



Annual Report 2018

Investing in Humans

In 2018, as part of our Vision2020 strategy, we launched a new corporate identity. We thought deeply about our purpose, our products and our approach and we consulted widely. The gem in our vibrant new logo reflects our belief in the brilliance of the individuals in our community and our commitment to co-creating an inclusive learning community.

We came to appreciate that, after almost 15 years, we have honed our ability to do three things particularly well. At TSIBA:

- ☐ We transform people into effective leaders by enabling them to connect with their purpose
- ☐ We place Attitude at the heart of learning, and surround this with layers of Knowledge and Skills
- We produce business graduates with proven skills to lead change in a world where change is the norm.

In an increasingly technological world where artificial intelligence is replacing many jobs, the competencies that will secure our students' futures are the uniquely human ones that robots will never be able to mimic, like radical empathy, hyper-collaboration, creativity and problem solving.

For these reasons, this annual report focuses on the inspiring humans who make up a dynamic social enterprise that is now comprised of three entities - the **Business School**, **Ignition Academy** and **Education Trust** - and it reflects our collective impact.



Thank you for believing
and investing in all of us.

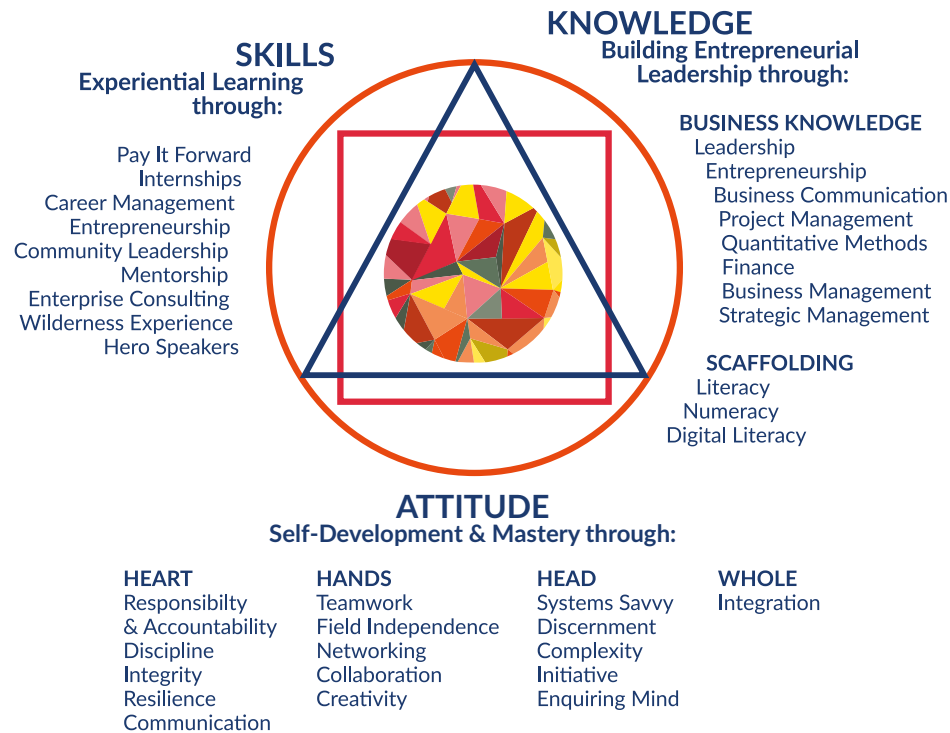


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Profile of Graduateness



Kareemah Abrahams

BBA-3 student



Kareemah's Delight is a bakery based in Schaapkraal, Cape Town, the brainchild of 21-year-old TSIBA degree student Kareemah Abrahams. What started as an Entrepreneurship project while studying towards her Bachelor of Business Administration at TSIBA has become a thriving business.

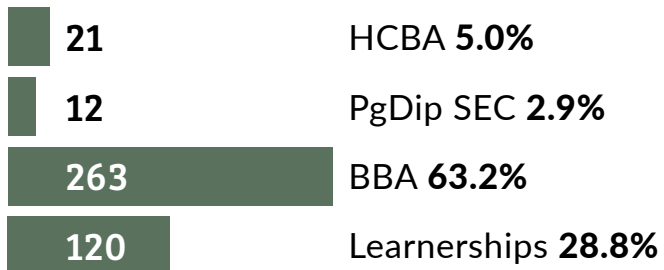
"I listened deeply to my clients and realised that what they were asking for was not delivered in the area. Affordable homemade snacks and beautifully decorated cakes couldn't be found in Schaapkraal before I started trading".

TSIBA's Profile of Graduateness places Attitude at the heart of a student's development and surrounds this with layers of Knowledge and Skills. TSIBA seeks to ensure students are equipped not only for further study and the working world, but also provided with practical opportunities to incubate and manage businesses while studying. Entrepreneurship and Leadership are integrated into all programmes, with the aim of developing leaders and entrepreneurs who will take South Africa forward into the future.

Student Demographics

Total registered students **416**

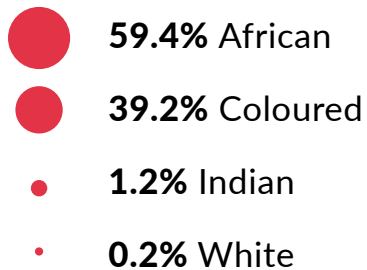
Registered Students



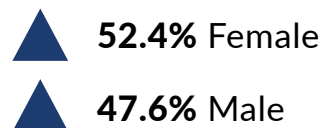
HCBA - Higher Certificate in Business Administration
 PGDip SEC - Postgraduate Diploma in Small Enterprise Consulting
 BBA - Bachelor of Business Administration

The 2018 enrollment has dropped slightly compared to 2017 as a result of a decision to conduct an external review of the HCBA for quality assurance purposes. During the review process, no full-time students were enrolled on that programme. In 2019, a full cohort of 100 to 120 students will be enrolled on the revised HCBA programme.

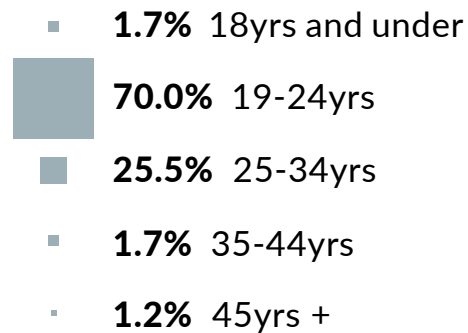
Ethnicity



Gender



Student Age



TSIBA Education Board

The TSIBA Board elevates TSIBA's standing by virtue of their specialist expertise and reputation.



Board Chair

Prof. Fatima Abrahams

Fatima has chaired the TSIBA Board since its inception. She holds a Doctorate in Commerce in Industrial Psychology and currently serves as a Senior Professor in the Department of Industrial Psychology at the University of the Western Cape. Fatima is a registered Industrial Psychologist with the Health Professions Council of South Africa (HPCSA) and previously served as a member of the Education Committee of the HPCSA board. Fatima is currently a non-executive director of a number of companies including Foschini Group, Lewis Group, Clicks Group, Iliad Africa and BPSA.



Executive Director | CEO

Leigh Meinert

Leigh is a TSIBA co-founder and held the position of TSIBA MD (2006- 2012). Since then Leigh has remained as a TSIBA Board member and currently also holds the role of Chief Executive Officer. Leigh conceptualised TSIBA's Leadership Curricula as a fundamental component of the learning experience offered through all TSIBA programmes. Leigh holds a Bachelors of Arts degree in Value and Policy Studies (Stellenbosch University) and a Masters degree in Higher Education Studies (University of Cape Town).



Executive Director | Academic Dean

Pearl Pugin

Pearl is the Dean of the TSIBA Business School. Pearl holds an Honours Degree in Labour Law Studies and a Master's Degree in Management (University of the Western Cape).

Non-executive Directors



Reyburn Lars Hendricks

Reyburn completed a Bachelor of Business Science degree majoring in Actuarial Science at the University of Cape Town. He is a Certified Financial Analyst (CFA) charterholder and majority shareholder in H1Holdings, a BEE investment company founded in 2000.



