





TSiBA Vision2020 Strategy

Bringing our future into focus

2017 was the start of a new era for TSiBA with the launch of our Vision2020 strategy that will ensure we continue to develop graduates who are ready to jump at the opportunities created by digitisation and the fourth industrial revolution.

This annual report outlines the exciting changes underway and the elements still coming in to focus.

We are grateful to everyone who follows our journey. Please keep watching this space – and have fun reading this report.

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BOARD CHAIR REPORT

Leading the Vision

**Professor
Fatima
Abrahams**
Board Chair



2017 has been an exciting year with many new projects on the go including research into a new academic offering, curriculum changes as well as investigating sites for a new TSiBA Cape Town campus.

However, some things will always stay the same – TSiBA’s commitment to our founding vision and our values.

Technology is advancing at a rapid pace with change inevitable and a crucial element in remaining relevant. TSiBA is small, agile and not governed by traditional rules which are conducive to adapting to change. This is one of our biggest strengths which we intend to capitalise on.

South Africa’s higher education landscape is also in flux, this

even before then President Zuma announced there would be ‘free education’. TSiBA has always been ahead of the curve with its no fees model so we had anticipated this and were already working on our future sustainability strategy. The Board were an integral part in this process and fully endorses the strategic shifts that are underway (see page 7).

One necessary shift is consolidating our new, market-niche offering under one roof in Cape Town. This sadly meant closing Eden Campus in Karatara and we would like to express appreciation to their dedicated staff, community, students and alumni as well as CEO Adri Marais and her team for their hard work during this change.

Also ending is our 14-year relationship with Old Mutual whose belief in our vision enabled us to offer our students a quality campus environment since 2006. We are in the exciting process of finding a brand new site conducive to modern teaching trends.

Adri Marais, TSiBA co-founder and CEO, leaves in March 2018 to join

the Christel House team as their CEO for South Africa. Previously Adri held the portfolio of Academic Director where she was passionate about the excellence of TSiBA's academic programmes. Adri also spearheaded TSiBA's bold 2015 strategy which moved towards bringing in non-donor income through income-generating projects. The Board would like to thank you Adri – you have left behind a legacy from which TSiBA can build on into the future and continue to thrive under new leadership.

We have been doing a thorough recruitment and selection process to identify the right candidate with the critical competencies TSiBA needs to take us to a new level. The Board is pleased with the calibre of applications received for the CEO position. In the interim, we welcome back Leigh Meinert, TSiBA co-founder and previous MD, as acting CEO.

Now it just remains for us to put all the pieces together in 2018. I am confident TSiBA is prepared and staff are ready and excited to take



“TSiBA is small, agile and not governed by traditional rules which are conducive to adapting to change. This is one of our biggest strengths which we intend to capitalise on”.

the students along on the journey. I would also like to thank the Board, the TSiBA team, students and all stakeholders.

Sustainability Governance

Sustainability Subcommittee

Simon Susman (Chair)
Prof. Fatima Abrahams
Reyburn Hendricks
Aziza Galiel
David Polovin
Derrick Msibi
Gia Whitehead
Adri Marais
Karien Cloete
Graham Moore
Zikhona Ngumbela
Lawrence Muzame

HR and Remco Subcommittee

Yolanda Scholtz (Chair)
Prof. Fatima Abrahams
Adri Marais
Leigh Meinert
Lawrence Mazume

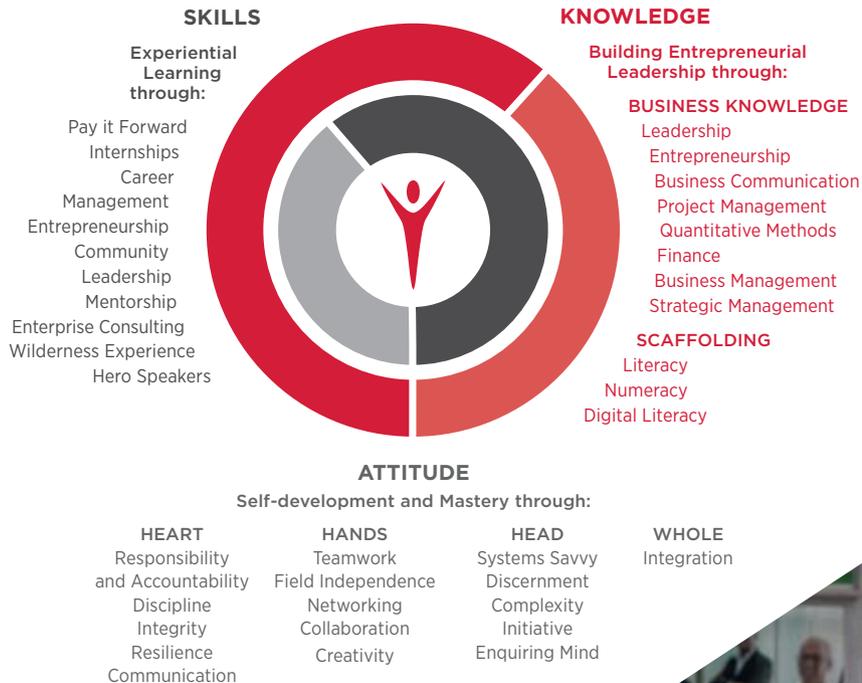
AR and GC Subcommittee

Derrick Msibi (Chair)
Prof. Eon Smit
Dev Pillay
Adri Marais
Lee-Ann Hector
Lawrence Muzame

Investment Subcommittee

Reyburn Hendricks
David Polovin
Aziza Galiel
Adri Marais
Lee-Ann Hector

Profile of Graduateness



TSiBA's unique 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 are also provided with practical opportunities to incubate and manage businesses while studying. Entrepreneurship and Leadership are integrated into all programmes aiming to develop leaders and entrepreneurs who will take South Africa forward.



Academic Programmes

Postgraduate Diploma in Small Enterprise Consulting (PG Dip SEC)

18-month block-release programme, HET accredited, NQF Level 8, worth 120 credits, SAQA 90822. TSiBA's first paid course designed to develop consultants to be effective coaches and mentors to small and start-up enterprises, facilitating growth and sustainability.

Bachelor of Business Administration in Entrepreneurial Leadership (BBA)

Three-year HET accredited qualification NQF Level 7, worth 369 credits, SAQA 61469.

Higher Certificate in Business Administration (HCBA)

One-year HET accredited course NQF Level 5, worth 130 credits, SAQA 84186.

FET Certificate: Business Administration Services

One-year FET course at NQF Level 4 accredited by the Services SETA, worth 140 credits, SAQA 61595.

Living the Vision



**Brian
Mgwili**
SRC
President

“I grew up in a township south of Johannesburg, called Ennerdale. Like most townships in South Africa, Ennerdale has a built-in geographic disadvantage; it is a dormitory suburb.

This made it hard for an ambitious youth like me to be exposed to positive influences, high-end infrastructure and most importantly, a quality education. I would often hear my peers talking about how they are on their way to getting a fancy degree at large, prestigious institutions in South Africa. Before I knew about TSiBA, I also wanted the opportunity of being an alumnus at one of those institutions. Back then, I never considered how much an institution like TSiBA would mean to me.

I have always aspired to manage my own business, but lacked the necessary tools. I was introduced to TSiBA Eden by my late friend and business partner Tshepo Kwapeng, with whom I created an events startup called ‘Eighty Getty’. My life-long friend Tsh e p o passed away

suddenly towards the end of May 2017 (see In Memoriam on page 34). This was the most challenging period in my life. The support and compassion I received from the TSiBA community was beyond what I expected.

