

Annual Report 2019



Connecting to Purpose

“ Everyone thinks of changing the world,
but very few think of changing themselves. ”

- Leo Tolstoy

TSIBA's vision is to challenge the status quo of business education through a values-based approach to teaching and learning in a changing world. In our approach to learning this means that students who study here are fully supported to master all of the commerce and economic subjects which underpin excellent business education. More importantly, it means that we hold the learning of such subjects as necessary - but not sufficient.

At TSIBA we have always challenged our students to explore deeply the questions of *what is their work, what is success, and how they can add value*. These are questions which we must all answer, and the answers, once discovered, build each of our own unique stories and our citizenship. This is the essence of the TSIBA Profile of Graduateness, and in this way, we help our students to connect with their individual purpose.

Why do we do this? Our answer is clear. We are passionate about education as a catalyst to unlock the best of what people can be. No matter the subject, when education has *this* objective we create better leaders, better citizens and a better society.

In the realm of TSIBA, we believe that this approach to business education has never been more important. Doing business well is necessary, but business for business and profit only is not sufficient, and has proved to have devastating consequences for society and the environment. In this endeavour we are reminded of the words of the economist, educator and peace activist Kenneth Ewart Boulding with his wisdom that “Anyone who thinks you can have infinite (business) growth on a finite planet is either a madman or an economist”. It is our responsibility to grow business leaders such that business may be conducted successfully in a thousand years, and in healthy social, economic and natural environments.

Students, staff and friends who are ambitious, purpose driven and who aspire to ‘change the world’ have been drawn to TSIBA for fifteen years, and will always be welcome here. In these times ‘business as usual’ must change, and collectively we are the dreamers who can.

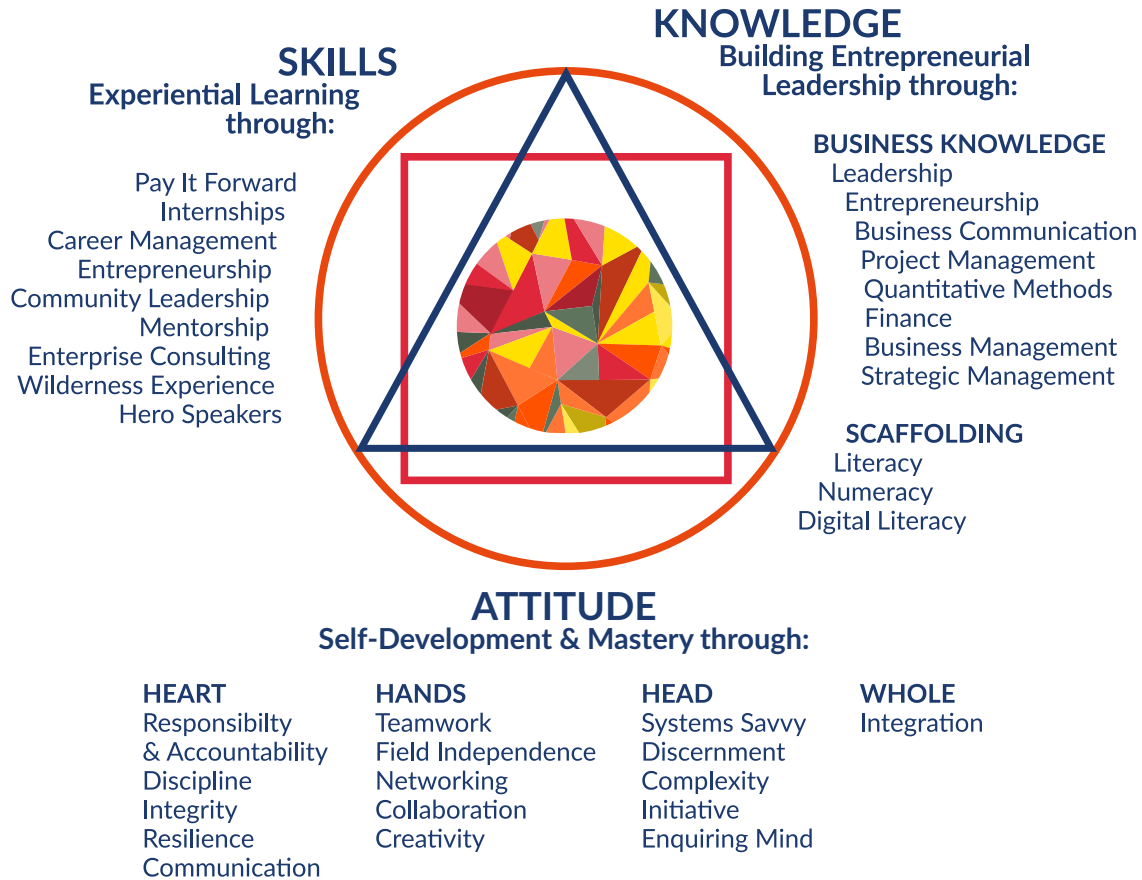
The 2019 Annual Report focuses on our activities during the 2019 academic year, including those which have sought to enable our sustainability such that we may continue to deliver on our vision well into the future.

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Profile of Graduateness



Likopo Seleso
TSIBA BBA Graduate

“I’m a strong woman, a fearless woman. I’m a woman of integrity. I’m here to serve. I have lives to change that are waiting for my arrival.”

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: 405

Registered Students



HCBA - Higher Certificate in Business Administration
 PG Dip SEC - Postgraduate Diploma in Small Enterprise Consulting
 BBA - Bachelor of Business Administration in Entrepreneurial Leadership

Ethnicity

- 56% African
- 42% Coloured
- 1% Indian
- 1% White

Gender

- ▲ 55% Female
- ▲ 45% Male

Student Age

- 2% 18yrs and under
- 94% 19-24yrs
- 2% 25-34yrs
- 2% 35yrs +



The 2019 HCBA was offered as a modular pilot six-month certificate programme, as opposed to the initial ten-month duration of this course. We offered the six-month programme to a mid-year cohort of 85 students with a National Senior Certificate without Bachelors Pass and with Mathematics Literacy. While this cohort of HCBA students learned a significant amount during the shortened and modular pilot programme, the pass rate of 21% for the 2019 cohort was disappointing. Our post-programme assessment of the results confirmed firstly, our long experience that many tertiary students remain under-prepared for tertiary education (despite having achieved a Grade 12 level secondary school certificate), and secondly, the critical need for additional and enhanced student support, input and development during this programme. We have subsequently reinstated the ten-month programme, lifted entry criteria and introduced various additional student support structures.

TSIBA Education Board

The TSIBA Board leads our institution by virtue of their specialist expertise, reputations and commitment to excellence in each of their professional fields of endeavour.



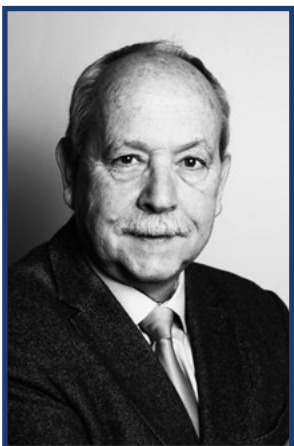
Board Chair
Prof. Fatima Abrahams

Professor Fatima Abrahams has chaired the TSIBA Board since its inception in 2004. She holds a PhD 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 (UWC). Professor Abrahams 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 board. Fatima is currently a non-executive director of a number of companies, including Foschini Group, Lewis Group, Clicks Group, Iliad Africa and BPSA.