Dev Pillay

Dev is a member of the Institute of Directors (SA) and has worked locally and abroad in a variety of fields that include educational technology, business strategy, programme management, human capital development and operations.



Yolanda Scholtz

Yolanda manages Talent Management for the City of Cape Town. Yolanda holds a BA (Psych) from the University of Cape Town and qualified as a Business Coach at USB. She is a seasoned HR professional with over 30 years experience in Local Government.



Gia Whitehead

Gia is a TSIBA co-founder, who pioneered TSIBA's fundraising and sustainability initiatives from the beginning and conceptualised TSIBA's Entrepreneurship Curricula. Gia holds a Bachelor of Information Technology degree (Bond University) and Postgraduate Diploma in Enterprise Management (University of Cape Town).



Derrick Msibi

With BBusSc, BCom (Hons), MCom, PMD (Harvard) and CA (SA) qualifications, Derrick is currently the CEO of Stanlib and previously MD of Investment Solutions (SA's largest multi-management investment firm).



Lunga Schoeman

Lunga, a 2014 TSIBA graduate, is the Assistant Group CSI Manager at the Shoprite Group of Companies, Africa's largest retail group. He is responsible for driving and implementing the Group's efforts in line with the company strategy, as well as acting as the company spokesperson on certain issues.



Company Secretary

Lee-Ann Hector

Lee-Ann is the Head of Finance at TSIBA. She has a National Diploma in Business and Financial Management, a CSSA Professional Qualification: Management and Administration and is a CIBA affiliate.

Sustainability Sub-Committee

Simon Susman (Chair)
Prof. Fatima Abrahams
Leigh Meinert
David Polovin
Derrick Msibi
Leshni Shah
Gia Whitehead
Zikhona Ngumbela

Human Resources and Remuneration Sub-Committee

Yolanda Scholtz (Chair)
Prof. Fatima Abrahams
Leigh Meinert

Audit Risk and Governance Sub-Committee

Derrick Msibi (Chair)
Dev Pillay
Leigh Meinert

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. Registration certificate no. 2007/HE08/001





Board Chair's Report Professor Fatima Abrahams

I have served as the Chair of TSIBA's board since 2005 and, without a doubt, it is my commitment to our students and TSIBA's founding vision and values that has kept me engaged for so long.

I have enjoyed serving alongside all my fellow board members and I have appreciated their commitment and competence in a year that's been particularly challenging for us.

In 2018 we had some big decisions to make, inclusive of a new degree, a new brand and a new campus for TSIBA. None of these decisions could be taken lightly and we took our responsibility to our current and future students especially, very seriously. I am happy to report that our application for a fresh and exciting new BCom degree that will prepare students to lead in the fourth industrial era has been submitted to the Department of Higher Education, and that we have signed a 10 year lease that will see us moving to Woodstock during 2020. The new brand is evident throughout this annual report and we hope that you like its vibrancy and warmth as much as we do.

When Adri Marais left TSIBA in March 2018 after so many years of faithful service, we asked her fellow co-founder Leigh Meinert to step back in for a year to help steer the organisation through this time of change. We are grateful that she was willing to do this and I look forward to introducing TSIBA's new CEO to you.

As governors of TSIBA we lend our expertise, time and personal credibility and we do so in a voluntary capacity. Times of transition, such as TSIBA is going through at present, give all of us time and cause to reflect and I for one have renewed my commitment and connection to TSIBA's vision and values in the course of 2018. As an academic and business person, I have always been passionate about investing in humans, understanding the dire need for this to grow our economy (and our people) and I therefore appreciate the platform that TSIBA has given me to do so.

In conclusion, I would like to reiterate my sincere appreciation to my fellow board members for their continued sustained support to the TSIBA project as well as the TSIBA executives, staff and all our stakeholders.



The Human Side of Governance

Dev Pillay

I remember visiting TSIBA when they were housed in the Mowbray Industrial Park. Amid the clamour of whining machines I met a group of people - founders, staff and students - with the most amazingly positive energy and enthusiasm, despite the physical environment in which they found themselves and the tough circumstances that had brought them to TSIBA. I still visualize them as “glowing people”. The connection was visceral – a pure heart and guts moment. I just had to get involved and do something.

I became involved with TSIBA and joined the Board as I saw within its approach and the philosophy of its founders these two things: the empowerment of students from disadvantaged backgrounds so that they could unleash the potential latent in them but denied by circumstance; and instilling in them a social justice moral compass realized in the “Paying it Forward” ethos – a call not to just benefit from, but to contribute to the store of social good.

“

The greatest gift I received from my parents was education and the greatest gift education gave me was to be curious and critical of the world around me. I started my career teaching English and one of the first things I did was to teach my students critical thinking. Since then, in various ways, I have supported educational interventions as a foundational investment to empower people to reimagine the world they live in and then act to change it for the better.

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TSIBA Board Member

General Manager: Member Solutions
Corporate Segment, Old Mutual



SRC Report Micaela Adriaans, SRC President



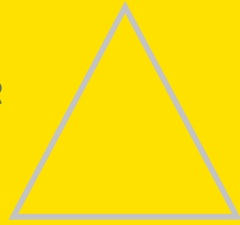
I thought leadership was a trait only certain people were born with. However, TSIBA Business School has completely changed my perspective on the concept; it can be a natural trait that one has to build. To lead others you have to learn how to lead yourself, be bold and stand out for the right reasons.

Being nominated as the SRC President, to me, emphasised the value of teamwork. Having served the 2017 term as Treasurer, I understood the importance of this role in representing one body with one voice.

Our focus is to promote active participation in the pursuit of a conducive learning environment and a culture that benefits all students and staff, and to create an all inclusive vibrant atmosphere. Focused on students' well-being, 2018 saw an active campus with lots of sports clubs, from soccer to netball, rugby, cricket, cycling and social events which resulted in a sense of belonging to the community.

Pay it Forward is one of the greatest ways to improve our effectiveness as human beings, by contributing towards the greater good of humanity. The Cycling Team led the way in raising, just in 2018, R50 000 towards bursaries. We also valued collaboration for Mandela Day; students and staff worked with Jo Maxwell to create blankets out of newspapers, donated by iDot. The sleeping bags were donated to The Carpenter's Shop - an NGO that works with the homeless.

Student Representative Council



Micaela Adriaans | SRC President
Chanelle Kleinhas | Vice President
Nicole America | General Secretary
Chante Pietersen | Academic Representative
Sifiso Zwane | Treasurer
Andrew Selondo | Campus Management
Lonwabo Mfanta | Events Representative
Joylin Van Aarde | Marketing Representative
Anakho Batyi | Clubs and Societies Representative
Justin Alexander | Clubs and Societies Representative

As Vision2020 became crystal clear, the SRC played an active role in the decisions around the new branding, as this is a brand we are proud to be a part of. Together we agreed on the three aspects that give TSIBA and its people the drive to achieve great things for our society:

Future | Business | Leaders.

We saw the need to appreciate those who have made an impact on the organisation as a whole. The concept of giving individuals the recognition they deserve in the way that we do as TSIBALings is a tradition that we hope to continue going forward. Thank you.



The Human Side of Student Leadership

TSIBA Cycling Team has made its mark on campus and Cape Town since its early days in 2016. Instead of clocking their personal best, in 2018 the members showed the positive impact its members trigger in society. Since inception, the team has raised R340 000 for future business leaders and has safely marshalled 250 cyclists in Cape Town.

2018 saw a lot of firsts for the team. Only a week after the Cape Town Cycle Tour race, Team Captain Siphosethu Mejini and members Tony Gozongo and Mkhonto Mafanya rode in Eroica, an Italian inspired race on vintage steel bikes in Montagu. Besides for daily commuting, the same steel bikes were used in September, when the trio was joined by team member Simiso Manatha in a strenuous ride at Tour of Ara, 600km on the off-the-beaten track in the Karoo. Huge appreciations go to the race organisers and cycling community in Cape Town, who contributed greatly to these unforgettable experiences for the team.

TSIBA Cycling Team is also committed to promoting fitness and safe cycling as a no-carbon means of transport. The members marshal cyclists taking part in the Open Streets #BikeBuses events. They also assisted the #Learn2cycle classes organised by the Bicycle Mayor Lebogang Mokwena, and Pedal Power Association. In 2019, the team will focus on promoting cycling on campus, by facilitating learning and access to bikes.