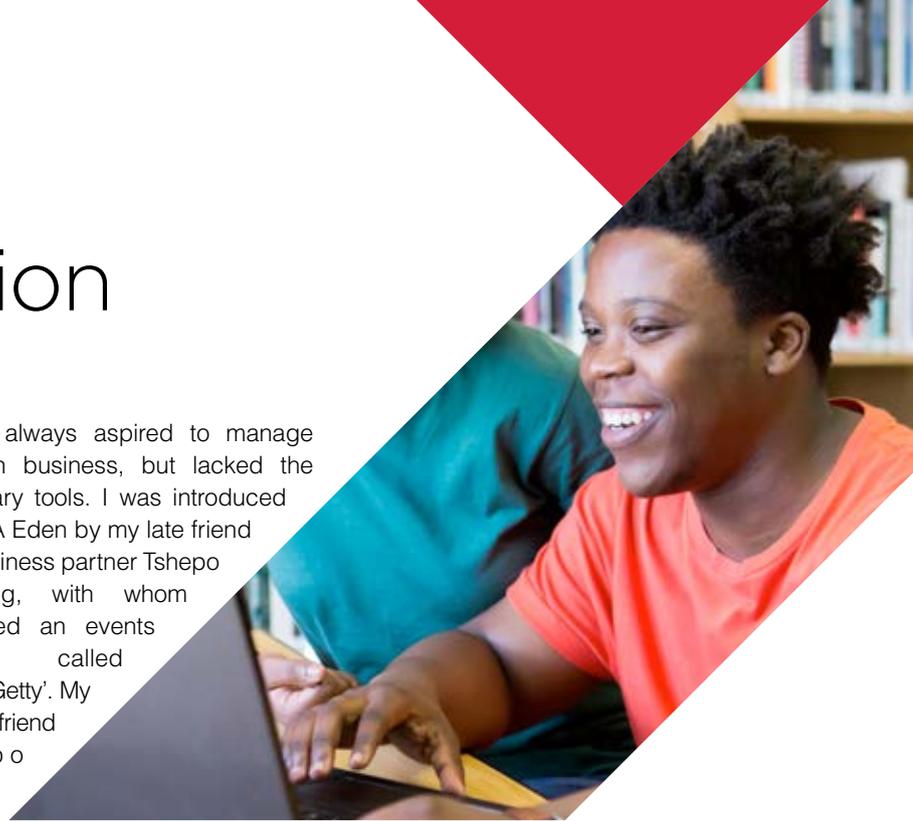
I have been fortunate to be selected by Investec Asset Management for the Investment Management Administration and Client Servicing (IMACS) elective offered at TSiBA. I also got a chance to be a part of the Investec Asset Management team during the festive season.

Going forward, my goals include building a professional career at an

asset management firm. I would also like to build a platform focusing on empowering people from townships with the knowledge and skills essential to making sound financial decision-making and management”.



“...my goals include building a professional career at an asset management firm. I would also like to build a platform focusing on empowering people from townships...”



CEO REPORT

Creating the Vision

Adri Marais
Chief
Executive
Officer



Last year's report 'Looking forward to 2017' stated that in 2017 TSiBA will focus on its own programmes and corporate relationships to realign our offering with the market and the NSDSIII (National Skills Development Strategy).

Crafting Vision2020 to ensure academic relevance and financial sustainability was our top priority for 2017. TSiBA committed to work closely with professional consultants, ensuring we continue to ignite opportunity and drive social change, long after today's drivers of change have passed on the baton.

Our gratitude goes to The Boston Consulting Group (BCG), who worked closely with our Executive

Team to develop the fundamental shifts that will pave the way for a sustainable and relevant TSiBA (see box opposite).

Vision2020 sees TSiBA focused on a strongly supported, market-led business degree for a new generation of entrepreneurial trailblazers, with a greater chance of completing a degree than elsewhere in South Africa.

With an average 92% graduate employment rate, TSiBA graduates are virtually guaranteed employment – profoundly changing futures. Through Vision2020 TSiBA ensures market relevance aligning directly with the NSDSIII call for institutional learning towards occupationally directed programmes and lifelong learning.

By focusing our resources on the TSiBA degree programme, we will build on key specialisation areas guided by market needs. We will continue offering scholarships to learners from under-served communities focusing on leadership, entrepreneurship, mentorship and paying it forward.

Five Strategic Shifts

TSiBA's Board has approved the following fundamental shifts which we began implementing in 2017.

1 To identify a new, niche market-led business offering through stakeholder engagement during first quarter of 2018, to be available as soon as possible given legislative requirements. Part of this accredited (degree) offering will include focus on narrowing the quantitative literacy 'disconnect' between South Africa's education system and the world of work.

2 Closing Eden residential campus and continuing the scholarships to deserving candidates from the area. All investments made in Eden will be relocated and focused into Cape Town.

3 No longer offering HCBA and CPBA as core academic offerings unless

defined project pre-funding is secured. The Certificate Programme offered in Eden, funded by Julius Baer, was remodeled into a learnership to be run from Cape Town during 2018 and 2019.

4 Redesign our brand to attract youthful, high potential applicants.

5 Improve recruitment effectiveness and selection criteria to identify these highest potential candidates. While students will receive bursaries on need, criteria on retaining the scholarship will be tightened. Students who stand to lose all, or part, of their scholarships will be able to pay towards their studies to continue.

The strategic shifts that are underway will see TSiBA maximising its output to remain a relevant player as the educational landscape in South Africa redefines itself.

These core elements profoundly change the trajectory of our students, and will remain the pillars on which our work rests. More focused and

efficient academic delivery to the best candidates from the communities we serve will result in improved
(CEO Report continues next page)



“Vision2020 sees TSiBA focused on a strongly supported, market-led business degree for a new generation of entrepreneurial trailblazers with a greater chance of completing a degree than elsewhere in South Africa”.



Celebrating TSiBA Eden Campus (2009–2017)

With the redevelopment of TSiBA's operational model in collaboration with the Boston Consulting Group, part of sustainability planning included closing TSiBA's Eden Campus, with the final, very moving graduation ceremony taking place in December 2017.

TSiBA will continue to encourage local qualifying youngsters to apply for direct admission into the Cape Town degree programme. It is never easy to retrench staff, but we are pleased to report we were

able to offer compensation well above the legislated minimum together with our immense gratitude for their dedication to Eden Campus.

We also thank the community who, through Eden Campus, received an injection of around R40 million over the last eight years.

Whilst the Eden Campus may have closed we are committed to recruiting talent and running pre-funded projects in this area in the future.

CEO REPORT CONTINUED

throughput, lower cost per graduate, more aspirational employment benefiting South Africa's economy.

In 2017 we incurred a loss which was unavoidable (as our Head of Finance explains on page 19). TSiBA is ahead of the curve though, in terms of our robust reserves and proactive planning.

Income generation, an initiative I have been leading for the past three years, is growing well and under the banner of Vision2020 we are implementing the shifts that will ensure our relevance and sustainability long into the future.

They say it is never a good time to leave and that is true. However TSiBA has gained new inspiration and clearly I will step out as CEO in March 2018 with a full heart and every confidence that TSiBA will be driving social change for decades to come.

THANK YOU

Tribute to Adri Marais

TSiBA co-founder and CEO, 2012 – 2018

Although Adri engaged with me as a mentor, she has always known exactly what to do. I admire her grit, her business savvy and her integrity. Adri, I think you are fantastic. With these qualities you will continue to effect positive change wherever you go. Thank you for your inspiring example and high-quality leadership for 14 years.

Simon Susman, Non-executive Chairman: Woolworths SA

It is no exaggeration that without Adri TSiBA would not exist today. It takes a unique set of skills to create something as ambitious as a new university and throughout it all, Adri has been our rock. I am still amazed that she sat back and allowed a 25-year-old to lead her and TSiBA in the beginning and I am so grateful she went on to take TSiBA to new heights. She is humble, tenacious, loyal, razor sharp, funny, brave and deeply compassionate. I am a better person because of her and I know countless others who would say the same. Adri, I love you and I salute you.

Leigh Meinert, TSiBA co-founder



Adri is one of the most hard-working people I know and I have always admired that about her. Adri is humble and often forgets that she is the 'boss' and is able to take on many other roles like a friend, a student – and she has a great sense of humour!