Academic Dean
Dr Riedwaan Kimmie

Dr Riedwaan (Rudi) Kimmie was the Dean of TSIBA Business School in the 2019 academic year. He holds a PhD in Leadership Studies and has a wealth of knowledge in teaching and academic development with more than 20 years' experience at the University of KwaZulu-Natal (UKZN). Dr Kimmie also sits on the boards of Durban Green Corridors, Iqraa Trust, Education Solutions and Datachem.



Executive Director | CEO
Prof. Kobus Visser

Professor Visser, a long-standing presence in Western Cape education since he joined UWC in 1983, left his position as Dean of the Faculty of Economic and Management Sciences at UWC and stepped into the role of interim CEO at TSIBA Business School. He holds a PhD in the Philosophy of Leadership from the University of Stellenbosch (USB) and completed his postdoctoral studies in Social Entrepreneurship at Duke University in Durham, North Carolina.



Head of Operations
Lee-Ann Hector

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

Non-executive Directors



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 a Postgraduate Diploma in Enterprise Management from the University of Cape Town (UCT).



Leigh Meinert

Leigh is a TSIBA co-founder and held the positions of MD and CEO of TSIBA at various times. Since stepping down from these roles Leigh has remained on the TSIBA Board. Leigh conceptualised the Leadership Curriculum as a fundamental component of the TSIBA learning experience. Leigh holds a Bachelor of Arts degree in Value and Policy Studies (USB) and has a Masters degree in Higher Education Studies (UCT).



Milford Soko

Professor Milford Soko teaches International Business and Strategy at Wits Business School and is a former Director of UCT's Graduate School of Business. He holds a Bachelor of Social Sciences degree from UCT, a Masters degree in International Studies from USB, as well as a Masters degree and a PhD in International Political Economy from the University of Warwick in the United Kingdom.



Reyburn Hedricks

Reyburn completed a Bachelor of Business Science majoring in Actuarial Science at UCT. He is a Certified Financial Analyst (CFA) charter holder and majority shareholder in H1Holdings, a BEE investment company founded in 2000.



Derrick Msibi

A qualified Chartered Accountant with a Bachelor of Business Science, a Bachelor of Commerce (Honours), a Masters of Commerce and a PMD (Harvard), Derrick is currently the CEO of Stanlib and was previously MD of Investment Solutions (SA's largest multi-management investment firm).



Devadass Pillay

Devadass 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 Bachelor of Arts (Psych) from UCT and qualified as a Business Coach at USB. She is a seasoned Human Resources professional with over 30 years' experience in Local Government.



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. In 2016, Lunga was named one of Barclays' 100 brightest young minds and joined its annual conference.



Kieno Kammies

Kieno Kammies Kieno is a commercial talk show host and music radio presenter. With more than 20 years' experience in the broadcast industry, he has developed good networks and valuable personal relationships. This forms the cornerstone of his consulting business KK Strategic, the primary aims of which are to build bridges between big business and SMMEs, and to demystify the role of AI in the world today.

Sustainability Sub-Committee

Simon Susman (Chair)
Prof. Fatima Abrahams
Leigh Meinert
David Polovin
Derrick Msibi
Leshni Shah
Gia Whitehead
Zikhona Ngumbela
Graham Moore
Lee-Ann Hector

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
Dr. Riedwaan Kimmie
Lee-Ann Hector

Academic Advisory Council

Professor Kobus Visser
Professor Mills Soko
Dr. Riedwaan Kimmie
Pearl Pugin
Riedwaan Jawoodeen
Leigh Meinert



Siphosethu Mejini
TSIBA BBA Graduate

“I am a leader who brings people to work together in creating sustainable and economically viable communities by innovative entrepreneurship.”



Board Chair's Report

Professor Fatima Abrahams

I have served TSIBA with great pride for a decade and a half, almost from its inception. The 2019 academic year marked my fifteenth consecutive year as Chairperson of the TSIBA Board.

TSIBA has always been a remarkable institution, blessed with incredible students, inspiring and innovative leaders, and dedicated, passionate staff. Our students have journeyed through the seemingly impossible to become degree graduates, active leaders and economic citizens of this beautiful country. All have played their part in a TSIBA which continues to grow and shine light on so many people.

Of course, building such places does not take place without significant ups and downs. Through all of these, I have enjoyed the full support of the Board and the Executive. Over the years, we have shared great moments and significant challenges. We have laughed together, and we have cried together. For this, I express gratitude to all TSIBA Board Members and staff who have served, and continue to serve, with such enthusiasm and commitment.

Further gratitude goes to Professor Kobus Visser, who stepped into TSIBA so willingly as interim Chief Executive Officer in 2019, and to Dr Riedwaan (Rudi) Kimmie who joined TSIBA as Academic Dean midway through the year.

Both of these TSIBA 'Newcomers' worked so hard, not only to 'stabilise the ship' in what was a year of significant leadership change, but also to take TSIBA forward to a new campus and a refreshed vision and mission.

As we progressed through the year we were further strengthened by the addition of new Board members, including Professor Milford Soko, Kieno Kammies, TSIBA Alumnus Lunga Schoeman and Head of Operations Lee-Ann Hector, who has served TSIBA with distinction for many years in the functions of finance and governance.

In addition to achieving our academic, financial and governance objectives much of our work in 2019 positioned TSIBA for the years ahead, in order to ensure that the founders' original vision and mission for TSIBA remain intact.

Throughout the year we were determined that the TSIBA of the future will continue to impact the lives of our students profoundly, notwithstanding that we exist in an ever-changing context.

We secured TSIBA House, our beautiful new campus in Woodstock, and we reintroduced a refreshed Higher Certificate in Business Administration, a bridging programme which gives young people access to tertiary studies. We enhanced our Leadership curriculum, which connects students with their purpose, and we continued on the path of building a unique brand in education of which all TSIBA stakeholders should be immensely proud.

I was proud to be the Chairperson of TSIBA in 2005 and, fifteen years on, am prouder now. It is a great honour to be associated with an institution with such an important role to play in South African society. It is, and always has been, a beacon of light in the space of challenging conventional thinking about access to education and building future business leaders.

**I am sincerely grateful to every person who has contributed to building TSIBA from 2004 to this reporting year.
Thank you.**

The Road Not Taken

Being the lover of poetry that I am, I always used the last stanza of Robert Frost's poem 'The road not taken' as a metaphor for my journey at TSIBA. It reads: Two roads diverged in a wood, and I— I took the one less traveled by, And that has made all the difference.

TSIBA teaches you to learn more about yourself through leadership and self development. I was asked to reflect on 'who am I' for the first time in my first leadership and self development class. It has since planted the seed of the person I have grown to become over the years.

I didn't become a student-number on a chair. I learned the importance of forming relationships and building networks that will help me grow. I had lectures and tutors that invested in my learning and development, I had sponsors and funders who assisted me financially to achieve my degree and I had an international mentor assigned to me to make sure I never feel as if I'm walking this journey alone

Not many people know about TSIBA Business School but I've been lucky to choose it over a public university as they differentiate themselves in many ways. The investment in each and every student is what makes TSIBA different. I am confident in my abilities, I am a much more authentic individual than I've ever been and I'm equipped for the world of work."

“**TSIBA has equipped me with the necessary skills and tools I need for both the corporate world and becoming an entrepreneur.**”



Saabirah Daya-Cajee

TSIBA BBA Graduate (2019)
Digital Community Manager
John Brown Media S.A



Chief Executive Officer's Report

Professor Kobus Visser

Transformation is never easy, and in the world of academia, in particular, the wheels of change can turn at speeds varying in intensity, from evolutionary to revolutionary. From its very onset, the founders realised that TSIBA could not afford the luxury of slow change.