6
scholarships
raised since
2017



Siphosethu Mejini

Making the Circle Bigger

TSIBA Cycling Team Captain

The TSIBA values have helped me lead the team from strength to strength. What started as a personal Paying it Forward project with the citizen-driven initiative Open Streets, cemented the club's commitment to safe cycling. Moreover, our growing partnership has given us a larger space to profess our values and build our network.

Leading a cycling team is not an easy journey, one needs positive energy to get all the team members motivated. Since 2017, we have raised 6 scholarships for future business leaders. We do this as a means of showing gratitude to all the donors and sponsors who have contributed to our TSIBA degree. If it was not for a TSIBA scholarship, I have no idea what my life would have been.



CEO's Report Leigh Meinert

TSIBA means to jump in isiXhosa and, true to our roots, we have been thinking deeply about how we leap ahead. In this spirit, we have delivered on a number of new projects and are confident that the foundations are now in place to springboard TSIBA into a new era that will see us dramatically expanding our impact and our influence (please refer to these metrics on page 32).

We believe, as many thought leaders do, that in an increasingly technological world it is our uniquely human competencies, (like hyper-collaboration and radical empathy) that will secure our students' futures and we know that we are uniquely placed to deliver on this. This is why TSIBA 4.0 is relentlessly focused on investing in humans.

2018 was a year of welcoming in the new - and the old. As TSIBA's former MD (2006 - 2012), I never expected or intended to return in an executive capacity and it has been a privilege to be entrusted with ushering TSIBA into a new era. In our 2017 annual report we shared that Vision2020 was "coming into focus" and I am proud to say that it is crystal clear now.

We have reimagined TSIBA in a post #feesmustfall world where business is grappling with profound and constant change and our new five year strategy is not about a second version of TSIBA, but rather "TSIBA 4.0".

In early 2019 the board will initiate the search for a permanent new CEO and I am looking forward to handing over to our new leader. In this person, we will be looking for the same traits we expect of incoming students - a keen intellect, a big heart and a strong values system. For it is humans like these who will be able to lead us into the future.

2018 Strategic Deliverables

In 2018 we were mindful that the challenge facing TSIBA was not just to keep up with the significant changes in both higher education and the world of work, but to leapfrog ahead. Following on from the Boston Consulting Group project that concluded in July 2017 and the strategic shifts that were approved, our strategic priorities for 2018 were formulated as per below. Based on these metrics, TSIBA achieved a great deal in 2018 that sets us on the path to a sustainable and relevant future.

New degree - Our Bachelor of Commerce (BCom) degree was submitted for accreditation to the Council on Higher Education on 01 October 2018

New brand - Our new corporate identity was launched at our annual Appreciation Event on 7 November 2018 and has been well received

New campus - We have signed a 10 year lease to move into 108 Albert Road in Woodstock by 2020 and have an option to buy this in time

New company - Our New Business Development unbundled as of 01 October 2018 into our first for profit company called TSIBA Ignition Academy (Pty) Ltd

New ways of working - All staff engaged in a Future World of Work workshop in May 2018 and we have appointed a Systems Architect to help us migrate to smarter and more efficient processes and systems.

A portrait of Nicole Alexander, a young Black woman with short dark hair, smiling warmly. She is wearing a white top and a bright orange-red scarf. The background is a soft-focus outdoor scene with greenery. The image is framed by a decorative border of small red dots on the left and top edges.

The Human Side of Alumni

Nicole Alexander

I wish one would get asked about their life's purposes when meeting people or when attending job interviews! My intention for living is threefold; it encompasses developing people, advocating for the voiceless and taking care of the Self.

I started studying at TSIBA in 2007. I had experienced several personal challenges, and after a few weeks I was ready to pack up my books and leave with immediate effect. However, the student counsellor at the time asked me to reconsider my decision, "Niki, please complete the first year and then make your decision." I followed her advice, stuck it through and believe it or not so many other opportunities were presented to me in that year! Three years later I graduated; the first in my family with a degree. In 2018, I donned my TSIBA graduation regalia again, after completing the Postgraduate Diploma in Small Enterprise Consulting .

The holistic work that we, as students, did at TSIBA resonated with me; the experiential learning process one goes through and how one draws forth different personal lessons. This work opened me to various personal development interventions that helped me shape my intention even more.

TSIBA is a unique Business School in our country; it is a catalyst to enable personal development. In my experience with and at TSIBA, people matter. Yes, academic achievements are vital, but the person behind all the degrees need to know who they are and why their contribution in this world is important.

TSIBA Bachelor of Business Administration (2011) and Postgraduate Diploma in Small Enterprise Consulting (2018) Alumnus.

Convenor at Al-Fitrah Foundation

We offer the warmest congratulations to the following individuals who joined Nicole on the Graduation stage in October 2018 where the Postgraduate Diploma in Small Enterprise Consulting was formally conferred on them. Well done to:

- ☐ Irvin Bogopa
- ☐ Moegammad Zieyaad Hattasand
- Winston Alton Lawrence



Dean's Report Pearl Pugin

It is easy to become so engrossed in the WHAT of learning and teaching that the WHY gets lost among administrative deadlines, the need to cover the curriculum content within the teaching period and the obligation to respond to an array of challenges in and outside of the classroom.

The need to constantly reflect on the WHY of learning and teaching meant that the Academic team had to create the spaces to 'look UP' and there were multiple opportunities to do this in 2018.

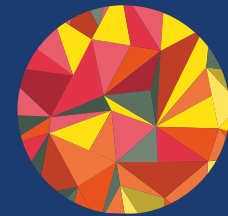
As TSIBA penned our strategy for the next 5 years, particularly in response to the perceived demand to prepare graduates for the Fourth Industrial Revolution (4IR), the Academic team responded to the necessity of being relevant.

The team revelled in the dialogues and the debates that led to the design of a brand new, future-focused Bachelor of Commerce degree that was submitted to the South African Council on Higher Education (CHE) for accreditation in October 2018.

This offering signals that Academics at TSIBA are more than ready to engage with the prevailing conversation on graduate attributes and what organisations would need from young graduates in the short and medium-term. Students themselves created some momentum around discussions and we are watching with great interest how alumni are engaging with this new world of work.

In the same year and in line with major shifts in our strategic direction, a new and focused Admissions Policy signalled a fresh approach to student recruitment. While admission criteria were raised to be more challenging for school-leavers, the inclusive nature of the policy ensured that equitable access to higher education was retained as a core principle. Crucially, the individual applicant interview was retained as a key responsibility of this team, making it possible for us to consider the Human Side of Academics as we embarked on a journey with our new students in 2018 and continued our journey with returning students, that would remind us often of our WHY of learning and teaching.

The journey continues.



Academic Advisory Council

Martin Hall
Pearl Pugin
Reidwaan Jawoodeen
Leigh Meinert
Prof. Eon Smit (resigned)
Judy Favish (resigned)