Lindelwa Hanjana, Facilities Manager

Adri is one of the most extraordinary women I know. I have always looked up to her. She is strong, strategic, kind, witty, balanced, highly competent and knowledgeable. Adri created solid foundations for TSiBA, led with integrity and has always been well respected. I am privileged to have worked and learned from her over the last 15 years and to call her a friend.

Gia Whitehead, TSiBA co-founder

I met Adri as a TSiBA student in 2006 – a serious, no-nonsense lady. This perception changed drastically when I worked with her at the TSiBA Ignition Centre. I saw someone who genuinely cares about those around her. Her leadership and drive really inspire me. I am deeply honoured to have spent time with such an amazing woman.

Cindy Krawe, TSiBA 2011 Graduate, currently Graduate and Student Placements officer

She says what she means and means what she says!

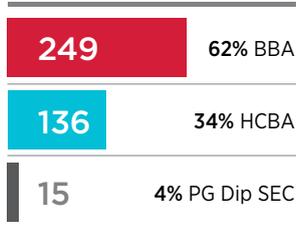
Sonja Hagins, Head of Student Development

Student Demographics Total TSiBA Students 490

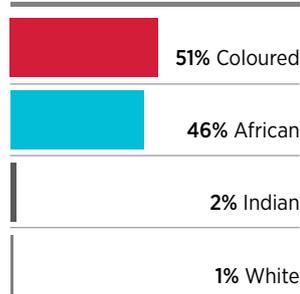
TSiBA Cape Town

Total Registered Students **400**

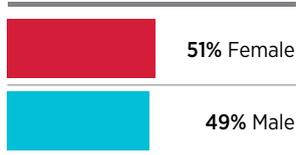
Registered Students



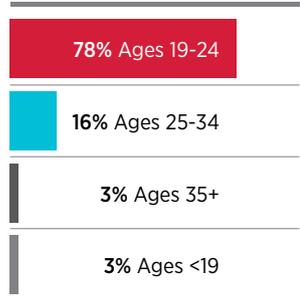
Ethnicity



Gender



Student Age



Top 10 Student Home-towns

- | | |
|-------------------|-----------------|
| 1 Athlone | 7 Rugby |
| 2 Khayelitsha | 8 Grassy Park |
| 3 Langa | 9 Retreat |
| 4 Mitchells Plain | 10 Eerste River |
| 5 Lansdowne | |
| 6 Gugulethu | |

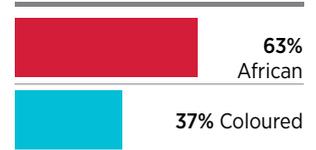
TSiBA Eden

Total Registered Students **90**

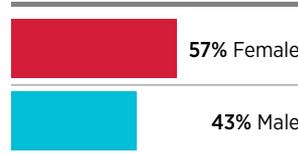
Registered Students



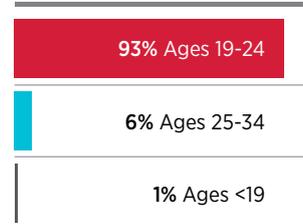
Ethnicity



Gender



Student Age



Top 10 Student Home-towns

- | | |
|-------------------|-------------------|
| 1 Elliotdale | 7 Sedgefield |
| 2 George | 8 Brenton On Lake |
| 3 Plettenberg Bay | 9 Mossel Bay |
| 4 Gentswana | 10 Port Elizabeth |
| 5 Knysna | |
| 6 Mqanduli | |

TSiBA IMPACT STORY

Alumnus Jasmine Magantsela

Change and Brand Manager: Bid Air Cargo



Photo: Cindy Krawe, Jasmine Magantsela and Adri Marais

In 2007 my world came crashing down when my mother was diagnosed with leukaemia. TSiBA became my sanctuary and helped me stay sane as I had my education to focus on. I worked harder than ever before. Sadly, in 2009 my mom lost her battle with cancer.

My life was again changed forever when TSiBA provided me with a once-in-a-lifetime opportunity to do my work internship in the Netherlands. This experience changed the way I view life as I saw many things South Africa could learn from and realised that no matter my career path I could use this to be an agent of change against inequality.

TSiBA taught me to be a leader and I would not be as far as I am today but for the opportunities, skills and tools I gained.

I'm now a mentor to young people at work and a mother to my five year old son. I will forever be indebted to TSiBA for making me the woman I am today".

"I graduated from TSiBA with my BBA degree in 2010. I grew up in Gugulethu, attended Pinelands High School and am now 30 years old, studying towards my MBA and employed at Bid Air Cargo, Johannesburg, as their Change and Brand Manager.

I came across TSiBA Education through my late mother, who had read all about the school and loved

the holistic teaching approach. She had moved from being a domestic worker to becoming a school teacher after attaining two qualifications, despite also being the breadwinner for four kids. My father, on the other hand, was not educated so I was going to be the first to graduate in my family.

Graduating became my focal point. I knew I needed to ensure I passed, no matter the odds, as this would determine my future.

TSiBA Board of Directors

Our Board members elevate TSiBA's standing by virtue of their specialist expertise and reputation. Their selfless dedication to TSiBA's vision and a world with equal access is truly admirable.

Non-executive Directors



Prof. Fatima Abrahams Board Chair

Fatima holds a DComm in Industrial Psychology and currently serves as a Senior Professor in the Department of Industrial Psychology at UWC. Fatima has chaired the TSiBA Board since its inception in 2004.



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.

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 BIT (Bond University) and Postgraduate Diploma in Enterprise Management (UCT).



Yolanda Scholtz

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



Leigh Meinert

Leigh is a TSiBA co-founder and TSiBA MD (2006-2012) who conceptualised TSiBA's Leadership Curricula. She holds a BA in Value and Policy Studies from the US and has a Masters in Higher Education Studies (UCT).



Jacky Kalani

Jacky is the Public Participation Manager, Knysna Municipality. He holds a Human Resources Certificate from Oxbridge Academy, a Municipal Financial Development Certificate (UP) and Project Management and Municipal Competency Certificates (USB).
(Resignation tendered.)



Derrick Msibi

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

Reyburn Hendricks

Reyburn completed a Bachelor of Business Science majoring in Actuarial Science (UCT). He is a CFA charterholder and majority shareholder in H1Holdings, a BEE investment company founded in 2000.



Prof. Eon Smit

Eon holds a DComm from the University of Stellenbosch, is an Emeritus Professor and previous Director of the University of Stellenbosch Business School, visiting Professor at Reims Management School in France and Professor extraordinaire at Potchefstroom Business School.



Company Secretary

Lee-Ann Hector Head of Finance

Lee-Ann has a National Diploma in Business and Financial Management, CSSA Professional Qualification: Management and Administration and is a CIBA affiliate.



Executive Directors

Adri Marais CEO

Adri is a TSiBA co-founder holding the portfolio of CEO. Adri has an MSc in Biochemistry, an MBA and a PGDip in Higher Education Studies *cum laude* from UCT. Her work is the business of education towards social change.
(Resignation tendered.)



Pearl Pugin Dean

Pearl is TSiBA's Academic Dean. She holds an Honours degree in Labour Law Studies and a Master's degree in Management (UWC).



Lawrence Muzame COO

Lawrence holds a BLaw (NUL), H.Dip Tax (UJ), Executive Development Programme (USB) and is pursuing his MBA in Strategic Management (University of Edinburgh). He is a member of both the SAIT and IoDSA.



Refer to page 3 for sub-committees.

DEAN REPORT

Applying the Vision

Pearl Pugin

Dean



2017 was a year of deep reflection here at TSiBA, culminating in our refreshed vision for our institution, the future of education and the communities we serve. This was reinforced by mounting pressure on multiple fronts, to fast-track the transformation and restructuring of the South African education system.

Within the many challenges facing the higher education sector, our commitment to the provision of quality higher education remains our focus. TSiBA will continue to reach out to talented youth in under-served communities to become a part of our innovative learning community.