As an educational institution, its directors have been acutely aware of the importance of working to meet the needs of constantly-changing education and business environments. It is this connection with constant change that challenged me to take up the post of CEO for TSIBA Business School and as a Board Member of TSIBA Ignition Academy on an interim basis in 2019.

During my time at the University of the Western Cape, I pushed very hard on the challenges of preparing our leaders of tomorrow to survive and thrive in a rapidly changing work environment. Triggered by the digital economy, the speed of change is increasing rapidly, giving clear signals that our higher education curricula should incorporate the knowledge and skills which 21st Century graduates need in order to achieve gainful employment in the new work environment. Some argue that if we have not done so yet, it is already too late. As I write this note in the midst of the COVID-19 pandemic and reflect on the requirement for competence in the digital economy, the necessity of preparing graduates for the digital economy seems ever more critical.

Consequently, we simply cannot teach the way we used to, and we cannot trust that technology alone will guide us forward. While coding, data management and apps will certainly inform and shape our future, the all-important human factor and human touch are elements that technology cannot provide, and these human interactions remain crucial components of what we ought to impart in our programmes. Creativity, innovation, agility, leadership, ethics, team-work and perseverance are some of the most critical skills that will define how young people engage with work. Developing a sense of purpose is even more necessary. All of this work remains critical, as we prepare TSIBA graduates who will contribute to building a better future.

TSIBA is already renowned and acknowledged for its innovative approach of engaging its students in a real-world working context. Its unique credit-bearing subjects of Leadership and Entrepreneurship, combined with its embedded internship model, provide a rich and empowering learning experience for students.

In addition, TSIBA brings inspirational local and international guest lecturers into its lecture halls. These guests impart a wealth of knowledge and experience to our students as they consider their future careers. There is, however, always room for improvement and we must consistently strive to do more. We need future business leaders who will take South Africa forward and who can lead organisations through challenging times.

The aim of our educational model is twofold, firstly to produce graduates who become productive in a very short period of time, and secondly, to develop individuals who are in tune with a broader purpose and who will add value as economic, social and environmental citizens of the world.

If I contributed to these objectives during my brief time with TSIBA, I would be well fulfilled. It is this work which will enable access to economic citizenship in the future. In turn, it is also this work which will sustain TSIBA Business School as a relevant and value-adding educational institution. It has been a great honour to work for, and with, TSIBA Business School as its Chief Executive Officer, and TSIBA Ignition Academy as a Board Member. My time has been one of the highlights of my academic career.



Financial Report

Lee-Ann Hector

Executive Director, Head Of Operations

Overview

Our 2019 financial year started off with an expected and revised five-year strategy. The aims of our new strategic pathway are to set TSIBA on a trajectory towards 2023 which includes new branding, a new campus and a more agile and innovative educational space. The measures implemented in our previous strategy indicated a clear need for a more technologically-driven educational space.

To this end, a most notable achievement in 2019 was securing a new building in Woodstock from January 2020. TSIBA House, our new campus, has been carefully designed to offer an innovative and vibrant space to enhance students' learning experience, grow student numbers and challenge conventional ways of working. We aim to create an agile and evolving environment to stimulate the flow of information through the classrooms and staff body.

The 2019 financial year posted an operational deficit of R2 690 003, somewhat different from the budgeted surplus of R51 040.

Our net deficit, however, was R1 290 066. This result was achieved with non-operational income of R1 399 937, derived from a very positive cash position through the financial year and cumulative interest gained on these deposit accounts. Our positive cash position followed an excellent previous financial year and the realisation of gains through investments. We maintained careful cost management, remaining cognisant of a challenging donor environment and the necessity to balance investment in TSIBA programmes with financial discipline.

Income Streams

TSIBA will continue on the path of pursuing diverse income streams. Funding from international donors continued to grow and remains positive in the forecast. A number of new international funding partner opportunities have opened up to TSIBA and we anticipate that these will land in the coming years, providing very positive forecasts for continued sustainability across both TSIBA Business School and TSIBA Ignition Academy.

A particularly encouraging aspect of funding from international partners is the propensity towards multi-year partnerships.

With the aim of securing further income diversity, we have worked actively to enable the TSIBA Ignition Academy to achieve its own financial targets. Our partnership encompasses shared marketing, sales and infrastructure resources. Furthermore, the sourcing and implementation of joint projects effectively enables the TSIBA collective to open new opportunities to realise both impact and income.

Through the course of the first semester, it was pleasing to witness the expansion of TSIBA Ignition Academy and in particular the recent opening of premises in Newtown, Johannesburg. We are optimistic that the manner in which we have positioned TSIBA Business School, TSIBA Ignition Academy and the TSIBA Education Trust within the TSIBA social enterprise collective will strongly enable our long-term financial sustainability.

Financial Report

Building reserves

TSIBA's reserves remained carefully stewarded by the TSIBA Education Trust. Following a decrease in reserves by 13.43% to fund our migration to and set out our new campus we have launched a Capital Campaign specifically targeted at boosting these reserves over the next four years. The reserves have also funded the launch of this Capital Campaign towards this goal. The TSIBA Education Trust, established in 2007, continues in engaging B-BBEE transactions and has reaped the rewards, to the value of +R50 million, with the maturity of a 10-year deal with J.P. Morgan Chase & Co.



Asavela Gwele
TSIBA BBA Graduate

“ I am a loving, peaceful, intelligent, optimistic and generous woman guided by my faith. ”

Statement of profit and loss and other comprehensive income

Financial statements for the year ended 30th September 2019

	2019 ZAR	2018 ZAR
Revenue	24 060 390	25 637 095
Cost of Sales	(6 677 521)	(2 603 794)
Gross Profit	17 382 869	23 003 301
Other Income	1 639 219	2 388 508
Operating Expenses	(21 712 091)	(24 384 948)
Operating (loss) profit	(2 690 003)	1 036 861
Investment revenue	1 399 937	3 124 528
Investment charges	-	(126 945)
Total comprehensive (loss) income for the year	(1 290 066)	4 034 444

Financial Report

Statement of Financial Position

Financial statements for the year ended 30th September 2019

	2019 ZAR	2018 ZAR
Assets		
Non-Current Assets		
Property, Plant and Equipment	1 397 891	1 496 044
Current Assets		
Other Financial Assets	1 731 845	569 681
Trade and Other Receivables	3 406 098	2 592 962
Cash and cash equivalents	26 816 213	33 867 172
Total Assets	33 352 047	38 525 859

	2019 ZAR	2018 ZAR
Equity and Liabilities		
Equity		
Reserves	18 170 468	19 021 612
Retained Income	13 337 887	14 627 953
	31 508 355	33 649 565
Liabilities		
Current Liabilities		
Provisions	-	308 400
Trade and other payables	1 843 692	4 567 894
	1 843 692	4 876 294
	33 352 047	38 525 859

The full set of 2019 Audited Financial Statements are available on request through info@TSIBA.ac.za



Shingai Gunha

TSIBA BBA Graduate (2017)
Technical Operations Manager
Apex Visibility Pty(Ltd)

What makes TSIBA Different?

My ability to fit in and create deep relationships with the other students was accelerated during the orientation camp when I started at TSIBA, thus allowing me to be who I was without fear of any judgement from day one. This made it easy to focus on the studies rather than focusing on making friends or trying to fit in.

While bursaries and scholarships were an option from other universities, TSIBA's inhouse scholarship programme guaranteed me the safety of knowing that my studies won't be compromised should those funding me pull out. TSIBA's scholarship programme is 100% aimed at ensuring that the student it supports makes it rather than only ensuring that the fee is paid for the agreed time. This gave me comfort to know that as much as I was to finish in a specified period, I could also communicate personal situations which hindered my ability to perform well and get advice directly from the people funding my education.