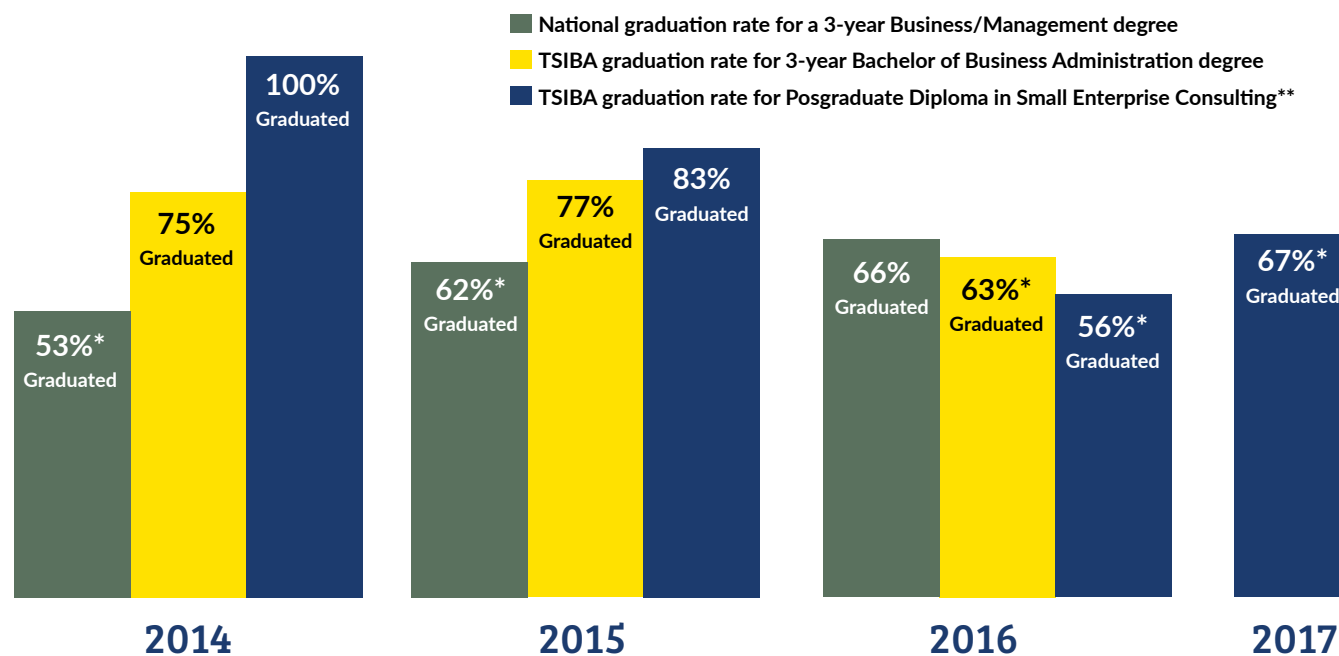
Academic Impact

The TSIBA student experience is recorded and disseminated in many ways, including concrete data on the graduate completion and employment rates and other success indicators that are commonly used to evaluate the impact of our work as an education institution. Importantly, the context of each year's data is also very specific to the influence that both external and internal factors may have on the performance in each of these areas.

Graduation rate

With regards to the impact of external environmental factors, the socio-economic challenges that face our communities and therefore our students, play a significant role in the volume of students completing their studies. To compare the graduation rate of our students from one year to the next is thus just one example of where an exceptionally nuanced interpretation is needed, to understand what is happening in the communities where our students come from, and then to develop an appropriate response that is contextually relevant.

As illustrated below for the last three cohorts of students for which there is a national comparison available i.e. 2013-2016, this rate is a significant indicator of our impact. More importantly though, is our responsibility to understand the many reasons why individuals drop out of university. These include but are not limited to, life decisions such as, getting married, relocating to another province, acting on a change of heart with regards to a chosen career and study path and then finally, financial reasons.



*There are potential graduates remaining in the system

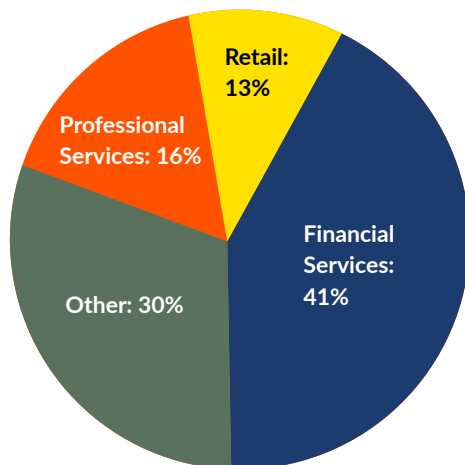
**There is no national equivalent to this 18-month programme for comparison purposes. The 2018 cohort is still in progress to complete mid-2019.

Academic Impact

Employment and absorption rate

Another example of where an understanding of the complexity of our impact data is required, is our graduate employment rate. When we consider the slow growth rate of the South African economy at 0.8 percent in 2018, it is no surprise that even graduates are struggling to access employment. Despite the national context, it is encouraging that 90% of all TSIBA graduates (from 2009-2018) are currently employed. This compares well to an absorption rate in the first quarter of 2019 of 81.5% for graduates countrywide.

Main Sectors in which TSIBA BBA Graduates (2008-2018) are employed



As illustrated below and as can be reasonably expected, as graduates participate in the labour market and gain experience, they become more employable. Accounting again for individual reasons for why a small number of graduates are not employed, studying, or engaged in entrepreneurial activities, this indicator remains key to evaluating our impact as extremely positive within the current economic context. Currently, 90% of TSIBA graduates from the BBA degree are employed.¹ The TSIBA BBA graduate unemployment rate of 5%, while still concerning, compares well to the national unemployment rate for graduates from an equivalent degree, of 7.9%.

TSIBA BBA Graduate Absorption Rate

Graduation Years	Total Graduates Employed (Cumulative % as @ Q1 2019)	Total Employed
2009*	8/8	100%
2009-2010	25/25	100%
2009-2011	40/42	95%
2009-2012	66/74	89%
2009-2013	92/101	91%
2009-2014	125/136	92%
2009-2015	160/174	92%
2009-2016	222/239	93%
2009-2017	259/283	92%
2009-2018	287/320	90%*

* Newest labour market entrants graduated October 2018.
This figure typically increases by the end of the first year after graduation.

The analysis of TSIBA academic performance and graduate employment data helps us develop an understanding of where a support or development intervention is required. The key to our response lies in the early identification of 'at-risk' students, where the at-risk status is either based on attendance or academic performance. The sourcing of appropriate employment and other opportunities is an area of development in which we are certain we can improve. This requires an holistic approach where every portfolio collaborates with the Academic Department in identifying students who need assistance as quickly as possible. This approach differentiates TSIBA, as we have realised that our retrospective academic performance data cannot be the only driver for student support and academic development initiatives. We simply cannot wait for semester results to be processed before we respond.

A further TSIBA differentiator is our insistence on ensuring access to deserving students and for TSIBA, 'deserving' is a multi-layered criterion. While deserving most definitely means that the minimum academic criteria for entry into any of our programmes have been met, it also means that a prospective student declares a willingness to be fully present and engaged in a learning journey. This requires a hands-on commitment to Paying it Forward, thus ensuring that the momentum is not lost in our efforts to transform the lives of students through action and then through them, transforming our communities.

In 2019, we will continue to refine the mechanisms in place to evaluate our impact in a nuanced way that appreciates the complexities of the environment in which TSIBA operates as an innovative and truly student-centred institution.

¹ 5% of graduates are currently uncontactable.

The Human Side of Academics

Glenn Merryweather

In 2016, I decided to run the Two Oceans Half Marathon, which has been dubbed one of the most beautiful runs in the world! However, it was past the closing date for entries. The only way one could get in was to sponsor one of the charities who had some entries. I had never heard of TSIBA but phoned anyway and Mr Moore phoned me back. I asked him what TSIBA was about. He told me about the institution and within two days I was signed up!

I have always wanted to lecture adults and now that I am retired I have achieved my goal. I love every minute of it and the interaction with the students gives me huge satisfaction. In my volunteering capacity at TSIBA, I have tutored Research 1, Research 2, Marketing 2 and Economics. In 2019 I will be co-lecturing Research 1 with Yolanda van Oordt and assisting John Durr with his Entrepreneurship 2 project work. I also teach little kids at a primary school in Retreat every Friday morning, helping the 7 or 8 year olds with numeracy with one-on-one teaching. It is wonderfully rewarding to see the improvements!

I enjoy the philosophy of TSIBA, the empathy of both the teaching and administrative staff but above all, I just love the students and the interaction with them. They give me a huge amount of hope and I hope I give them something in return.

Academic Volunteer

Academic Courses

Postgraduate Diploma in Small Enterprise Consulting (PGDip SEC)

TSIBA's postgraduate course is designed to develop consultants to be effective coaches and mentors to small entrepreneurial ventures. The stated purpose of the programme is to support the growth and development of South Africa's entrepreneurs - a much needed element to building sustainable growth in our economy.

This block-release programme is completed over 3 academic semesters. The programme is accredited by the Council on Higher Education (CHE) and registered by the South African Qualifications Authority (SAQA) as an NQF8 programme with 120 credits (SAQA ID 90822).

Bachelor of Business Administration (BBA)

TSIBA's flagship programme is the three-year accredited degree programme. It is registered at NQF level 7, with 369 credits (SAQA ID 61469).