Filling the gaps

Once again, the 2017 academic results highlighted the need to support students whose secondary schooling left them ill-equipped for tertiary studies.

Listening to our industry partners, who host our interns and employ our graduates, we discovered many opportunities for future collaboration, specifically in tackling such problems, which affect first-year students.

We also started an active engagement with corporate partners this year, which will shape our response to the rapidly changing world of work, driven by rapid advancements in technology. Such advances will see traditional jobs and careers disappearing from the job market in the next few years. This is why it is critical we constantly review our offering and how we deliver quality education – our contribution to positive social change.

I look forward to continuing to find more creative solutions to TSiBA's challenges, through collaboration.



Looking ahead

Working in this new and exciting era with the support of our committed corporate partners, donors and volunteers, we are thrilled to begin the implementation of Vision2020. In the academic space, this means continuing conversations with stakeholders for specialist input into the development of a new, market-led offering.

TSiBA's new academic offering will build on our current programmes, focus on industry needs and the gaps that have been identified in university courses. Our key focus will, however, remain on mentorship, academic scaffolding and our pay it forward culture.

Our impact statistics on pages 16 and 17 demonstrate that TSiBA truly is helping talented young trailblazers to leap ahead and Vision2020 will help us to amplify these figures.

We embrace Heraclitus's wisdom that 'change is the only constant in life' and that is why we are constantly innovating and adapting. I am excited about our future.



“TSiBA's new academic offering will build on our current programmes, focus on industry needs and the gaps that have been identified in university courses. Our key focus will, however, remain on mentorship, academic scaffolding and our pay it forward culture”.

Academic Governance

Academic Advisory Council:

External

Eon Smit

Judy Favish

Vincent Morta

Internal

Pearl Pugin

Reidwaan Jawoodeen

SRC member

Achmat Isaacs

2017 SRC Members

Brian Mgwili

President

Nadia van der Byl

Vice President

Michaela Adriaans *Treasurer*

Thabo Mshwamo

Campus Management Representative

Courage Chiringa

Clubs and Society

Staci Kay

Secretary

Achmat Isaacs

Academic Representative

Darren Jacobs

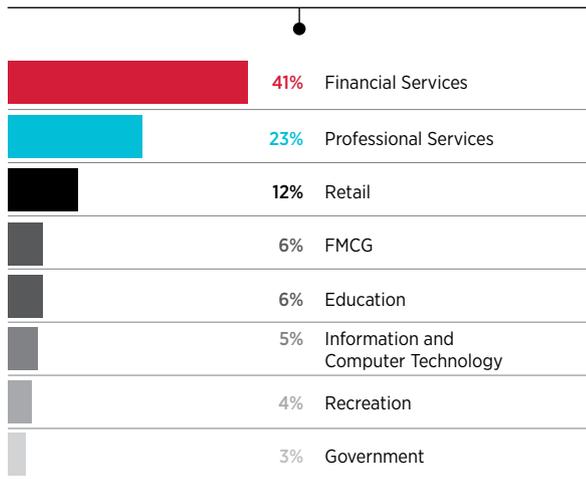
Marketing Representative (Resigned)

Tshepo Kwapeng (Late)

Events

Impact Statistics

TSiBA Graduates are employed in eight main sectors



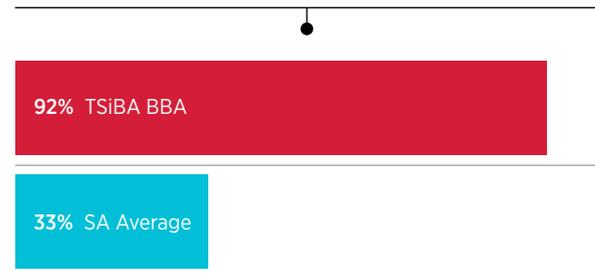
* 1% of TSiBA graduates are completing postgraduate study

41% of TSiBA degree graduates are employed in the Financial Services Industry.

African Bank Head of Human Capital, Lindiwe Miyambu: "There are still talent opportunities aplenty in certain sectors. The banking sector is one such example. In fact, in the latest report, the highest growth in employment during Q3 was mainly driven by finance and other business services industries. New advanced technologies, increased competition and a need for new product innovation have opened up a host of employment opportunities for young graduates looking for employment opportunities. There is a need for the development of a pipeline of graduates that meet the skills needs of the banking sector".

(Source: www.businessstech.co.za)

TSiBA Degree Graduate Employment Rate vs Youth Employment



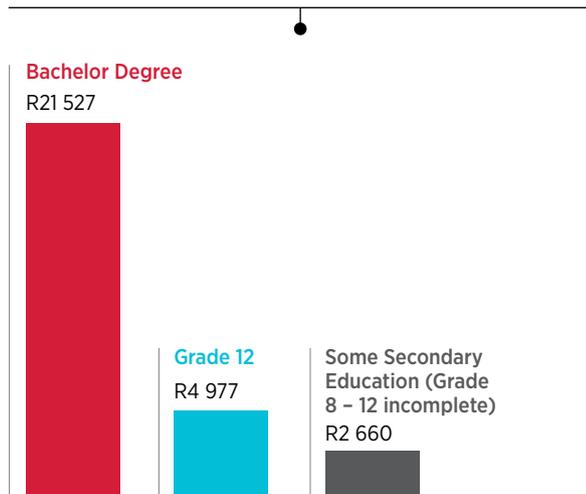
92% of TSiBA 2017 BBA degree graduates are meaningfully employed, studying at postgraduate level or entrepreneurs in their own businesses.

76% of TSiBA CT 2016 HCBA graduates have secured next steps after graduation: tertiary degree study (including at TSiBA), employment or entrepreneurial ventures.

32,6% of South African youth under 25 are employed. (Source: www.fin24.com)

A challenge, said Taylor, is that "employers increasingly expect graduates to be work-ready as soon as they leave university. Firms are essentially looking for maturity of mind and attitude in new recruits". (Source: www.moneyweb.co.za)

Earning Potential by level of qualification

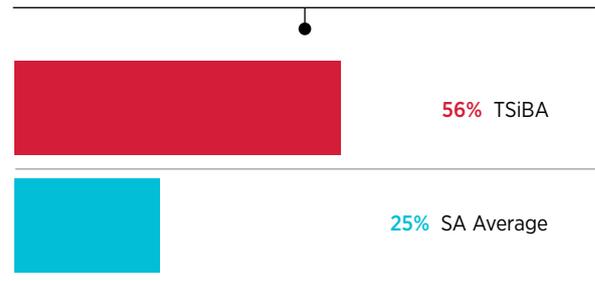


The data shows that there is a clear graduation in monthly salary the more educated someone is, which highlights the urgency in maintaining a high level of education, as well as addressing crises such as the staggering drop-out rate experienced in the country.

A person who has earned their matric can expect almost double the salary than someone who has an incomplete high school career.

Tertiary education proves to be the key, with even a tertiary certificate resulting in a 67% jump in potential earnings – while a bachelor degree would see a 330% jump. (Source: www.businessstech.co.za and www.payscale.com)

Degree Throughput



TSiBA degree graduates achieved a 56% throughput rate in the BBA degree qualification.

South African university annual undergraduate cohorts in contact education average a throughput of 25%. (Source: Department of Higher Education and Training (DHET) released 2015: Post-school Education and Training in South Africa: 2013)

COO REPORT

Supporting the Vision



**Lawrence
Mazume**

Chief
Operating
Officer

The COO's desk oversees one of TSiBA's most diverse departments - the Business Support Department which incorporates IT, Facilities Management, Finance and Human Resources.

Proud moments this year include doubling our Occupational Health and Safety audit rating to 80% and modernising our time and attendance sign-in system to a digital biometrics system.

To enable our students to benefit from Google Classroom we installed a fibre connection and successfully transferred the whole organisation to GoogleMail – being among the few South African universities

to fully embrace cloud computing with 100% live cloud backup.

