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Rali Mampeule

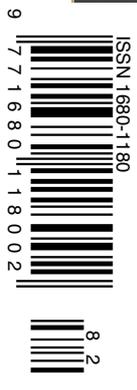
South Africa's Top Real Estate Entrepreneur

SOUTH AFRICA'S PREMIER
BLACK BUSINESS
LEADERSHIP MAGAZINE
FOURTH QUARTER 2019

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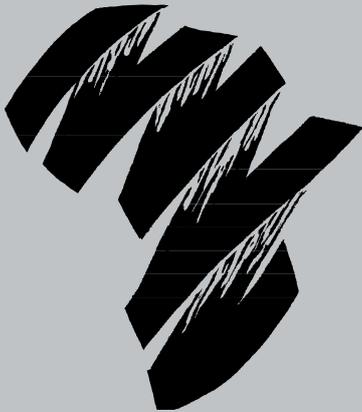
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BBQ MAGAZINE SAT DOWN WITH TOP REAL ESTATE ENTREPRENEUR, RALI MAMPEULE WHO AIMS TO BRING NEW BLOOD INTO THE OLD VEINS OF THE REAL ESTATE INDUSTRY





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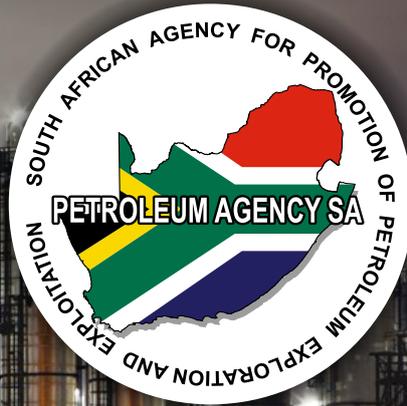
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Petroleum Agency SA

Explore South Africa!

About Petroleum Agency SA

Petroleum Agency SA was established in 1999 by Ministerial directive and is mandated through the Mineral and Petroleum Resources Development Act, 2002 (Act No.28 of 2002) (MPRDA) together with the National Environmental Management Act, 1998 (Act No.107 of 1998) (NEMA). These Acts provide for Petroleum Agency SA to evaluate and promote oil & gas potential exploration and production activities in South Africa, to regulate oil & gas exploration and production industry and to archive all geotechnical data produced through oil & gas exploration. The Agency acts as an advisor to the government on issues regarding oil & gas exploration and production, and carries out special projects at the request of the Minister.

Our Vision

A diverse upstream industry contributing to energy security through sustainable growth in exploration and development of oil and gas

Our Mission

To promote, facilitate and regulate exploration and sustainable development of oil and gas contributing to energy security in South Africa.

Petroleum Agency SA,

based in Bellville, Cape Town, is responsible for the promotion and regulation of exploration and exploitation of oil and gas (petroleum) resources.

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EDITOR'S NOTE



The power of the herd

The image of Siyamthanda (Siya) Kolisi and the Honourable President, Cyril Ramaphosa lifting the Webb Ellis Cup -(named after William Webb Ellis who is credited as the inventor of Rugby Football), after winning the 2019 edition of the Rugby World Cup left an indelible mark in the psyche of the world. Perhaps even more significantly on South Africans as a whole.

It was a defining moment. A moment of pride, a moment of priceless joy and most importantly a moment that served as evidence of what South Africans are capable of when they work together.

Unity is the hallmark of any successful society. The Springboks with Siya Kolisi and Rassie Erasmus at the forefront achieved what seemed unattainable just a few months ago.

What can we learn from this historic sporting feat? South Africa is going through turbulent times economically and perhaps even socially. The ethos of sportsmanship are encapsulated in virtues such as self-control, courage, fairness, persistence and an unfaltering respect for both opponents and authority. I have listed four elements below that capture the spirit of sportsmanship in respect and tribute to the Springboks, and most importantly to us as society, a reminder of what we can use as an aid to progress as South Africans in particular and Africans in general.