This programme is currently offered in full-time, contact delivery format.

Higher Certificate in Business Administration (HCBA)

TSIBA's one-year higher certificate programme is designed to facilitate access into the undergraduate degree. Graduates may also elect to exit at the end of this NQF level 5 programme which is worth 132 credits (SAQA 84186).

FET Certificate: Business Administration Services (Learnerships)

TSIBA's one-year certificate course is facilitated by the TSIBA Ignition Academy. It is an NQF level 4 programme accredited by the Services SETA and earns 120 credits (SAQA 61595).



Financial Report

Lee-Ann Hector, Head of Finance

The 2018 financial year results demonstrate impressive performance against TSIBA's 5 year financial strategy that we forged and honed in 2012 for the period 2013–2018. The aim of this plan was to significantly shift away from a donor-reliant model by capacitating and building new, alternative donor income streams and diversifying income streams. The measures that were implemented in accordance with this plan since 2012 have borne fruit and become integral to the way we do business.

In addition, we remain able to attract monetary donations from organisations, individuals, and through B-BBEE partnerships in both Skills and Socio-Economic Development. Our international network continues to grow and we are grateful to our supporters both locally and around the world, as well as the sterling team at TSIBA who nurture and grow these relationships.

To this end, a notable achievement in 2018 was the launch of our first for-profit company within the collective of social enterprises that includes TSIBA's non-profit company and our Trust. TSIBA Ignition Academy, which provides Enterprise and Skills Development solutions to our corporate and government partners, was successfully established in October 2018 as a stand-alone entity after three years of incubation within TSIBA Education NPC.

TSIBA's reserves are carefully stewarded by a Sustainability Sub-Committee that is chaired by Simon Susman, Non Executive Chairman of Woolworths Holdings Limited. In 2018 our reserves remained in excess of R33,000,000, an impressive accomplishment for a non-profit company, just 14 years in existence. In addition, TSIBA Education Trust will see a significant multi-million 10-year deal with JP Morgan concluded soon.

We have built upon the project that Boston Consulting Group conducted last year, and finalised our next 5 year strategy and high level budget for the period 2019-2023. #Vision2020 is now clear and focused, cognisant of trends including the impact of a 4th Industrial Revolution, a stagnant economy and the #feesmustfall movement. As a result, in 2018 we launched a new brand, submitted a new Bachelor of Commerce degree for accreditation and secured new premises in Woodstock for occupation during 2020.

We are confident that these developments will see TSIBA remain on the path of sustainable and innovative impact investment.



The Human Side of Social Economic Development

Sharon Rohm

Lewis is a well-established company which celebrates 85 years of existence. We are recognised for our strong community connections, in that we have served generations of Lewis customers through the years and forged long lasting relationships, growing with our customers, their children and grandchildren.

The Lewis Group's approach to Socio-Economic Development is based on our belief that a thriving business depends on thriving communities. Our core Socio-economic Development strategy is reflected in our motto, "Supporting communities that support us." We firmly believe that investment in humans and in elevating them to reach their fullest potential, is vital. The cornerstone of this strategy is to identify opportunities which are in line with our goals and objectives and which provide the greatest social impact and value for the society we work and live in.

Education is our passion, and the continuation of our relationship with TSIBA where we contribute to the development of young people in becoming future leaders.

For more than 10 years, we have been delighted to play a role in developing the lives of TSIBA students. Since 2010 we have funded 103 full tuition scholarships and provided monthly subsistence allowances to support the students financially. In addition to the scholarship funding, we have instituted an Internship Development Programme at our head office in Woodstock, which allows BBA-3 scholarship students to complete their 4-month internship and on completion of their degree, to work at Lewis for one year, with the potential to expand into permanent employment in various sectors in our business.

We salute the incredible commitment and dedication TSIBA provides to all their students and feel honoured to be part of this journey.



Group Manager
Socio-Economic Development/Service Excellence
Lewis Group

Financial Statements

For the year ended
30 September 2018

Statement of Financial Position

2018 2017
ZAR ZAR

Assets

Non-Current Assets	1 496 044	31 496 142
Property, Plant and Equipment	1 496 044	2 073 807
Loans to related parties	0	1 526 913
Investments	0	27 895 422
Current Assets	37 029 815	5 058 644
Trade and Other Receivables	2 592 962	1 506 511
Cash and Other Receivables	33 867 172	3 552 133
Other Financial Assets	569 681	
Total Assets	38 525 859	36 554 786

Funds and Liabilities

	2018	2017
	ZAR	ZAR
Funds	33 649 565	33 793 439
Reserves	19 021 612	23 199 930
Retained Income	14 627 953	10 593 509
Current Liabilities	4 876 294	2 761 347
Trade and Other Payables	4 567 894	2 761 347
Provisions	308 400	
Total Funds and Liabilities	38 525 859	36 554 786

Statement of Comprehensive Income

	2018 ZAR	2017 ZAR
Revenue	25 637 095	23 818 985
Direct Cost of Revenue	(2 603 794)	(2 131 259)
Gross Surplus	23 033 301	21 687 726
Other Income	2 341 476	1 465 162
Operating Expenses	(24 337 916)	(27 850 426)
Operating Surplus (Deficit)	1 036 861	(4 697 538)
Non-Operational Income	3 124 528	1 287 085
Non-Operational Expenses	(126 945)	(188 429)
Surplus/(Deficit) for the year	4 034 444	(3 598 882)
Other Comprehensive Income		
Other Comprehensive Income for the year - Sustainability Reserve	0	0
Total Comprehensive Income for the year	4 034 444	(3 598 882)
Surplus / (Deficit) attributable to:		
Operational	1 036 861	(4 697 538)
Non-Operational	2 997 583	1 098 656
Total Surplus / (Deficit)	4 034 444	(3 598 882)





Fundraising Report

Graham Moore, Head of Brand and Fundraising

A pioneer of what subsequently became the #FeesMustFall movement, TSIBA has always offered an innovative approach to financing quality tertiary level business education. This work has enabled so many ambitious and purpose driven young people to transition beautifully, from a position of un-employability, to becoming active economic citizens. The myriad of social and economic benefits which ensue when this is achieved are profound, especially in communities most in need where TSIBA has its roots.

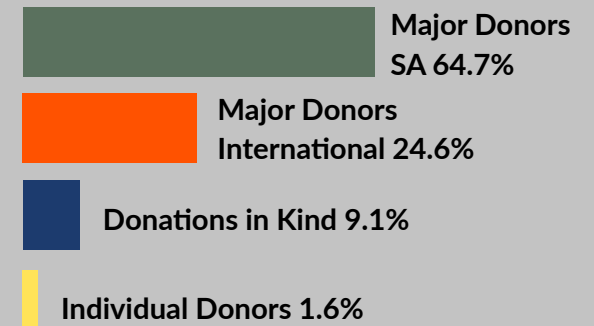
Of course, our ability to offer funded education is made possible only by those who share the view that the most valuable asset we have is people, their skills, capabilities and what happens when a business school invests in them. Our future, our hopes and the dreams of our children start and end in the places and spaces of attentive and future focused education. Since opening our doors in 2005 TSIBA has always received continuous support for this vision, and for this we are so grateful.

Support for TSIBA has continued for fifteen years, through sometimes difficult economic conditions and ultimately has enabled our core work. This has also made possible the evolution of TSIBA into a three-entity structure, established to expand our impact and to do so in a sustainable manner. TSIBA Business School (registered as TSIBA Education NPC), TSIBA Ignition Academy (Pty) Ltd and TSIBA Education Trust now work collectively to achieve the profound transitions to which we are all so committed.

The positive financial performance of the 2018 reporting year is an affirmation of what we are working to achieve from both our local and international donor communities. Once again, our appreciation for the generous support we received from every TSIBA donor cannot be overstated.

Our reality is that the work of TSIBA happens ultimately because we are blessed with a very generous community of funding partners, invested fully in creating a bright future for exceptional young humans. Thank you for your kindness.

2018 Donor Funding





The Human Side of Funding Partnerships

Kamal Patel

CEO of Juta and Company

Established in 1853, Juta is South Africa's leading academic and law publisher, trusted for quality academic, legal, professional and school publications in print and electronic format. Our vision is to be the trusted South African provider of technology-enabled learning and information solutions that enhance performance.