With the severity of the drought in the Western Cape becoming an operational risk, we adopted a water conservation strategy and actively participate in local initiatives. This strategy will continue along with our plans to increase our green footprint at the Cape Town Campus.

Looking forward, the Finance Department is undergoing a digital transformation and implementation of an ERP (Enterprise Resource Planning) platform to increase efficiency for tasks like procurement and payments.

Human resources are our most valuable asset so we have embarked on a process to streamline HR processes. While automating processes are a modern reality, we remain committed to staff wellness and retention programmes. TSiBA is committed to employment equity goals when recruiting internally and externally, with company policy being to promote from within where possible.

While we celebrate our milestone achievements, we are not complacent. The advent of Vision2020 has given us a new set of challenges and opportunities. We look forward to continuing to raise the bar with increased professionalism, focus on staff development and operational efficiency.



“While automating processes are a modern reality we remain committed to staff wellness and retention programmes”.





FINANCIAL REPORT

Sustaining the Vision



Lee-Ann Hector
Head of Finance

TSiBA's financial wellness is overseen by TSiBA's Sustainability Committee, providing oversight to the financial activities of TSiBA Education NPC and TSiBA Education Trust.

They also act as an advisory to the TSiBA Board to guide development of our sustainability strategy, while monitoring the financial performance of the NPC and the Trust.

TSiBA Education NPC realised a net deficit of R3 813 492 as a result of an operating deficit of R4 697 538 and a non-operating surplus of R884 046. With the explosion of the JP Morgan share price the net asset value of the Trust escalated significantly and hopefully, by August, will have more than doubled.

Unfortunately the realised deficit of TSiBA Education NPC was unavoidable due to the reneged funding of two long-time supporting Sector Education and Training Authorities (SETAs) in response to the socio-political #FeesMustFall movement, the termination of a major enterprise and supplier development contract as well as the costs of closing down TSiBA Eden in line with Vision2020.

The shift away from donor reliance and investing in alternative income streams has seen our non-donor income team substantially grow our sales pipeline, particularly with TSiBA's NQF4 Certificate – a learnership in partnership with strong commercial relationships. With increased importance on the revised B-BBEE codes, this offering will boost our financial sustainability.

Even with setbacks we realised 98% of our pure 'donations' budget, partly through our growing international funding partners.

Even in this difficult economy TSiBA remains financially stable, with Vision2020 on track both financially and academically.

For the year ended 30 September 2017

Statement of Financial Position

	2017	2016
	ZAR	ZAR
ASSETS		
Non-current assets	31 496 142	34 812 587
Property, plant and equipment	2 073 807	2 377 951
Loans to related parties	1 526 913	-
Investments	27 895 422	32 434 636
Current assets	5 058 644	6 527 904
Trade and other receivables	1 506 511	1 472 187
Cash and cash equivalents	3 552 133	5 055 717
Total assets	36 554 786	41 340 491
FUNDS AND LIABILITIES		
Funds	33 793 439	38 413 889
Reserves	23 199 930	28 221 499
Retained income	10 593 509	10 192 390
Current liabilities		
Trade and other payables	2 761 347	2 926 602
Total funds and liabilities	36 554 786	41 340 491

Financial Partners



TSiBA's annual financials are audited by Horwath Zeller Karro, the Cape Town office of global experts Crowe Horwath International. TSiBA is proud to have had all audits unqualified since 2007.



TSiBA's insurance broking and risk management is proudly managed by a leading independent financial services company, Protekma Risk Consultants.



TSiBA's indemnity insurance broking is proudly managed by global industry leader, Marsh.

Statement of Comprehensive Income

	2017	2016
	ZAR	ZAR
Revenue	23 818 985	22 673 207
Cost of sales	(2 131 259)	(1 167 215)
Gross profit	21 687 726	21 505 992
Other income	1 465 162	1 064 098
Operating expenses	(27 850 426)	(24 572 595)
Operating surplus (deficit)	(4 697 538)	(2 002 505)
Non-operational income	1 287 085	1 763 487
Non-operational expenses	188 429	201 592
Surplus/(Deficit) for the year	(3 598 882)	(440 610)
Other comprehensive income		
Other comprehensive income for the year – sustainability reserve	–	–
Total comprehensive income for the year	(3 598 882)	(440 610)
Surplus/(Deficit) attributable to:		
Operational	(4 697 538)	(2 002 505)
Non-operational	1 098 656	1 561 895
Total surplus	(3 598 882)	(440 610)



Major Donors 2016-2017

Our appreciation is extended to all who have donated towards TSiBA's work this year. Donations listed here are R100 000+

	ZAR
South African Bankers Services Company	2 000 000
Julius Baer Foundation	1 326 260
Nedbank Eyethu Community Trust	1 318 000
Remgro Management Services Limited	1 125 000
Mapula Trust	1 117 000
First Rand Trust	976 500
Lewis Group	957 825
Deutsche Bank South Africa Foundation	575 000
The Oppenheimer Memorial Trust	550 000
The Trident Trust	526 270
Matasis (Aard Mining Equipment)	390 000
Smollan Group	389 300
The Frank Jackson Foundation	334 337
The Rolf-Stephan Nussbaum Foundation	333 600
Spencer Stuart	300 000
The EQ Foundation Trust	278 250
Hanze University Foundation	273 231
Silicon Valley Community Foundation	212 864
Ernest Loebenburg Trust	208 000
The Susman Charitable Trust	200 000
Berthold Herrmann and Mariann Grawe-Gerber	170 895
Adam Forste	156 659
The Truworths Community Foundation	150 000
SAP Stiftungsfond	141 547
RCS Group	125 000
Johnson and Johnson Corporate Citizenship Trust	124 806
Dennis Shaughnessy	117 205
The Molteno Brothers Trust	117 000
National Lotteries Commission	116 000
The 476 Charitable Trust	110 000
The Stella and Paul Lowenstein Trust	100 000



With Thanks

Thanks to our Individual Giving donors who commit to funding student scholarships via monthly, or once-off donations, as well as fundraising projects.

In 2017 Individual Giving collectively raised a total of R1 358 000 which equates to 14 students receiving full TSIBA scholarships.

The value of our volunteer lecturers and tutors exceeded R1 million in the 2017 academic year with a significant positive impact to our operational costs.

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

Donations in Kind

Boston Consulting Group	Hendon	Mazaars	Security services
Bowman Gilfillan	Independent News & Media SA	Media24 Nasdak	G4S
Candor Governance	Juta	Mindex (Inmagic)	Senior Library Cataloguer
Cape Media	Knysna Municipality	Old Mutual West Campus	Times Media
Casidra	KR (Knowledge Resources)	Oxford University Press	Typco Media & Communications
Catherine Hobson	LexisNexis	Pacer Swimwear	UCT
Coffee Capsules	London Business School: Centre for Management Development	Pearl Pugin	Van Schaik
Direct	LRMG. Performance Agency	Profile Stock Exchange	XL Events
Distell	Mad Little Badger	Handbooks	
EBSCOhost		Raysprint	
Embroico		RD Catering	
Expressions		Rosie Du Preez	
Photography		Sandi Sher	
Food Forward Donation			

FUNDRAISING REPORT

Powering the Vision

Graham Moore
Head of Fundraising



The 2017 financial year once again showed the continued loyalty and commitment of our donor community and empowerment partners.

Of the total revenue of R23 818 985 achieved in this period, R17 761 329 (62%) was generated from donor organisations, empowerment partners and individual contributors.

In a challenging economic climate we are particularly grateful for this generosity. We also emerged conscious that such continued support reflects TSiBA's significant social impact, and the intent of our partners to profoundly and positively change the lives of young people.

Further analysis of donor funding data shows some important trends.

Contributions from major donors within South Africa constituted 65% of total donor and skills development income received. This is a result of our efforts to position TSiBA as a B-BBEE Level 1 partner across both Socio-Economic-Development (CSI) and the Skills Development categories of the revised Broad-Based Black Economic Empowerment codes. Sourcing empowerment partnerships with corporates remains a firm priority.