“**TSIBA has got this family orientation that surrounds its student culture.**”

Leadership and Campus Involvement:

At TSIBA, leadership is integrated into all our programmes. In 2015, myself and 4 other TSIBA students started a Microfinance NPO; called Masiphumelele Community Innovators (MCI). MCI provided financial and asset loans to entrepreneurs within the economically disadvantaged communities in Cape Town. MCI also provided constant business mentorship to those entrepreneurs in an attempt to ensure enhanced sustainability of their business ventures. I was also an active member of Enactus TSIBA and the Black Management Forum (BMF), both of which yielded great project management experiences.



Dean's Report

Dr Riedwaan Kimmie, Academic Dean

TSIBA's meta purpose of providing education to transform individuals from socio-economically marginalised communities into higher versions of themselves underpins the academic curriculum. This is achieved through a commercially oriented curriculum which has at its core a humanist epistemology that promotes amongst others, leadership, self-development, empathy and social enterprise.

Semesters One and Two Academic Review

The 2019 academic performance review shows an academically successful year despite key staffing changes and the decommissioning of the Mupine campus in preparation for the move to TSIBA House in Woodstock.

Overall coursework results for Semester I and II were of an excellent standard and were in keeping with comparative trends over successive years. However there were areas of concern, such as the Individual Industry Practical Project 3 (IPJ) and Financial Accounting 1, where the results were less than satisfactory. These subjects provided opportunities for introspection and remediation.

The response to the challenges faced by students in completing their research projects to an academically acceptable standard, was to implement a remediation programme by a professional research mentor. The mentorship honed in on writing and research skills and aligned these to a professional context.

TSIBA academics ensure the integrity of our programmes by subjecting these to external moderation by subject-matter experts at peer institutions of higher learning in the Western Cape. This process ensures that standards are comparable to those at these higher education institutions.

Broadening Skills Capacity and Support

TSIBA academic staff in the main are all pursuing further education as part of a broad strategy to be at the cutting edge of knowledge development. As part of a five-year strategy, TSIBA core Faculty staff should have at a minimum a Masters degree and be in progress toward a PhD. This will significantly boost research and knowledge production capacity.

A permanent Academic Support Coordinator was also appointed in November 2019. This role will provide more targeted academic remediation and support for the course work subjects. A proactive strategy was developed to identify potential 'at risk' students and to optimise the use of the skills labs.

Students elected a fully-fledged Student Representative Council (SRC) in November 2019 to enhance TSIBA's communication with the student community. A SRC report follows hereunder.

In closing, TSIBA's approach to education remains holistic. Hence, teaching and learning is constantly calibrated to address emerging socio-economic challenges which will better prepare our graduates for a world of complexity as well as for opportunities presented by the Fourth Industrial Revolution.



Unathi Dila
TSIBA BBA Graduate

“I am a person of kindness, a community enthusiast who sparks change.”

2019 Graduation

Our annual graduation remains one of the highlights of the academic year. The 2019 edition celebrated the formal transition of 56 future business leaders from students to TSIBA alumni. The full group of new TSIBA graduates included six who were capped with their Post Graduate Diploma in Small Enterprise Consulting, forty-nine with the Bachelor of Business Administration in Entrepreneurial Leadership degree and one Higher Certificate in Business Administration.

This graduation was made particularly special by the presence and wonderful story-telling abilities of interim Chief Executive Officer Professor Kobus Visser, new Academic Dean Dr Riedwaan (Rudi) Kimmie and TSIBA Alumni guests speakers Mr Luvuyo Rani of Silulo Ulutho Technologies and Thokozile Mcopele (TSIBA BBA Graduate and Mandela Rhodes Scholar).

The 2019 graduation was TSIBA's 11th annual graduation ceremony and the last for TSIBA students who completed their studies at our Mupine campus. It also marked the realisation of TSIBA's 406th BBA Graduate, 226 (56%) female and 180 (44%) male, all of whom proudly celebrated a profound personal achievement and transition on this day.

To experience this celebration more closely please take a moment to [view](#) the 2019 TSIBA Graduation video.






2019 Graduates



Postgraduate Diploma in Small Enterprise Consulting (PGDip SEC)

Ayabulela Nqabomzi Mahlali
Basil Collins
Nomvula Buthelezi

Mariam Diedericks
Mawande Jara
Nikita Mfenyana



Bachelor of Business Administration (BBA)

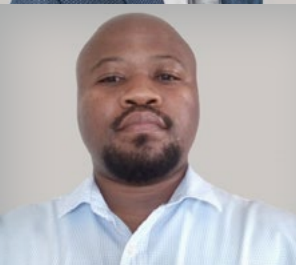
Achmat Isaacs
Andisiwe Thercia Kowa
Aneesa Achmad
Aneesa Jinoo
Aphiwe Kupiso
Asavela Gwele
Caron Andrea Olivier
Chelsea Tarryn Fredericks
Colleen Crystal Althea Temba
Courage Chiringa
Cuku Lorna
Cumani Nako
Darian Martin
Fazlin Salie
Hana Jamie
Jennifer Bruno
Jessica Makanga
Jill Pasqualle
Kareemah Abrahams
Keano May
Khakha Matshotyana
Khwezi Jackson
Liam John Jacobs
Likopo Seleso
Lisa Jaycee Kay

Litha Kopoyi
Luvo Vice
Lwazi Bangani
Masanele Shado Bam
Matthew Felix
Mbuso Protus Masinga
Meagan Kistoor
Mfundo Alfrido Mtengwana
Mugamad Armien Vollenhoven
Nadia Van Der Byl
Ndifelani Muthubi
Olwethu Maciko
Roelf Karelse
Saabirah Daya
Sameegah Karriem
Siphosethu Mejini
Symantha Janice Africa
Syndy-Lee Hawes
Tasnay Leeman
Thaakirah Hendricks
Unathi Dila
Vernique Grever
Vincent Motebang Ntlou
Yandisa Baba



Higher Certificate in Business Administration (HCBA)

Thaakirah Segals



Academic Impact Report

Graduation Rate

The TSIBA student experience is recorded and analysed in many ways, including concrete data on graduation and employment rates and other success indicators commonly used to evaluate the impact of our work as an education institution. It is important to take external and internal factors into consideration when evaluating each year's data.

With regards to the impact of external environmental factors, the socio-economic challenges that our students face, play a significant role in the volume of students completing their studies. An exceptionally nuanced ability to interpret data is needed when comparing graduation rates from one year to the next. It is critical to understand what is happening in the communities where our students live before developing an appropriate and contextually relevant response.



Kwezi Jackson
TSIBA BBA Graduate

“I am the man I am becoming.”

TSIBA Graduation Rate (Minimum Time)

	CPBA (NQF Level 4)	HCBA (NQF Level 5)	BBA (NQF Level 7)	PG DiP SEC (NQF Level 8)
2006	N/A	N/A	46%	N/A
2007	N/A	N/A	66%	N/A
2008	N/A	N/A	56%	N/A
2009	N/A	N/A	51%	N/A
2010	N/A	49%	66%	N/A
2011	N/A	53%	64%	N/A
2012	96%	58%	75%	N/A
2013	100%	63%	77%	88%
2014	96%	63%	68%	83%
2015	81%	57%	54%	56%
2016	73%	58%	47% *	57%
2017	92%	43%	32% *	50%
2018	N/A	N/A	In Studies**	83%
2019	N/A	21%	In Studies**	N/A

* Students from the 2016 and 2017 cohort remain in the system, hence the lower graduation rate indicated.