“Juta's values and ethos of education and lifelong learning are closely aligned to that of TSIBA and our collaboration allows us to have greater impact on the people and communities that both our organisations serve.”

Since 2005 Juta has had an association with TSIBA where Juta donates academic books to TSIBA. Because of our focus on social change, our relationship has grown; in the last five years, Juta has placed a number of TSIBA Interns for a three to six-month period post their studies, to allow them to gain relevant work experience and complete their on-the-job training. Some of these interns demonstrated the ability to take an opportunity and showed the value they could add to our business due to their outstanding performance. Hence they were employed permanently and we believe that the acknowledgment of their skills and capabilities is key to their development.



International Partnerships Report

Peter Kraan, International Partnerships

Last year turned out to be a bumper year for International Fundraising. Total gross revenue well exceeded R5 million, more than 20% ahead of budget.

We started an important new relationship with the Green Leaves Education Foundation in Zurich, Switzerland who provided 16 student scholarships in 2018. These scholarships included a generous stipend to the selected students, making it possible for them to study at TSIBA without having to worry about financial constraints at home. The remainder of the donations is the result of relationships carefully built up and nurtured over the long term.

Careful relationship management also resulted in our two top students last year, Achmat Isaacs and Saabirah Daya, being invited to a Summer School Workshop at Rosenheim University in Bavaria, (almost) all expenses paid. The time in Germany was a trip of a lifetime for them. After the workshop, both of them were invited to spend several days in Switzerland with the Herrmann family, sponsors of Achmat's scholarship.

We also sent one of our third-year students, Sandile Maqhoboza, to his IPJ internship in Zurich at Credit Suisse. This placement is the result of a long-term relationship with the Swiss volunteer organisation, B360 education partnerships. The partnership with B360 runs deep. In 2018, they renewed their commitment to our Postgraduate Diploma in Small Enterprise Consulting programme, teaching several 1-week modules as well as sending experts to work on key projects with us.

Our own expertise and experience are also sought after internationally: we were invited to speak at a conference in Namibia and to an African Higher Education event in the Ivory Coast.

Slowly but surely, TSIBA's name is starting to become known outside of our borders.



TSIBA Trustees

FRIENDS OF TSIBA SWITZERLAND

Ryan Goosen
Berthold Herrmann
Harry Kirsch
Marisa Kraan
Peter Kraan
Donald Pudney

Friends of TSIBA UK

Penny Costley-White
Peter Kraan
Nicki Auret

The Human Side of International Partnerships

Sabina Balmer

I first visited TSIBA in February 2015. It immediately struck me that TSIBA and B360 share many core values. Of course B360 as an organisation is tiny in comparison to TSIBA, but many pillars that the organisations are built on, are very similar:

“the strong will to make a difference in young peoples’ lives and to contribute to social and economic progress in Southern Africa, the conviction that entrepreneurship is key in every country, the social engagement of companies, the emphasis on soft skills, a strong volunteering and people based culture.”

I will never forget one situation at TSIBA. Two TSIBA staff members and I were interviewing students for a B360 internships in Switzerland. In the middle of an interview we realised that the student had lost his mother to cancer the day before and was struggling through the interview to make his mother proud. I was deeply impressed by the determination and strength of the student, but also by how compassionately and professionally the staff members managed the situation and immediately got support for him.

Founder and President of
B360 education partnerships

Major Donors 2018

Our appreciation is extended to all who have donated towards TSIBA's work this year. Listed here are donations over R100 000.

J.P. Morgan	4 268 396
MariaMarina Foundation	1 600 000
South African Bankers Services Company	1 500 000
Julius Baer Foundation	1 373 305
Green Leaves Education Foundation	1 320 938
Mapula Trust	1 153 920
Remgro Management Services Limited	1 125 000
First Rand Foundation	1 035 000
Lewis Stores	831 500
DGMT Trust	758 000
SOMA Initiative	506 000
Trident Trust	481 637
The Susman Charitable Trust	400 000
Aard Mining Equipment	390 000
S.A. Red Cross Air Mercy Service	365 000
Johnson and Johnson Corporate Citizenship Trust	278 318
Connection Telekom	278 250

State Street Community Support Programme	235 499
Ernest Loebenburg Trust	222 600
Martin Meinert	194 350
New Settlers Foundation	150 000
Truworths Community Involvement Trust	135 000
Harry Kirsch	125 447
The Molteno Brothers Trust	125 000
The 476 Charitable Trust	120 000
The Doris Crossley Foundation	120 000
Boston Consulting Group (Switzerland)	112 979
Chris Vartan, Stakebox	111 300
The EQ Foundation Trust	111 300

Thanks

Special thanks to all our Individual Giving donors who committed to funding student scholarships and/or stipends via monthly or once-off donations, as well as contributing towards fundraising projects.

In 2018 Individual Giving collectively raised a total of R 522 026, which equates to 9 TSIBA students receiving full scholarships. The value of Donations in Kind exceeded R2 million in the 2018 academic year, with a positive impact on our operational costs.

All donations over R100 per annum are eligible for a Section 18a Tax Certificate.

Donations in Kind

Bowman Gilfillan	Drifter Brewing	Hedron Tax Consulting	Old Mutual
Cape Media Publishers	EBSCO Host	Jacobs Matasis	Publicis Machine
Cognadev	Knysna Municipality	JSTOR	UBASCO
G4S Security	Haute Cabriere	Juta and Company	Van Schaik
			XL Events

The Human Side of Collaborations

Anton Berkovitz

I am now a consultant, and prior to that was an executive in the Investments industry for over 10 years. At ASISA I am contracted to run the Investment Management and Operations (IMACS) suite of courses, including IMA2 & 3 for TSIBA. I am passionate about education and TSIBA allows me to combine my experience and my passion.

On the first day of my first IMA course with TSIBA students, one of the students arrived nearly an hour early for class just in case he got lost. We chatted for a while, and then with about 10 minutes to go, he said, "I'm just popping back to the station so I can show my colleagues where to go". This is the caring for people I have come to expect from the TSIBA students as much as the TSIBA staff.



Independent Consultant and Programme Champion
at ASISA Academy



Alicia Davids

ASISA Academy CEO

I was born into an era of segregation and oppression in South Africa where I saw first-hand how our people, especially our parents and grandparents were oppressed. Being on the receiving end of 'gutter education' (a specially designed curriculum to keep our people in subservient roles), as students, we protested vehemently against this system. Having spent my entire school, university and the first few years of my teaching career in a situation of continuous resistance, it was enormously gratifying to see liberation come in my lifetime and be able to raise my own children in a very different South Africa to the one I was born into. As we know, the struggle for equity and social justice remains an ongoing process which must never be abandoned until there is true freedom for all our people.

Everything I said up to this point contextualises my purpose. I am a passionate South African. I love my country and I enjoy engaging the minds of young people through education as I believe that education liberates, empowers and uplifts. It is my greatest joy to see young people who have grown up in adverse circumstances, largely as a result of our Apartheid legacy, arm themselves with knowledge and confidence to the point where they are able to rise up and take their place within the economy, society and their respective communities.

I believe that education must do much more than simply increase knowledge. Education must challenge the minds, hearts and attitudes – the consciences of human beings to act for the welfare of others, not just ourselves. So, I see my work at the ASISA Academy as part of my investment in humans, especially the young professionals whom I present to and have mentored over the past few years.

Collaborator Community

Thank You!

Our growing community of professionals acts as an industry interface, which is an essential element of TSIBA's holistic education model. Thanks to all of you who have contributed in a volunteer capacity, our Future Business Leaders have gained new professional and personal experiences. Appreciations go to all the 2018 collaborators who lectured, tutored, mentored, counselled, consulted, invigilated, facilitated and much more!

We admire your commitment to making an impact in South Africa and your Pay it Forward ethos. Although every effort was made to include all external and individual volunteers, we do apologise should we have missed your name.