Discipline

This is arguably the most important element in the sporting world. Without discipline in their lifestyles sportsman/sportswomen cannot rise to the occasion when it matters the most. Discipline in diet, lifestyle and during actual game times is essential. This element influences who wins a game/sporting moment before even stepping out on the pitch or arena.

Focus

The ability to totally focus on the task at hand and ignore everything else that is not relevant during sporting moments is a key tenet towards competitiveness and winning. Without focus the chances of victory are near impossible.

Commitment

Total commitment is the hallmark of any champion/champions. When one is committed they go the extra mile and give up other interests and hobbies in order to ensure all energy is pushed towards the ultimate goal, which is being a champion.

Adaptability

In a world constantly in flux adapting to various conditions is non-negotiable in order to win. Put curtly, one has to adapt to the flow and bend the motion to suit their ultimate aims.

As we reflect on the Springboks' win let us also introspect and look at how we can improve our nation and continent using the Rugby World Champions blueprint. Read, enjoy and most importantly, reflect



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Magazine

Transforming the Real Estate industry

BBQ magazine sat down with self-made real estate entrepreneur, Rali Mampeule who aims to bring new blood into the old veins of the real estate industry



Bmedw

REAL estate entrepreneur, Rali Mampeule is jetting to Davos, Switzerland in January 2020. He is the founding donor of the Global Surgery Foundation while his passion extends to speeding up the delivery of affordable housing.

Mampeule believes that the Global Surgery Foundation will become as significant as the Aids Foundation and the Red Cross eventually.

The business dynamo's original motivation for funding the Global Surgery Foundation was personal. His melodious voice goes down a notch with sadness as he shares that one of his sister's passed away giving birth a few years ago. "Surgical procedures kill more people than TB and malaria combined," he says quietly.

Those who know Mampeule's track-record may not find this latest venture surprising. He has transformed himself in the space of 18-years: from part-time Unisa student and then BCom graduate, selling boerewors on the side of the road, to an entrepreneur who is attracting world acclaim.

At the tender age of 22 Mampeule purchased R26 million worth of property development in Midrand with no funding, rather using the method of bootstrapping.

The young real estate entrepreneur needed cash to fulfil his property development dreams. Soon he realised that there was no prospect of getting financial backing through conventional means as a start up with no track-record. He approached friends and family who became angel investors, as he puts it "those were good times when with one salary you could buy four units."

He continues, "Cash-flow is the biggest challenge for any start-up company," says Mampeule. "Getting financial backing is difficult without a financial track-record, and a challenge many in South Africa face today."

With ambition fuelling him, Mampeule needed to act fast (a skill he has perfected), or the opportunity would be lost. "Bootstrapping is the way to go," he advises, quite solemnly considering the

value he has added to business from the beginning.

He operates within real estate development in the residential and the commercial market. A lot of his efforts are currently focused within the affordable housing space.

A fortuitous meeting with the Everitt's, the founders of Chas Everitt International Property Group, 15 years ago helped launch his career. That is when the bug bit and Mampeule became an estate agent.

"My first job was dropping off real estate pamphlets in the Northern Suburbs of Johannesburg so it wasn't all a bag of roses," smiles Mampeule.

But important lessons were learned such as "discipline, mentoring and giving back at Chas Everitt. Mentoring other people in the world makes a big difference and can be quite impactful."

Mampeule's ambition led him to open his own estate agency at the age of 24 where he estimate "just under 40 estate agents."

In 2005 Mampeule founded the Rali Mampeule Learnership Foundation and with the aim of bringing "new blood into the old vein of Real Estate."

Accelerating Delivery of Affordable Housing

Mampeule started the South African Housing and Infrastructure Fund in July 2019 (SAHIF).