** Students registered for BBA studies in 2018 and 2019 remain active in their studies as registered students. These cohorts are yet to graduate.

Academic Impact Report

Employment and Absorption Rate

Employment of TSIBA students remains the strongest endorsement of the quality of our programmes and ability of our graduates. TSIBA's strategy for socio-economic development follows an overlapping strategy of preparing our students for both employment and entrepreneurship. This articulates with our mission of investing in purpose-driven humans, enhancing employability and active economic citizenship.

It is significant that many of our graduates represent first-generation tertiary education attendees in their respective families. Economic success in this context has profound implications for our graduates, their families and their broader communities, and has the potential to impact future generations!

The table below depicts the graduate employment rate for the full TSIBA BBA cohort from 2009 to date. Given current South African youth and graduate unemployment levels in excess of 60% and 30% respectively as indicated by Statistics South Africa's results for the first quarter of 2019 the TSIBA graduate employment rate remains well ahead of the curve and an important indicator of our impact.

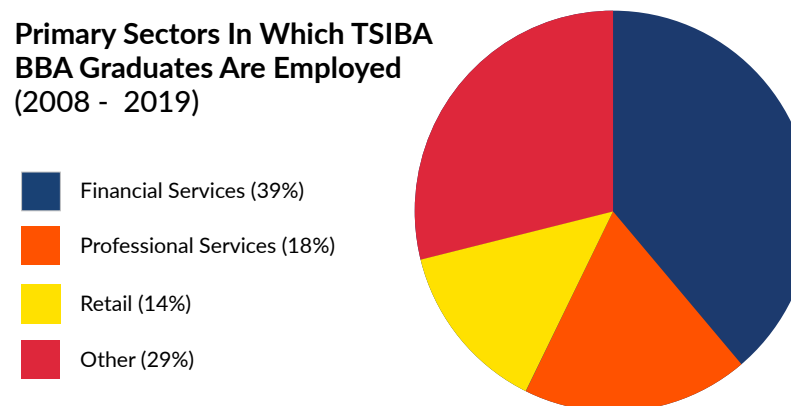
It is important to note that youth unemployment rates in the communities from which TSIBA selects most of its students remain at levels of above 70%. A consistent unemployment rate of lower than 10% across all BBA cohorts is, therefore, a significant indicator of the realisation of our mission.

TSIBA Graduate Absorption Rate (Per Year)

	Employment Status	Total Graduates Employed (Per Academic Year %)	Total Graduates Employed (Cumulative %)
2008	T-5, E-5	100%	100%
2009	T-13, E-13	100%	100%
2010	T-18, E-17, U-1	94%	97%
2011	T-30, E-23, U-3, UN-4	77%	91%
2012	T-25, E-24, U-1	96%	92%
2013	T-23, E-21, U-2	91%	92%
2014	T-37, E-33, U-1, UN-3	89%	92%
2015	T-69, E-66, UN-3	96%	93%
2016	T- 48, E- 41, UN- 4	90%	91%
2017	T- 44, E- 37, U- 3, UN- 4	84%	92%
2018	T- 37, E- 28, U- 5, UN- 4	75%	81%
2019	T- 59, E- 46, U- 4, UN- 7	80%	90%

Key: T: Total number of graduates E: Employed, studying or entrepreneurs U: Unemployed UN: Unknown

Primary Sectors In Which TSIBA BBA Graduates Are Employed (2008 - 2019)





SRC Report

Nicole America

The charismatic pioneer and visionary, Steve Jobs, once said: "Stay hungry. Stay foolish." When dissecting this statement, it comes down to never being content with what is, to remain curious and to consider the 'becoming of oneself'.

As the SRC President of 2019, it was important to define what students and stakeholders required before translating this into relevant roles within the Student Representative Council. Focusing on key areas such as student collaboration and building external links to add value, our team has grounded itself well and achieved consistent progress and connection with TSIBA students and with management.

To ensure that our students had a voice, we hosted a student-management engagement session that addressed our values: transparency, communication and collaboration. Having moved into TSIBA House, our beautiful, trendy home, students experienced some disorientation regarding the logistics of their new campus. This required a rigorous approach to facilitate dialogue between all stakeholders. The SRC and TSIBA management succeeded in building a safe and interactive platform which allowed everybody to be heard.

One key memory which truly showcased the TSIBA spirit was the receipt of Shoprite's massive donation of 28 pallets of sanitary towels. With the news being spread, our TSIBA students made quick work of organising the distribution of sanitary towels to the non-profit organisations in which they were involved: their local community centres, their previous

schools, and church groups. Others, with sheer dedication to making a difference, took to the streets and invested in the people they passed by every day, who lived on the sidewalks. What an embodiment of the TSIBA principles of investing in people, paying it forward, collaboration, community leadership and initiative.

Being internally nominated as the SRC President has been a humbling experience. This has allowed me to use my most valued asset: being a resource to others. The opportunity has enabled me to link with others authentically and to impact individuals positively through these interactions. The growth of student culture through internal development and external impact is what we intend to pursue as the SRC team.

Steve Jobs' statement "Stay hungry. Stay foolish" rings true to our journey as individuals. Every exchange has the potential to build a different future. Our responsibility therefore is to make every connection count, to remain true to our authentic selves, and have pure intentions. In this way we have the liberty of action.

Thank you

Student Representative Council

Nicole America

SRC President and Head of Academics

Maryam Haywood

SRC Vice President and Head of Finance

Claudia Roberts

Head of Projects and Marketing

Chevano Frans

Marketing Assistant

Tony Gozongo

Head of Clubs and Societies

Mandilakhe Lungile

Head of Campus Management

August Tshitende Mukendi

Co-Head of The Vault

Zulfah Louw

Co-Head of The Vault

I started my journey at TSIBA in 2014. The journey was a new and a daring adventure at first. It was however an opportunity to make my dream a reality, and for that reason I had to make sure that I ploughed in order to reap.

The Leadership Camps, the TSIBA Graduate Profile of Values, mentorship and the practical projects shaped and contributed to my successes. All of these TSIBA programmes contributed to where I am today and the person I became. My greatest learnings were to prioritise through proper planning, have faith in my abilities, know my capabilities and stand for my truth even though my voice was shaking sometimes. Mentorship and counseling play a big role in my life and this was what carried me through my journey.

“The TSIBA BBA qualification gave me access to places and experiences I never thought possible.”

The TSIBA qualification was a blessing that many don't have the privilege of acquiring or completing. Without it, I would not have been where I am currently. Coming from the underprivileged and gangster infested community of Hanover Park where most youngsters don't get this opportunity, I'm eternally grateful. Having this qualification opened doors which I didn't believe was possible. I can truly say now that the world is my oyster.

“Your input determines your output”

As my goal was soon to become a reality and closer to the end of my TSIBA journey, the turning point in my life was where I needed to take mature steps towards my future career. I had to make sure that I was disciplined in making wise decisions in a world that has not seen me before and in a place that is unknown to me. I learned that nothing worth doing comes easily, it comes with hard work, sacrifice, discipline and consistency.



Ruth Stoffberg

TSIBA BBA Graduate (2018)
Investment Operations Analyst Intern
Prowess Investment Managers



Fundraising Report

Graham Moore
Executive, Fundraising And Brand

The TSIBA fundraising strategy over the last years has aimed at diversification. This has meant positioning ourselves as an implementer of social justice interventions and as an attractive empowerment partner.