Abdurahmaan Vollenhoven

Aleem Parker

Alicia Davids

Alison Westwood

Amanda Blair

Aminah De Kock

Andre Nel

Angela Buys

Ann Rodenbeck

Anthea De Villiers

Anton Berkovitz

Armin Hollenstein

Ashson Swartz

Azvir Rampursad

Babette Barnard

Brandon Smith

Bulelwa Basse

Buyiswa Mbude

Carolynne Geary

Caron Olivier

Catherine Janse Van Rensburg

Cathleen Hodnett

Chantal Syce

Charles Melzer

Claude Heini

Cole Davids

Courtney-Lee Petersen

Danie Eksteen

Darren Campher

David Shenker

Denis Ladbrooke

Dennis Abrahams

Derek Berold

Desire Goliath

Desmond Brown

Dr Nadia Ahmed

Ebrahim Khan

Eliam Masuku

Elona Hlatshwayo

Ernst Elsener

Eugene Delpont

Felicia Manuel

Glen Masters

Glen Merryweather

Glenn Masters

Grace McMahon

Graham Bingham

Gregory Adams

Gwamaka Mwalemba

Gwen Baumgart

Gwenhwyfar Burton

Hani Du Toit

Hannah Willis

Herman Bezuidenhout

Irshaad Desai

Isabelle Palud

Ismail Sahabadeen

Jane Franco

Janet Daniels

Jared Cyster

Jeannine Ibbotson

Jordan Fredericks

Julie McFarlane

Kotie Langenhoven

Kumesan Pillay

Laura Foote

Leon Taljaard

Lesley McDonough

Lionel Du Preez

Lisandre Ramos

Loyiso Koyana

Luvuyo Stemela

Marieke Jooste

Melissa Malan

Melody Waniwa

Michelle Eadie

Mike Silver

Millard Chikoka

Monwabisi Mshamba

Mr. De Wet Naude

Mr. Murray De Villiers

Mtombo Sogiba

Mubeen Gaibie

Nawaf Fakier

Neville Abrahams

Nicola O'Donoghue

Nicolette Cola

Nicolo O Donoghue

Patricia Manshon

Peter Hurst

Peter Hutchings

Phumeza Patra

Pierre Louw (Deceased)

Randall Lewis

Reuben Piet

Rob Cobban

Ron Perreira

Rosemarie Du Preez

Roslyn Engelbrecht

Russell Miller

Sabina Balmer

Sam and Helen Stride

Sam Neusch

Sebastian Mayandia

Selda Brits

Shirley Morse

Sivs Naidoo

Stan Engelbrecht

Sudeshini Muhirwa

Sulaiman Scott

Susan Wishart

Susann Bongers

Tasniem Koorowlay

Tofeeq Hargery

Urs Meuhlethaler

Vanessa Rockey

Vincent Gourand

Vitas Argimon

Vuyokazi Gobile

Wayne Borchardt

Winston Lawrence

Xolani Zuma

Zay-yaan Edries

Zikhona Ngumbela



TSIBA's Academic Partners

ASISA Academy

Audencia Business School, France

B360 Education Partnerships,
Switzerland

Bowmans Law

European School of Management &
Technology (ESMT), Germany

PricewaterhouseCoopers

Rosenheim Technical University of
Applied Science, Germany

Social Enterprise Institute,
Northeastern University, USA



The Human Side of Mentorship

Stan Engelbrecht, Mentor

During an Open Streets event in Woodstock I saw Pumlanzi and some other TSIBA riders go past, whooping and singing with big smiles on their faces. I immediately thought to myself, "I need to meet these guys!" I chased them down and introduced myself, and Pumlanzi was the one who gave me his contact details. I got in touch with him a few days later, and promptly invited them to come to Eroica, an Italian vintage bicycle celebration I organise. Pumlanzi and I stayed in contact, and after I invited him and his fellow TSIBA riders to come and race in my other event - Tour of Ara - he asked me to be his mentor.

Since then, every single time I've seen Pumlanzi on his bike with the biggest smile on his face, no matter how tough the days racing out on Tour of Ara were, it made me so happy. He is always ready to immerse himself in an experience - nothing is too tough or too challenging for him. When someone proves themselves to me through commitment and enthusiasm, I will help them whenever and wherever I can.

My purpose in life? I have no idea. But I believe that we should be good to the people close to us and hope that they will pay it forward... this is our only hope to affect true change in this world. Be a positive example, and help where you can help - no matter how insignificant it might seem.

Tony Pumlanzi Gozongo, BBA-1 student

Having a mentor that you relate to is like having a friend who understands you and allows you to express yourself knowing where they can help you. Mentoring has opened me to look at life from different perspectives. It has taught me that positive energy brings positive people together and they bring happiness and the great company we all seek. This experience has made me want to share this with whoever I can and encourage fellow TSIBA students to be brave, by putting themselves out there. My favourite part of being at TSIBA is the fact that some of the conversations are not just about academics, but about challenges faced, birthday celebrations, cycling trips and tips, and a whole lot of other stories that make me feel I am not just at TSIBA Business School for academics. I am here for much more, I am here to connect, communicate and grow.

TSIBA Ignition Academy Board



Karien Cloete
CEO

Karien is the Chief Executive Officer of TSIBA Ignition Academy. Karien holds an Advanced Diploma in Labour Law and has a wealth of experience in the Telecoms, Media, NGO and Recruitment sector.



David Polovin
Non-Executive Member

David is a practising attorney with a wealth of commercial legal experience. He has been a staunch supporter of TSIBA from inception.



Leigh Meinert
CEO TSIBA Business School

Leigh is one of the TSIBA co-founders and TSIBA MD. She conceptualised TSIBA's Leadership Curricula. Leigh holds a Bachelors of Arts degree in Value and Policy Studies from Stellenbosch University and has a Masters degree in Higher Education Studies (University of Cape Town).



TSIBA Ignition Academy Report Karien Cloete, CEO

When interviewing for the position as Head of Income Generation at TSIBA back in 2016, it was the mandate to “be an entrepreneur inside a non-profit” that, in the end, motivated me to accept the position. It is, therefore, with no small amount of pleasure that I report on the fulfilment of that audacious goal in August 2018, when TSIBA’s New Business Department spun-off as a for-profit Development Academy, focused on vocational and enterprise development offerings.

Entrepreneurship and developing agency have been part of TSIBA’s DNA since its inception in 2004. In many ways TSIBA Ignition Academy is a product and embodiment of TSIBA’s entrepreneurial mind-set and proof that we ‘walk our talk’.

During the reporting period we successfully transformed our Business Administration Services qualification, (previously the Certificate of Practical Business Administration which was delivered as a full-time programme on our Eden campus), into a Learnership programme. In the process we trebled our enrollments on this qualification, partnered with new Corporate partners to give learners real workplace exposure at Lead Employers and expanded our delivery footprint to Gauteng.

In addition, we supported 25 township entrepreneurs through our community-based Business Igniter programme, training micro business owners on strategy development, fundamental finance as well as marketing skills for entrepreneurs. Undoubtedly one of the highlights of 2018 was partnering with RCS Cards to co-create a business ‘Inspirator’ that aims to grow existing black-owned suppliers and develop high-potential qualifying enterprises to be supply-chain ready. This programme, housed in the RCS Innovation Hub and aptly named LevelUp, piloted in October 2018 with 6 hand-picked participants.

It has been a great privilege to work closely with many exceptional local business leaders and international philanthropists in delivering the projects above during 2018. Their unwavering support for our organisation and their commitment to collaborate in meaningful business transformation remain the enabling catalyst for our work, as TSIBA steps into its new brand as an impactful Social Enterprise Collective.

Programmes

Trainee Management
Customisable Work Readiness
Business Igniter
Business Essentials for Entrepreneurs
Next Level Growth

The Human Side of Business



Loyiso Koyana

Entrepreneurship Supplier Development
Founder of Aqhame Holdings

My purpose is to give access and exposure to people, young and old alike, living in townships.

TSIBA has introduced me to an entrepreneur programme, delivered in partnership with Knowledge 2 Share (K2S). I get great fulfillment when I see the class full of entrepreneurs knowing they are getting a chance to develop their business, network and potentially collaborate with other entrepreneurs. I also mentor a lot of youth and other small businesses in my community and by doing so, I know I am making our community a better place. I give access, exposure, and opportunities so that people can have the upper hand.

