049 048
ICT and Communication	1 322 706
Human Resources	10 885 897
Travel	206 704
Educational Costs	1 060 583
Depreciation	376 728
TOTAL OPERATING EXPENSES	18 027 983
NET OPERATING SURPLUS (DEFICIT)	(1 996 495)
NON-OPERATIONAL INCOME Interest on investments and received dividends	1 483 033
NET SURPLUS / DEFICIT	(513 462)

04

TSIBA Ignition Academy - CEO Report

Karien Cloete

In contrast to the exhilaration of establishing the TSIBA Ignition Academy as an independent for-profit entity during the last quarter of 2018, the first semester of 2019 was about getting down to the business of being a Business.

Like so many of the emerging businesses that we support, we have had to get to grips with the implementation of a new financial system, governance policies and setting up of efficient delivery processes - all whilst providing a seamless continuation of service delivery to our largest client - TSIBA Business School. The Ignition Academy team rallied with true TSIBA resilience and grit, quickly embracing more agile ways of working and the expanded job descriptions that comes with being a Start-up.

Highlights of the first semester: We concluded training and workplace learning for 95 Learnership participants (Gauteng and Cape Town), and enrolled 66 new learners on a Learnership towards the Further Education and Training Certificate in Business Administration Services for 2019/20. We also expanded our enterprise development work by running two successful Business Igniter programmes in partnership with the Knowledge2Share Foundation in Khayelitsha and Gugulethu, sparking entrepreneurial activity in Township communities.

With a view on strategic growth we submitted an accreditation application to the MICT SETA and embarked on establishing an Ignition Academy Campus in Gauteng. Both these projects are scheduled to conclude in September 2019. It has not been all smooth sailing. Expanding our sales capacity and closing new deals has been challenging in an uncertain economic climate. In addition, we found that amendments to the B-BBEE codes in May 2019, saw businesses re-evaluating their strategy and reluctant to commit to project until they fully understand the impact of the policy changes. This is the nature of business, however, and we are undaunted. We remain grateful for the support of partners such as RCS, Aard Mining, Anchor Industries, Laser Transport, Retail Capital, H1 Holdings and On-the-Dot training as we work towards our five year goal of impacting 2000 lives annually through vocational and entrepreneurship development interventions.

TSIBA Ignition Academy

- Accredited Vocational Certificates (Learnerships)
- Bespoke Entrepreneurial Support and Business incubator programmes
- Short Business Training (Classroom based and online)

TISBA is a strategic partner for impactful, customisable Work Readiness solutions.

05

TSIBA Education Trust Report

Ensuring that TSIBA business degree programmes remain inclusive and accessible to those who cannot afford tertiary studies at TSIBA, the Trust was set up as an effective empowerment and equity partner to sustain our long-term financial stability. Towards this the TSIBA Education Trust has partnered with numerous South African organizations, the first of which was a transaction with J.P. Morgan completed over ten years ago and which matured in the first half of this year.

As background to this story J.P. Morgan assisted the TSIBA Education Trust with a loan to fund the acquisition of shares in JPMorgan Chase & Co in 2008. The transaction was geared to be value accretive over time and this was certainly achieved. The value of the stock held by TSIBA Education Trust increased by 252% over a period of ten years resulting in a significant asset to our sustainability reserves.

Such transactions empower our long-term sustainability and are held in reserves to fund capital projects, investment in the TSIBA academic curricula and stand as a guarantee to financing and graduating full cohorts of TSIBA Business School students in any academic year. Beyond the empowerment partnership they are also lovely examples of businesses investing for the long term in communities in which they will operate operate over time.

06

Looking Ahead

The time has come to bid farewell to TSIBA Dean, Pearl Pugin as her five-year term with TSIBA concluded at the end of Semester 1 this year. Pearl has done wonderful work during her tenure with TSIBA and we are thankful for her enormous energy and contribution.

As we bid farewell to Pearl, we're delighted to announce our new academic Dean, Dr Riedwaan (Rudi) Kimmie. Dr Kimmie has a wealth of knowledge in teaching and academic development with more than 20 years' experience at the University of KwaZulu-Natal (UKZN) in diverse roles from lecturer, strategic projects coordinator, to Operations Manager for the UKZN Foundation. With forays into the corporate world, his expertise lies in forging partnerships, locally and internationally, between academia and business, which will stand him in good stead at TSIBA. With a PhD in Leadership Studies from UKZN, he currently sits on the boards of Durban Green Corridors, Iqraa Trust, Education Solutions and Datachem.

"Facing the future depends on how we build in the present" commented Dr Kimmie's on joining TSIBA Business School. "The knowledge economy requires agile, adaptive and creative minds that can weave through complex environments and add value where opportunities arise. Joining a growing brand like TSIBA provides a unique opportunity to forge a new nexus of innovation, collaboration and application."

Together with our energetic and committed team at TSIBA we know that Dr Kimmie will be a powerful force into our future.

The Road to Woodstock

From 18th century farmlands to 19th century seaside town to 20th century industrial hub, Woodstock has always been home to diverse communities of individuals and enterprises - Industrious, hard-working and creative. It is also an area etched in our history as a part of the journey to social justice in South Africa. Today, Woodstock retains this personality and still embraces all-comers and remains home to a wide variety of people, industries, businesses and recreational interests.

Woodstock has become "the place to be", and in early 2020 will be home for TSIBA as we move to our exciting new Campus in this historically significant area of Cape Town. It is fitting perhaps that Woodstock geographically represents the exciting transition between what was and what can be - a beautiful metaphor for the role that TSIBA plays in project South Africa. As we move closer in time to our new home we will share the location details as well as our plans to celebrate this move with all of our stakeholders.

Visit us at our Cape Town Campus
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