While both enable the transition of young South Africans (and Africans) from a position of unemployability to becoming active economic citizens they do emerge from different funding pools, with different required outcomes.

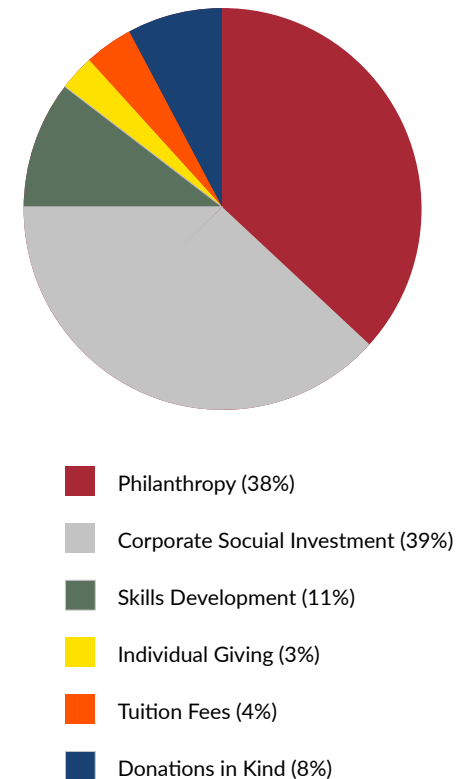
This approach has underpinned some substantial changes to an organisation which less than two years ago was known largely as the single entity TSIBA Education NPC (or TSIBA). In this time we have evolved into a three-entity Social Enterprise comprising TSIBA Business School (registered as TSIBA Education NPC), TSIBA Ignition Academy (Pty) Ltd and the TSIBA Education Trust. Each entity has been established to enable the delivery of the broader impact we aim at, through programmes at both tertiary and non-tertiary level, and to attract funding to this wider capability and the outputs of each funding partner.

As this new TSIBA has emerged, the transition has been both exciting and tumultuous. More importantly, it has sustained our funding to the annual operations of the Business School

and has resulted in significant reserves. It has pushed us to “think bigger” about impact and, through 2018 and 2019 resulted in the delivery of substantial programmes, funded from both our South African and international partners, and the migration to our dream Campus.

An analysis of major donor funding to TSIBA Business School in 2019 indicates like-mindedness to social impact, rather than empowerment per se, albeit that the two are not exclusive. That is, while 11% of funding to the Business School supported student bursaries, funding sourced for empowerment purposes, the majority of funding (80%) was secured through philanthropy and socio-economic-development partners, including generous individual giving (Refer Graphic 1). Perhaps this is indicative that a quarter of a century into our political democracy there is an increasing realisation that it is incumbent upon us to secure economic democracy? Not to do so undermines the gains we have made and the dreams of Madiba’s rainbow nation.

Graphic 1:
TSIBA Business School
Source of Income per Category
2019 Financial year



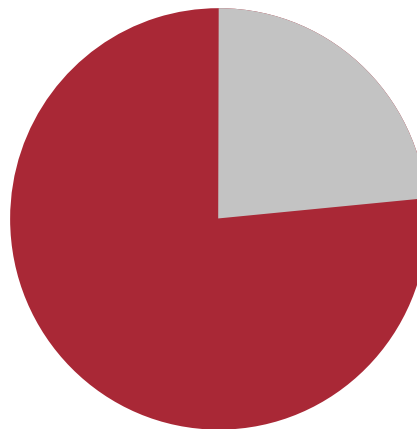
Fundraising Report

Inequality in South Africa, as measured by the Gini coefficient, shows that we remain one of the most unequal societies globally. We are therefore so grateful to all of the funding partners who share the vision of a more equal society. The work of TSIBA happens ultimately because we are blessed with an incredibly generous and diverse community of funding partners. I have stated this in successive annual reports of TSIBA and am compelled to do so again.

The above is not to say that empowerment funding was not substantial. On the contrary, significant B-BBEE funding transactions were secured through 2019 in Skills Development, Enterprise and Supplier Development, and in the Ownership elements of the B-BBEE codes. These transactions spanned the entities of the TSIBA social enterprise and funded the delivery of the operations of the Business School as well as impactful learnership and enterprise development interventions by TSIBA Ignition Academy during 2019. In addition, equity empowerment transactions completed during 2019 have further served to boost our longer-term financial sustainability objectives.

Final thanks are also expressed to the TSIBA Sustainability Committee, chaired by Simon Susman, a committee which for many years has guided TSIBA in the interesting yet challenging endeavour of fundraising.

Graphic 2:
TSIBA Business School
Source of Donor Income per region
2019 Financial Year



- South African Donors (77%)
- International Donors (23%)



Armien Vollenhoven
TSIBA BBA Graduate

“ I am a young entrepreneurially minded individual guided by philanthropy, consistently improving my life and the lives of those around me.”



International Partnerships Report

Peter Kraan

International Partnerships

International Fundraising was once again very successful in the 2019 Financial Year, raising just short of R6 million, and well ahead of its target. While the Major Donor page lists the most significant international donors of 2019, this paints only a small part of the picture. Support for TSIBA from abroad comes in all shapes, forms and sizes, and extends far beyond financial contributions.

In the first instance, there are the Trustees of our UK Friends of TSIBA Trust in Oxford and the Board members of the Swiss Friends of TSIBA Association in Zurich. These are strictly pro-bono positions, and many of these well-connected professionals have been with us for years, tirelessly promoting TSIBA in Europe.

Extending further, B360 Partnerships, Switzerland, has supplied us with a steady stream of expert volunteers both in a consulting capacity and towards assisting TSIBA with different elements of our teaching programme. In addition, B360 has placed 3rd-year TSIBA student interns at companies like Credit Suisse (Switzerland). Leading executives from companies like Vartan Aviation Group, Novartis, Daimler and Boston Consulting Group Switzerland have also provided generous donations in their private capacity. And every year in September, a group of dedicated staff members of Boston Consulting Group Switzerland have run the prestigious Greifensee Half Marathon to raise funds for us. These are remarkable efforts from committed people far away from the TSIBA campus, and from people who understand the profound impact that can be achieved by enabling young Africans.

More support from our international partners followed in 2019. For the third consecutive year, Audencia Business School in Nantes ran an experiential project with their

marketing students. The project had the students promote TSIBA in France and resulted in excellent exposure for TSIBA as well as donations from private individuals.

Once again, two of TSIBA's finest students were invited in June 2019 to take part in a prestigious Business Ethics Workshop at the University of Applied Sciences in Rosenheim, Germany. The partnership with Rosenheim has intensified, and together we have submitted a detailed proposal to Engagement Global for a bilateral student exchange. This proposal was accepted, and 2020 had plans to see ten Rosenheim students travel to Cape Town and ten TSIBA students spend time in Rosenheim. Together with our longtime and stalwart partner, the Social Enterprise Institute of Northeastern University in Boston, we ran the 11th annual TSIBA-NU Dialogue Programme, a highlight in the academic year of every second-year BBA student.

The final quarter of 2019 focussed actively on a Capital Campaign with the goal of raising the R9.8m necessary to fund the migration to, and infrastructure for TSIBA House, our new campus in Woodstock, Cape Town. The intention was to create a campus which would offer the latest facilities and IT infrastructure for our students and staff, and which would inspire learning and living out our values.

It is very pleasing to report that our international donors responded with astounding generosity! The MariaMarina Foundation in Liechtenstein, the Green Leaves Education Foundation in Switzerland, Chris Vartan of Stakebox, as well as Adam and Evelyne Forste from the United States together committed significant funding to the TSIBA House dream, a dream which has now become our reality.