18% of total donor income was received from international partners, whose increased interest and support reflects our efforts to diversify donor income streams. Our international partnerships desk now has resourcing fully dedicated to increasing our international fundraising efforts and continues to grow in terms of total contributions to donor income generation.

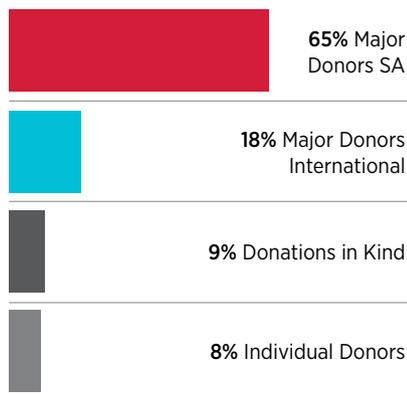
While our international partnerships enabled our financial resources, our academic and brand status was significantly enhanced for these efforts. Such partnerships resulted in student orientated and academic enhancement projects with Hanze



University, Rosenheim University, Northeastern University and the United Nations (UN) Principles for Responsible Management Education (PRME).

Founded in 2007 PRME is a United Nations (UN) supported initiative to raise the profile of sustainability in business schools worldwide, equipping today's business students with the understanding and ability to deliver change tomorrow. Association with such international organisations not only adds value to our student experience, but to the quality of our

2017 Donor Funding



“Further analysis of donor funding data shows some important trends. Contributions from major donors within South Africa constituted 65% of total donor and skills development income received”.

graduates. Loyalty to our work was further shown by individual donors, who collectively raised R1 357 347, 8% of total donor funds.

We thank each and every organisation and individual who contributed to TSiBA in this financial period. Your support not only continues to make our work possible, but is an enabler for our ongoing efforts to achieve significant and profound impact.



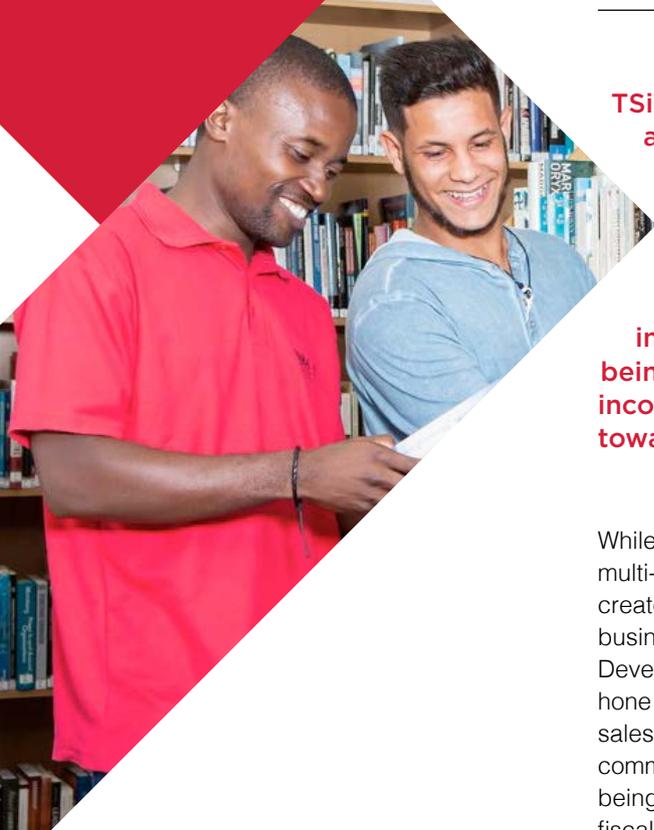
NEW BUSINESS DEVELOPMENT REPORT

Growing the Vision



Karien Cloete

Head of New Business Development

A photograph of two young men in a library. The man on the left is wearing a bright red polo shirt and is looking at a book. The man on the right is wearing a light blue button-down shirt and is also looking at the book. They are both smiling. The background shows bookshelves filled with books.

TSiBA is fiercely passionate about continuing our work into the future and remaining relevant in an ever-changing society. For this reason, diversifying our income streams, including being able to self-generate income, remains a strong focus towards our sustainability.

While concluding delivery of two multi-year projects that traditionally created a revenue platform for the business unit, the New Business Development team was able to hone their new strategy, develop sales collateral and finalise revised, commercially-structured products being offered during the 2016/2017 fiscal period.

We also solidified our track record of delivering niche-market educational solutions outside of our traditional Western Cape footprint to include Gauteng. Most noteworthy was a tender awarded to TSiBA by the Council for Scientific and Industrial Research (CSIR), in association with the South African Department of Trade and Industry (the dti) in the latter half of 2016.

TSiBA delivered this Skills Development Programme in Gauteng during 2017, comprising five modules spread over four months, aimed at fast-tracking the careers of talented young black engineers in the foundry industry. We developed and delivered the customised curriculum as well as fulfilling all project management functions for the programme that closed out in September 2017.



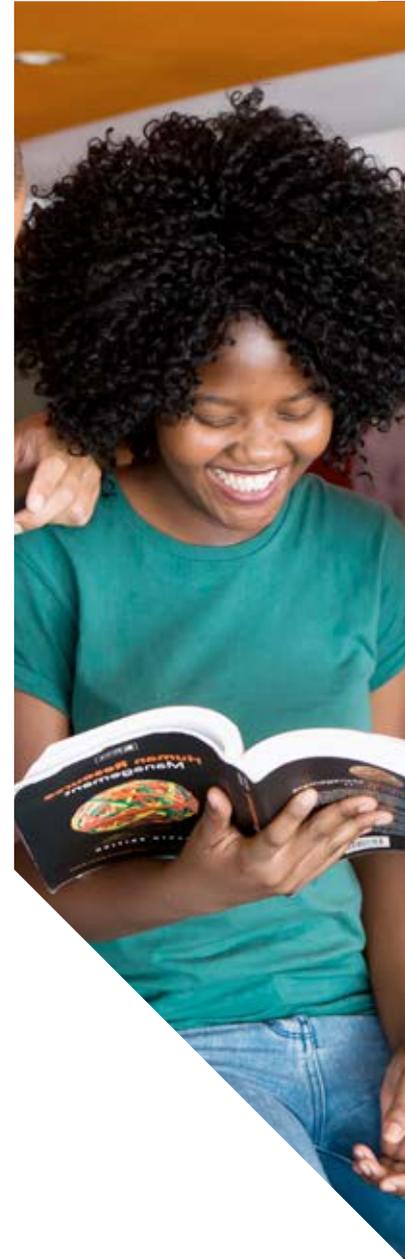
“We believe that offering learnerships, in particular, presents a significant opportunity to grow our impact while supporting the broader TSIBA mission and sustainability strategy”.

Learnership – a skills development solution to corporate clients as of 2018.

We believe that offering learnerships, in particular, presents a significant opportunity to grow our impact while supporting the broader TSIBA mission and sustainability strategy. To provide a catalyst for this new product offering, we have secured a partnership with JP Morgan that will see us deliver 120 learnerships to unemployed youth in Gauteng in 2018 and 2019. This is one example of many exciting opportunities in our sales pipeline and we are confident our New Business Development arm is ready to meet both financial and impact targets in the new fiscal period.

In parallel with the CSIR Skills Programme, we proudly supported another 21 NPCs on their journey to non-donor reliance at our third Leading Financial Sustainability programme, in partnership with Deutsche Bank Foundation SA.