Lebogang Mokoena

2018 TSIBA Learner,
Administrator at TSIBA Ignition Academy

When I heard that I had been accepted into the Learnership in Business Administration at TSIBA Ignition Academy in March 2019, I felt a mixture of excitement and trepidation about how I was going to adjust. I mean life after high school can be scary and tough.

The Learnership experience shaped me, both academically and professionally. The way the course is structured helped us learn fast because we get to apply what we learned in class to everyday life in our workplace. It has introduced me to great opportunities, I got to meet new people and enhanced my business skills that opened doors for better employment; for these reasons I am grateful for being part of TSIBA.

My purpose is to provide the necessary skills and myself as a resource to young individuals, by igniting their ambition to change their life as best as they can with what they have. I encourage young folks out there to not be a product of their circumstances but be a product of their decisions.



TSIBA Education Trust Trustees



Derrick Msibi

With BBusSc, BCom (Hons), MCom, PMD (Harvard), CA (SA) qualifications, Derrick is currently CEO of Stanlib and previously MD of Investment Solutions (SA's largest multi-management investment firm).



Leshni Shah

Leshni is the founder and director of investment services business Aziyo Capital (Pty) Ltd. Leshni holds a Masters of Business Administration degree, is a qualified medical practitioner and has over 30 years experience in Finance, Investment Management, Strategic and Operational Management of SME's.



Zikhona Ngumbela

2014 TSIBA Graduate, Mandela Rhodes Scholar and Financial Consultant at Allan Gray, Zikhona is passionate about gender equality and girl empowerment. In addition to her position on the TSIBA Sustainability Sub-Committee, Zikhona serves as an Ambassador of the Allan Gray Philanthropy Initiative.



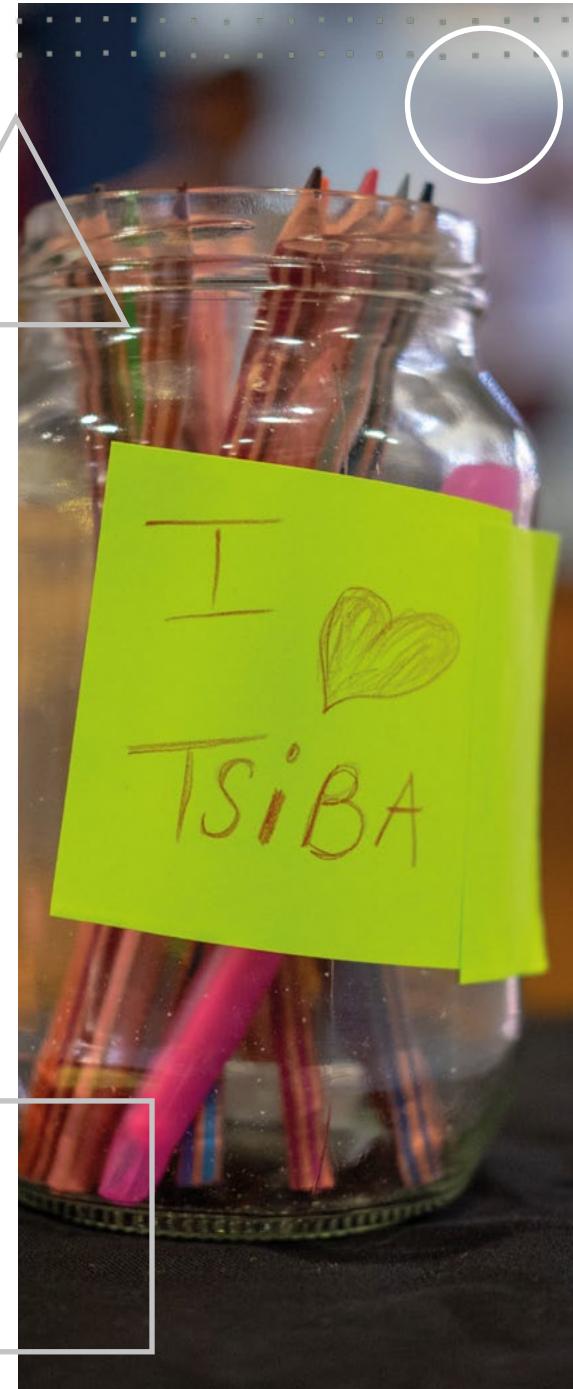
Simon Susman

Simon Susman is the Non Executive Chairman of Woolworths Holdings Limited, having joined Woolworths in 1982. Prior to his current role, Simon served as the Chief Executive Officer of Woolworths Holdings from 2000 to 2010. He currently also chairs a number of local and international boards and NGO's.



David Polovin

David is a practising attorney with a wealth of commercial legal experience. He has been a staunch supporter of TSIBA from inception.





TSIBA Education Trust Report Simon Susman, Chair

Sustainability is a concept that I am passionate about and it has translated into my role at Woolworths and my voluntary work in conservation. I have brought this passion to my role as the chairperson of TSIBA's Sustainability Sub-Committee and TSIBA Education Trust for six years now and I believe we are making great strides.

In 2018 the Trust launched our first black empowered for-profit company, TSIBA Ignition Academy (Pty) Ltd, which is focused on providing our corporate and public sector partners with solutions for skills and enterprise development and you can read more about this on page 27. Furthermore, a fortuitous deal that our Trust entered into with JP Morgan 10 years ago also matured in 2018, giving our Endowment Fund a boost to the tune of approximately R40 million.

We take our responsibility to invest these funds wisely, while also ensuring that the key strategic thrusts that TSIBA will be focusing on as part of the new five year strategy (see page 32) are adequately resourced. To this end we will be creating a Capital Fund in 2019 and launching an exciting campaign that will enable us to buy the new premises in Woodstock that TSIBA will be moving into in 2020.

I would like to thank my fellow Trustees and the TSIBA Board Members who care as much as I do about our sustainability. TSIBA has done well to steward its resources so carefully for almost 15 years now and this provides us with a stable platform to launch into a future that continues to look very exciting.



The Human Side of Sustainability

Richard Lain

Executive Director,
Head of Sub Saharan Africa
Investor Services at JP Morgan

My relationship with TSIBA goes back to 2010 when I joined JP Morgan in Cape Town. At the time we were working with students in their work study winter internships (IPJs) and also helping build skills in the financial services environment. I then continued to engage in various other roles, such as becoming the TSIBA JP Morgan sponsor for our initial deal that was entered into 10 years ago. Over the years, I have continued to engage with TSIBA to see where else we can find opportunities to work together alongside our JP Morgan Foundation. I also became a mentor which was a hugely fulfilling journey.

I am passionate about education. In our country of South Africa I believe that education is the key to creating prosperity through economic growth. TSIBA represents the essence which I believe is necessary to develop our future leaders. I am an avid and active advocate of skills development. I like to focus on both individuals and groups in providing guidance in life as well as sharing my skills and knowledge gathered in the financial services industry.

One of my most memorable interactions is attending my first TSIBA annual graduation ceremony. I remember vividly the process of handing out the respective degrees and diplomas to graduates. The element that struck me most was how Leigh Meinert introduced each student by providing a personal insight into everyone's personal journey. The intimacy of this process goes to the heart of how impactful TSIBA is, to educate, develop and nurture each student and their individuality. I walked away feeling like I had been part of a special family and celebration.





Into the Future - TSIBA 4.0

Vision2020 is now clearly in focus with a new five year strategy for what we have dubbed "TSIBA 4.0". From 2019 until 2023, we will be focused on delivering on the following metrics that will see us expanding our influence and our impact

- To have 5 x more eligible applications than we have place for
- To have 1,000 enrolled students in our degree programmes
- To have 20% of the intake into TSIBA Business School's degree programmes paying full fees
- To have 2,000 people per year reached through TSIBA Ignition Academy
- To have 80% throughput in all of our programmes
- To have 100% of graduates engaged in careers that offer a high degree of mobility or enrolled in further education as a result of mutually beneficial partnerships that we have built with industry and other sectors
- To have a brand that is highly recognised and regarded by students and employers
- To have surpluses on our operating budget for 2021 to 2023.



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Follow us @TSIBAd     

TSIBA Education is registered with the Department of Higher Education and Training as a private higher education institution under the Higher Education Act, 1997.

Registration number 2007/HE08/001. Services SETA Accreditation number 3919