TSIBA continues to expand its reach internationally as step by step, we build our network of foundations, corporates, academic institutions and individuals interested in the ground-breaking work achieved here.

TSIBA Trustees

Friends of TSIBA Switzerland Association

- Berthold Herrmann
- Marisa Kraan
- Peter Kraan
- Donald Pudney

Friends of TSIBA UK Trust

- Penny Costley-White
- Peter Kraan
- Nicki Auret

Major Donors 2019

1 October 2018 - 30 September 2019

J.P. Morgan	3,302,426
A Foundation	1,600,000
Julius Baer Foundation	1,381,215
Mapula Trust	1,194,312
Remgro Management Services Limited	1,125,000
First Rand Foundation	1,097,000
South African Bankers Services Company	1,000,000
SOMA Initiative	882,000
Lewis Stores	806,500
Trident Trust	760,080
Green Leaves Education Foundation	696,379
Oppenheimer Memorial Trust	600,000
The Frank Jackson Foundation	433,984
The Susman Charitable Trust	400,000
Cambridge University Press	333,900
Aard Mining	300,000
Harry Kirsch	277,293
SMOLLAN	222,600
RCS Cards	190,000

Berthold Herrmann and Mariann Grawe	345,891
Multilect Administrators	150,000
Martin Meinert	144,975
The Molteno Brothers Trust	132,000
The 476 Charitable Trust	132,000
New Settlers Foundation	125,000
The Doris Crossley Foundation	120,000
S.A. Red Cross Air Mercy Service	111,300
The EQ Foundation Trust	111,300
Boston Consulting Group (Switzerland)	111,297
Aard Mining Equipment	100,000
Pick n Pay Retailers	100,000

Donations in Kind

Bowman Gilfillan	Elvira Kalmair	Hedron Tax Consulting	Patrizia Hersorg
Cape Media Publishers	G4S Security	Jacobs Matasis	UBASCO
Daniel Kalmair	Hedron Tax Consulting and Publishing	Juta and Company	Van Schaik
Drifter Brewing		Old Mutual	Vita Argimom
EBSCO Host	Haute Cabriere	Octotel/RSA Web	

Thanks

We also extend a special thank you to all our individual donors who committed to funding student scholarships and/or stipends via monthly or once-off donations, and who contributed towards fundraising projects.

Generous individual giving from TSIBA supporters collectively contributed a total of R 306,855 in 2019, an amount which equates to six TSIBA students receiving full annual tuition-fee scholarships.

The total value of Donations-in-Kind in this reporting year was R1,961,773.97, contributing significantly to our operational costs.

The names of all Individual Givers in the 2019 financial year have been listed on our Collaborator page in this report.



Khwezi Jackson

TSIBA BBA Graduate (2019)
Investment Consultant
10x Investments

I am in a job that I want because of the importance that was placed on knowing yourself. If I didn't know who I am or didn't have conversations about who I am I wouldn't be where I am today. I would be chasing money instead of doing what I am passionate about.

The TSIBA BBA degree exposes one to different aspects of the business and self. Leadership and self-development have enabled me to be able to be a team member and a leader when called upon. The subjects have also taught me how to manage work dynamics; have enabled me to be a well-rounded Investment Consultant with the ability to look at every client's holistic financial overview.

Why TSIBA?

To be honest; I never knew who TSIBA was until November 2015. I was provisionally rejected at UWC and UCT, but I did get accepted at Rhodes. My mother encouraged me to register at TSIBA. I did so to make her happy and not because I was sold on TSIBA. That soon changed after my first interview at TSIBA. I can't tell you what it was about TSIBA but after my first interview, I felt at home. By January when UCT and UWC accepted me I was the one doing the rejecting.

I spent 4 wonderful years at TSIBA and had the opportunity of working with international masters students from Hanze University. I had a taste at running two student businesses. I worked with international students in consulting small business entrepreneurs in Cape Town. I had the opportunity to spend some time in the wilderness in the first year and last year at TSIBA. Through TSIBA I was trained to stand and deliver presentations which has made me a better speaker. You don't only leave TSIBA with a degree but with knowing who you are and what you want to bring to the world.

“ Today I can say that TSIBA is one of the most hidden secrets of higher Education in South Africa. ”

TSIBA Ignition Academy Board



CEO
Karien Cloete

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.



Non-Executive Member
David Polovin

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



CEO TSIBA Business School
Leigh Meinert

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

Launched in October 2018, the fledgling TSIBA Ignition Academy is first and foremost an example of TSIBA's determination to practically live the entrepreneurial values that we teach. The Ignition Academy has three core strategic objectives: firstly, to diversify our revenue base beyond Corporate Social Investment and Philanthropy through building corporate partnerships for the delivery of high-quality vocational skills and enterprise development services; secondly, to scale TSIBA's impact and geographic reach, and finally, to be a vehicle for TSIBA to explore different operational models as we adapt to education into a rapidly changing world of work.

The TSIBA Social Enterprise took bold strides forward in 2019. As the Business School secured and prepared to move into TSIBA House in Woodstock, the Ignition Academy took up residence in a new training facility in the heart of Johannesburg. The Mills, Newtown is near public transport nodes which makes for an attractive venue that is easy to access by prospective learners and small enterprises. This development has established agency and a brand presence for TSIBA outside of the Western Cape.

Furthermore, the Ignition Academy has received accreditation for a qualification in Business Analysis with MICTSeta, and we have started the process of extending our scope of accreditation to include qualifications in End-User Computing, Wholesale and Retail Operations, Contact Centre and Business Process Outsourcing Support and Community Health Work in order to increase our market appeal.

Short term successes in commercialising our Gauteng facilities include hosting learners taking part in a ServicesSETA project for their induction week in partnership with Masithuthuke Holdings, as well as the delivery of an accredited short learning programme in Project Coordination in partnership with H1 Holdings during September.

As we reflect on our achievements in 2019 and our hope for what is to come in 2020, the words of Howard Shultz ring true:

“When you're surrounded by people who share a passionate commitment to a common purpose, anything is possible.”

Projects And Progress Report

Enterprise & Supplier Development

Service	Project	Beneficiaries	No. of direct Beneficiaries	Partner(s)
Enterprise Development	Business Igniter	Micro Enterprises in Kagiso	23	AARD Mining
Enterprise Development	Business Igniter	Micro Enterprises in Khayelitsha and Gugulethu	24	SOMA Initiative, Anchor Industries
Enterprise and Supplier Development	LevelUp	SMMEs Western Cape	6	RCS

Spotlight on LevelUp

In partnership with the TSIBA Ignition Academy, the RCS Group created LevelUp, an Enterprise and Supplier initiative, in November 2018. Participants of the programme's first cohort included a fitness business (Xtreme Boxing Fitness), two educational businesses (Chameleon Schools and Educate24), a recruiting firm (Cape National Recruitment), a digital supply chain solution (Lima Procurement) and a design business (Pencil Box). The business owners were also gratifyingly diverse racially, age-wise, and in terms of their socio-economic backgrounds.

This provided fertile ground for learning, for both participants as well as business advisory professionals and training facilitators.

During 2019, LevelUp has grown into more than an Enterprise and Supplier Development initiative. It has become a source of inspiration: an RCS Group programme which enables, facilitates and inspires business development in the financial services and retail sectors and which creates opportunities for small businesses and RCS managers to develop innovative new products and marketing methods.



We are 100% committed to the LevelUp programme. Together with TSIBA, our objective is for the participating businesses to realise their true potential within the African innovation landscape. Whilst driving innovation, the programme capacitates participants to solve real RCS business problems. They are able to network with mentors from within the RCS Group at various levels, which helps them with their business strategy and growth.