One of the most important and fundamental shifts from Vision2020 was a decision to offer TSIBA's accredited one-year Certificate programmes on a demand-led basis only. Specifically, we decided to offer the FET Certificate: Business Administration Services (FET Certificate: BAS) as a 12-month



TSiBA Accolades



8 Mandela Rhodes Scholars

- 2016** Tinashe Munyuki
- 2014** Joseph Maisels
- 2014** Zikhona Ngumbela (*pictured above*)
- 2012** Thokozile Mcopele
- 2011** Thobela Mfeti
- 2009** Siyabonga Gobingca
- 2009** Asanda Dodi (*pictured above right*)
- 2008** Khanyisa Mtombeni

3 Allan Gray Orbis Foundation Fellows

- 2016** Darryn Wakens
- 2013** Joseph Maisels
- 2013** Zikhona Ngumbela

3 Kofi Annan Fellows

- 2015** Siyabonga Gobingca
- 2014** Khanyisa Mtombeni
- 2014** Andile Dyonse (*pictured right*)

15 Social Change Awards and Acknowledgements

- 2016** TSiBA Student Black Management Forum wins "Student Chapter of the Year"
- 2016** Adri Marais, TSiBA CEO, "2016 Businesswomen of the Year" Finalist in TOPCO National Business Awards Women's Category
- 2016** The ECO-LOGIC Awards: Energy Efficiency Award. Certificate of Merit: TSiBA Eden Campus
- 2016** TSiBA CEO, Adri Marais, nominated as Finalist in the Businesswomen of the Year Awards
- 2015** W. Cape PERA Awards: TSiBA Career Centre won third place for "Best Social Enterprise"
- 2015** Bronze Ministerial Youth Excellence Award: Youth in Rural and Farm Areas
- 2015** Winner of the inaugural 2015 Eduweek Africa Award in the Higher Education category
- 2014** Winner of the Mail & Guardian Drivers of Change Awards: "Investing in the Future Youth Development"
- 2014** Winner of Eskom's 2014 Eta Awards in the Community Category, focused on the theme of "Institutionalising energy savings"
- 2013** Impumelelo Gold Award for social innovation for being an exceptional model for rural tertiary education
- 2012** Gia Whitehead, TSiBA co-Founder awarded "Top Women Entrepreneur of the Year"



2012 SIFE SA Administrator of the Year

2011 TSiBA Eden granted Wildlife and Environment Society of South Africa (WESSA) Green Flag

2006 and 2007 Leigh Meinert, TSiBA co-founder and ex-M.D., named one of Mail & Guardian's "Top 100 Young People"



TSiBA IMPACT STORY

Entrepreneur Liesel Priem

TSiBA continues to support entrepreneurship through our Ignition Centre and other corporate partnership projects. Film production company, Mad Little Badger, is one such example. They were accepted into TSiBA's Sanlam Business Partners programme which granted them access to joining Sanlam's supplier database. This programme, which ended in 2017, has run for three years with 15 enterprises gaining further skills to grow their businesses.

"Mad Little Badger began in 2014 when my husband, Nicki Priem, created a Pharrell Williams "Happy Cape Town" video which went viral, catching the eye of a digital agency who contracted us to create a "Happy South Africa" video. Nicki and his crew then travelled around South Africa to capture its heart and soul.

Mad Little Badger is a family business which gives us the freedom to spend



time with our kids with the knowledge that all our work goes to leaving a legacy. This has its challenges – and proud moments – we experience it all!

Knowing what we know now, and how hard it is to start a business, we would have put more structures in place in the early days as well as employing staff. We have faced financial obstacles, marketing issues and sometimes it was difficult

making ends meet. However, we are still standing and the business is going strong.

The rewards are seeing the finished product on screen and the joy of the production team, as well as creating employment opportunities.

Advice – work hard, play hard and all will benefit in the end."

Producer, Mad Little Badger

INTERNATIONAL PARTNERSHIPS REPORT

Extending the Vision



Peter Kraan International Partnerships



We continue to make our mark overseas and our international footprint continues to grow. Relationships with prestigious global academic institutions ensure our students gain international exposure and we remain on par with global trends.

International Fundraising

Overseas donations almost reached a record R4 million for the financial year, surpassing budget by over 20% – the result of nurturing existing relationships and significant new ones. We also secured the first instalment of a three-year grant with the foundation of the Swiss private bank, Julius Baer. We expect to exceed our target of raising R5 million from overseas in the 2018 financial year.

International Academic Partnerships

2017 saw TSiBA's first ever bilateral student exchange programme take place with Rosenheim University in Bavaria, Germany. Twelve Rosenheim students attended a two-week programme in Cape Town and, in December, Sonja Hagins TSiBA Head of Student Development, joined ten of our students for two weeks in Rosenheim.

Since then, Rosenheim Vice Chancellor, Prof Heinrich Koester visited Cape Town and signed an MOU regarding future exchanges. Two of our top students, Saabirah Daya and Achmat Isaacs, were awarded scholarships to attend a Summer School 'Global Business Development' workshop at Rosenheim in June 2018.

In mid-2017 we ran the 10th Northeastern University TSiBA Field Study Programme at our Cape Town Campus and, sadly, said farewell to Professor Dennis Shaughnessy, founder of the Social Enterprise Institute at Northeastern University. Professor Gordon Adomzo will now



Julius Bär

FOUNDATION

run the programme in partnership with TSiBA's Entrepreneurship Anchor, John Durr.

As part of a EUR25 000 grant from The Hanze Foundation to modernise our library, Ilana Barling (Librarian) and Yolanda van Oordt (Undergraduate Programme Coordinator) were invited by Hanze University in Groningen, Netherlands, to learn how modern



“Overseas donations almost reached a record R4 million for the financial year, surpassing budget by over 20% – the result of nurturing existing relationships and significant new ones”.

Photos: TSiBA students in the snow in Rosenheim, Bavaria; Prof Shaughnessy with Mzoli at “Mzoli’s” in Gugulethu

universities envision student study-spaces and library organisation in the future. We look forward those ideas being implemented at TSiBA.

International Conferences

TSiBA Dean, Pearl Pugin, was a guest speaker at the Oxford Brookes University Business School graduation ceremony, and held a public lecture. Pearl also delivered the Keynote Address at the United Nations PRME (Principles for Responsible Management Education) Conference in Newcastle. TSiBA was chosen to be presented as a case study at the University of Namibia and the Commonwealth Education Council Commonwealth Education Conference in Windhoek.

TSiBA is clearly enhancing its reputation far beyond the borders of South Africa!



TSiBA Trustees

SA Trustees

Adri Marais
Derrick Msibi
David Polovin
Reyburn Hendricks
Simon Susman
Aziza Galiel
Zikhona Ngumbela

UK Trustees

Michael Hay
Penny Costley-White
Adri Marais
Nicola Millson

Swiss Trustees

Neil Anthony
Berthold Herrmann
Harry Kirsch
Marisa Kraan
Peter Kraan
Donald Pudney

Collaborator Community

TSiBA's vibrant volunteer community is a unique resource which introduces our students to industry expertise, networks and personal experiences. A critical ingredient in TSiBA's holistic education model.