In addition to business development support for Small, Medium and Micro Enterprises (SMMEs) and the co-creation and testing of solutions aligned with RCS's strategy, LevelUp supports the personal growth and development of entrepreneurs and RCS intrapreneurs – positively impacting our business, our staff and entrepreneurs.

- Rudi Visser
Head of Innovation and Acceleration for the RCS Group



Projects And Progress Report

Short Learning Programmes

Short Skills Programme	Project Management	Unemployed Youth in Johannesburg	24	H1 Holdings
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Enterprise & Supplier Development

Region	Start	End	Enrolled	Completed Training	Competent
JHB	JUN 2018	MAY 2018	23	AARD Mining	26
JHB	SEPT 2018	AUG 2018	24	SOMA Initiative, Anchor Industries	22
JHB	DEC 2018	DEC 2018	6	RCS	tbc*
CPT	MAY 2018	APRIL 2018	37	35	18

Statistics across all internally moderated Cohorts - Orange and Bold above

Metric:	Enrolled	Completed	Competent	Percentage
Throughput measured as the percentage of learners who completed the training found competent in the qualification	N/A	91	66	72.52%
Drop Off rate measured as the percentage of learners enrolled on the programme who did not complete the training; reason - absconsion / dismissal from the workplace	99	91	-	8.08%

TSIBA Education Trust Trustees



Derrick Msibi

With BBusSc, BCom (Hons), MCom, PMD (Harvard), CA (SA) qualifications, Derrick is currently CEO of Stanlib and was 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, and Strategic and Operational Management of SMME'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.



Andisiwe Kowa
TSIBA BBA Graduate

“I am a beautiful, bright, strong woman, whose purpose is to uplift others while growing in serving the Lord and developing herself”.



TSIBA Education Trust Chairperson's Report

Simon Susman

I have been the chairperson of the TSIBA Education Trust and Sustainability committee for over seven years now, and I am hugely impressed with the progress TSIBA has made towards building diverse income streams and achieving their goals over the last sixteen years. TSIBA is now living up to its new branding and truly is a social enterprise collective. We have grown into three entities with substantial reserves and, in the true spirit of TSIBA, are ready to pioneer.

Times are changing; digitisation is transforming business at a rapid rate and constant change is the new norm. TSIBA will continue to pioneer by providing an innovative campus community where business leaders are rigorously prepared for the future. By 2023, we aim to attract a more diverse student body as well as to increase TSIBA's student numbers to over 1000. Together with TSIBA Ignition Academy, we will be reaching double the number of Learners and Entrepreneurs enrolled in 2019.

In order to deliver on this goal, elevate the brand and boost our endowment, TSIBA needed a new home. In 2019 we repositioned TSIBA literally and figuratively.

Our move to TSIBA House early in 2020 allowed us to catapult out of the suburbs into the city through moving to our new, high visibility location in Woodstock. Our campus is emblematic of our new branding and embodies a fresh, inspiring and aspirational new approach to education. New ways of teaching and new kinds of partnership are now possible in this new space.

In the latter half of 2019, we signed a long-term lease on TSIBA House to realise this dream. In order to enable the transaction, the Trust loaned the business school the amount of R9.8 million to facilitate the move and to get the building fit for purpose with innovative and flexible educational and IT infrastructure. In parallel, we began a Capital Campaign to replenish these funds and to build our endowment of reserves for long term sustainability, and hopefully the purchase of our own premises over time.

The TSIBA Capital Campaign will continue into 2020 as a means of building long-term partnerships, growth and our sustainability into the future.

A successful capital campaign will enable TSIBA to become self-sustaining and to expand its reach by educating thousands more high-impact future business leaders.

The TSIBA Education Trust, established in 2007, continues to engage in B-BBEE transactions and has reaped significant rewards towards the long-term financial sustainability of TSIBA. Most recently, we were honoured to have been offered the opportunity to participate in a property related transaction with the world-renowned brand of 'Rolls Royce' power generators as the lead tenant. This is a long-term, fully entrenched and secured opportunity that is expected to produce a generous income and capital return benefit for TSIBA at the end.

For the time being, TSIBA has a solid reserve fund which is being built to ensure financial sustainability in this difficult world. Both this reserve fund and the sterling work of the brand and fundraising team support our annual running costs. Raising operating funds is our major challenge every year.

In 2017, I had an opportunity to do my 3rd Year Internship (IPJ) with Credit Suisse in Zurich, Switzerland.

I was so grateful for the opportunity; I knew I would make my mother proud. I didn't know what to expect when I arrived in Switzerland - it was my first time flying overseas and I experienced a bit of culture shock! In the beginning it was blistering cold and there were copious amounts of strange cheeses everywhere. My host family was extremely welcoming, I felt comfortable in their home and we had a great cultural exchange. I've learnt so many things about the Swiss culture - whilst they were fascinated by my stories of South Africa.

My TSIBA journey was filled with great learning curves, from understanding the type of individual I am to forming and sharpening impeccable skill sets. The curriculum was conducive for personal growth while ensuring we had a skill set to compete in the job market. Walking through the corridors of TSIBA was always a joy, being surrounded by laughter, positivity and the like-minded individuals who had desires to succeed and impact their communities positively was inspiring. The work ethic TSIBA instils through its curriculum is extremely beneficial when one is at a workplace.

The mentors I had encountered were a breath of fresh air, constantly broadening my horizons and bringing new perspectives to the way I viewed life. My ability to voice out an opinion when engaging, challenging the status quo and most importantly acknowledging opportunities and seizing them are some of the most important things that TSIBA has taught me.

“The TSIBA BBA Degree has not only made me extremely competent at my current place of employment, it has also positively enhanced my ability to engage with others.”



Lundi Bill Mkosi

TSIBA BBA Graduate (2017)
Brand Activation Manager
Distell

Collaborator Community

Thank You!

Our sincere thanks goes to all of you who have contributed in a volunteer capacity or with very generous financial contributions to TSIBA in 2019. You have made it possible for our Future Business Leaders to study at TSIBA, and to gain new professional and personal development experiences.

We admire your “Pay it Forward” ethos and commitment to making an impact on South Africa. Although every effort was made to include all volunteers and people who have given in their personal capacity, we do apologise should we have missed your name.

Abduragmaan Vollenhoven

Abdurahmaan Kenny

Adrian Connors

Adrienne Marais

Adrienne Moulton

Akhona Mgcwecwe

Alan Mosca

Aletta Schade

Alice Cornelius

Alicia Davids

Alison McMurtrie

Alison Pulker

Alistair Barnes

Allison Baxter

Amanda Blair

Amanda Davis

Amanda Menegon

Ameerah Kenny

Anastacia Kleinsmidt

Anchor Industries

Anne-Marie Demers

Anneke Van Damme

Anthea De Villiers

Anthony Barnes

Anton Berkovitz

Arbor Supply

Aretha Cooper

Armin Hollenstein-Thüler

Asa Brenner

Ashson Swartz

Avior Capital Markets

Babette Barnard

Babusi Sibanda

Barbara Felix

Ben Bingham

Benjamin Kuhlmann

Berna Muller

Bethany Chisholm

BH Rycroft

Bowman Gilfillan

Brandon Engelbrecht

Brian Hull

Bryant Roux

Bulelwa Mdingi

Carlos Velasco

Carmen Holtzman

Cay-Lynn Brinders

Cayman Macdonald

Celeb SA

Chantal Syce

Charlotte Fall

Chelsea Church

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Christina Tan

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