Individuals

Abduraghmaan Vollenhoven	Darren Campher	Kevin Foster	Pieter Laubscher
Abigail Maart	David Shenker	Kim Hendrickse	Randall Lewis
Aimee Fouche	Dennis Abrahams	Kotie Langenhoven	Reuben Piet
Alex Lozan	Desmond Brown	Lameez Carelse	Rob Cobban
Aminah De Kock	Diego Rey Sun Hun	Lea Cowie	Ron Pereira
Andrew Rampf	Dr Eva Bilhuber Galli	Leon Taljaard	Rosie Du Preez
Anja Wilkens	Dr Nadia Ahmed	Lesley McDonough	Roslyn Engelbrecht
Ann Rodenbeck	Ebrahim Khan	Lisandre Ramos	Russell Miller
Anthea De Villiers	Eliam Masuku	Lizette Bester	Samantha Evertse
Ashwon Swartz	Elizabeth Learning	Louise Worsley	Sameenah Esack
Athenkosi Memani	Elona Hlatshwayo	Lulamile Gobeni	Sander Mahieu
Aya Solombela	Felicia Manual	Luvuyo Stemela	Sandra Mitchell
Benu	Gavin Dowrie	Marieke Jooste	Shamim Allie
Mukhopadhyay	Glen Heneck	Martin Pieterse	Shuaib Benjamin
Bianca Van Rooi	Glen Merryweather	Melissa Malan	Sivs Naidoo
Brian Carelse	Grace McMahon	Melody Waniwa	Siya Mhambi
Bulelwa Basse	Graham Bingham	Michelle Eadie	Subeirah Krigga
Carolynne Geary	Gregory Adams	Michelle Pasquale	Sunita Gilbert
Catherine JVR	Gwen Baumgart	Mike Botha	Susan Hayden
Chanelle Kleinhans	Hani Du Toit	Mike Silver	Suzanne Bongers
Chantal Syce	Hannah Wallis	Mtombo Sogiba	Tasniem Koorowlay
Chante Kortje	Ian Middup	Neil Pursey	Thabisa Mayambela
Chant Pietersen	Ibtishaam	Neville Abrahams	Thokozile Mcopele
Charles Melzer	Fredericks	Nicola O'Donoghue	Tinashe Munyuki
Christopher Worsley	Isabelle Palud	Nicolette Cola	Tofeeq Hargrey
Cole Davids	Jackie Pollok	Niyaaz Adonis	Tunin Roy
Courtney-Lee Petersen	Janet Daniels	Nodi Ipp	Ulrike Van Der Horst
Dale Skippers	Janet Gourand	Olga Kulalawu	Valiery Potapov
Daniel Hardenberg	Jared Cyster	Panos Seretis	Vanessa Rockey
	Jeannine Ibbotson	Patricia Manshon	Vera Brok
	Jerome November	Peter Hutchings	Vincent Gourant
	Jordan Fredericks	Phumeza	Zaida Kapery
	Juanitill Pettus	Nobhongoza	Zay-yaan Edries
	Karina Bognon	Phumeza Patra	

Companies, Organisations and Institutions

ASISA Academy
Boston Global Consulting (BCG)
B-360 Volunteers
Bowman Tutor Team
Cornerstone
European School of Management and Technology (ESMT)
"Responsible Leadership Fellows"
Hanze University
Northeastern University
PWC Tutor Team
SACAP
SAP
Temo Consulting
University of North Carolina
Webgrowth



Thank You

We would like to appreciate all our 2017 volunteers who lectured, tutored, mentored, counselled, consulted, invigilated, facilitated and more!

We admire your pay it forward spirit and contribution made to driving social change in South Africa through education and the nurturing of our youth.

Although every effort was made to include all external, individual volunteers we do apologise if we may have missed your name.

Volunteer Hani du Toit

“I truly believe TSiBA students are privileged to being able to examine themselves and identify their leadership style. Most people only get to do this when promoted to management or during an MBA.

Working with established, mainstream institutions I see how their graduates leave with buckets of theory, yet little sense of how they measure up in relation to others, their value and limitations. This is a common issue in the workplace, which leads to communications and leadership problems. In contrast, TSiBA students explore elements of themselves, question who they are, how they add value and how they want to pay it forward in the world.

Mentorship is also rewarding as many youth get demotivated by messages saying they 'should accept life is like it is'. My purpose at TSiBA is empowering and reminding students they have the option of limitless vision, and infinite opportunities are within their reach!



Everyone has something to offer and should consider volunteering. We all need to be actively engaged in co-creating our nation, contributing to the country we have envisioned and created through our actions.

I am inspired by TSiBA, which places graduates at the cutting-edge of the employment market (proven by their 92% employment rate). My dream is to see TSiBA expand, with

its leadership programme duplicated in other institutions as a core component of every tertiary degree.

TSiBA is at the top of my list as I get to engage with our future leaders. I always tell my students “you must still remember me when you are president one day!”

Founder of the Leadership Factory and Communication Coaching

In Memoriam Tshepo Kwapeng

This year we tragically lost a beloved student, Tshepo Kwapeng (25 years old).

Tshepo was a TSiBA Eden graduate who had relocated to Cape Town and was in the second year of his Bachelor of Business Administration degree. Tshepo was an active community member who was also serving on the 2017 SRC.

We will remember Tshepo for many things, but especially his enthusiasm, entrepreneurial flair and natural leadership abilities. Tshepo was a strong personality who stood up for what he believed in and inspired by engaging with all individuals as equals so their voices could be heard.

We hope you will join us to pause for a moment to honour the life of an extraordinary young leader who did not get the opportunity to finish his journey with us.



Tshepo Kwapeng



TSiBA IMPACT STORY

Mentor Vincent Gourand

“As a French Executive who retired to South Africa in 2003, I am now in a privileged phase of my life where it would be easy to retreat into my comfortable “bubble”. As a TSiBA mentor I can stay in touch with the reality in SA and find purpose.

What makes TSiBA unique is the ethos of “paying it forward”. I’m delighted to be able to implement this myself.

My mentee this year is BBA degree student, Avuyile, originally from Mthatha. I respect the huge leap of faith he took to leave his village and come to Cape Town where he knew hardly anybody, with no material support to fulfil his dream to study.

I help Avuyile stay focused on his vision. I am there for him when life throws obstacles in his path, to encourage him to open his mind and visualise his success, to clarify the process which will lead to him achieving his goal.

My advice to would-be mentors is to leave aside preconceived “formulas”



around what you can offer, but just to take time to get to know your mentee and understand their needs.

TSiBA students are all different, so I have learned to adjust my approach. The need for emotional support is a common thread being out of their comfort zone – the study challenges, as well as being far from home.

My biggest task has been to put aside my traditional, Eurocentric approach

to overcome the huge cultural, age and language gap and build the foundation of mutual trust and respect.

In South Africa mentoring is a complex process, but it can be extremely rewarding. I am grateful for the opportunity to contribute in this way. Everytime I walk through the doors of TSiBA I’m welcomed by a wave of laughter, energy and joy (and often singing).

Thank-you!”



INTO THE FUTURE

Looking Forward

2018 will be one of the most exciting years since TSiBA entered the tertiary education sector in 2004. Looking back, TSiBA was a pioneer of what is now widely encapsulated in the #FeesMustFall movement with youth rightly demanding access to study.

In 2017 we crafted and began implementing fundamental shifts that will ensure TSiBA remains relevant, sustainable and high-impact long into the future.

In a world of constant change, rigid long-term plans and models can quickly render one obsolete so we're moving toward 2020 in the spirit of agile discovery-led planning.

At this stage, final decisions on our new degree, brand, or where our new home will be, are evolving and that is exciting. We cannot wait to discover what 2018 holds and to enter into a brave new future, informed by our strong foundations.

To all our stakeholders, thank you, for holding our hands and jumping with us into the future.

We will prioritise three bold initiatives:

1 Submitting a new, market niche degree for accreditation that is designed in partnership with industry.

2 Launching a fresh new student orientated brand and corporate identity together with global industry experts Ogilvy and PhD Media who have both selected us as pro-bono clients.

3 Securing a new campus in Cape Town that will give life and expression to complement our new offering and brand.

TSiBA Vision2020

7 Critical Skills to future-proof your career

Problem Solving

Communication

Curiosity

Analytical Ability

Initiative

Collaboration

Agility

(Source: www.singularityhub.com)





TSiBA CAPE TOWN

Mupine, 307 Forest Drive Extension, Pinelands, 7405
P.O. Box 13071, Mowbray, 7705, Cape Town
Phone: (021) 532 2750 Fax: (021) 532 3924
Email: info@tsiba.ac.za

BANKING DETAILS

Company: TSiBA Education, Bank: First National Bank,
Branch: Mowbray, Branch no: 200309,
Account no: 62063430278, Swift Code: FIRNZAJJ



www.tsiba.ac.za

TSiBA is registered with the Department of Higher Education and Training as a private higher education institution under the Higher Education Act, 1997. Registration Certificate No: 2007/HE08/001. Company Reg No: 2004/005126/08. PBO No: 930014613. NPO No: 43-720-NPO. B-BBEE Level 1.