SAHIF is about acquiring vacant and unused land near the centre of towns and cities for conversion into zoned and serviced stands. "This enhances the speedy delivery of these serviced stands for the poor and working class to build their own homes close to shops, parks, schools and clinics, public transport and places of work," explains Mampeule.

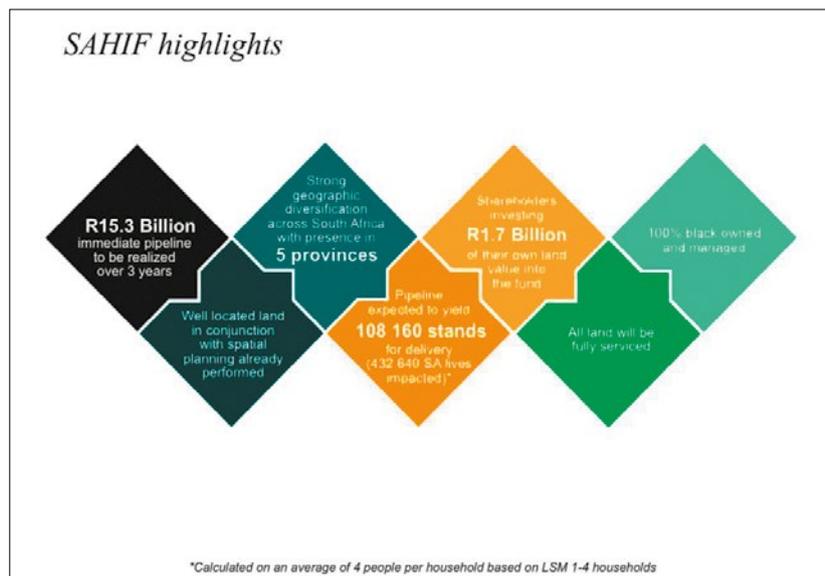
There is a shortfall of two million proper housing units in South Africa. SAHIF is attending to this housing crisis with founders utilising their extensive experience to provide fully serviced stands, management expertise and successful track record to achieve the pipeline target within three years.

SAHIF is planning to yield over 100 000 stands over the next three years which will impact over 430 000 South African lives. The fund size of SAHIF is R15.3 billion and shareholders have invested R1.7 billion of their own land value into the fund.

SAHIF has previously created over 4700 jobs and still plans to create just under 7 000 jobs in future.

A lot of money is spent on affordable and RDP housing in South Africa and Mampeule says that he would like to see "houses of good quality being built that are also sustainable."

The facts and stats all agree with Mampeule.





The population growth rate across African cities continues to grow at an exponential rate with an estimated 57 million housing unit shortage.

It has become pertinent that the development of sustainable and effective housing delivery strategies take place.

Further estimates suggest that 62% of Sub-Saharan Africans currently live in what can only be described as 'slum dwellings'. Africa's largest two economies, Nigeria and South Africa have a combined housing shortage of \$97 billion while only 15% of Africans can afford to buy a house or qualify for a mortgage.

These statistics are frightening on the face of it but much can be done about it, as Mampuele has already begun to show.

Global Surgery Foundation

Mampuele has a clear passion for the less fortunate and giving back is something he prides himself on.

Through his Rali & Makentse Mampuele Foundation he contributes to the Global

Surgery Foundation as a founding donor which in essence ensures that there is safe and affordable surgery available to all people.

The stats speak for themselves.

5 Billion - The number of people without access to essential and emergency surgical care.

90% - The share of the world's poor that lack access to safe and affordable surgical care.

30% - The share of worldwide diseases that can be treated by surgery or require the direct care of a surgeon.

30 Trillion US\$ - The lost economic output in LMICs by the year 2030 through surgical diseases.

6 times - The number of surgically avertable deaths compared to HIV, malaria and TB combined.

There is currently no coordinated research or funding strategy to support the development of surgical and trauma care in low- and middle-income countries (LMICs) such as that which exists with the Global Fund for HIV, Malaria and TB.

The Global Surgery Foundation (GSF) is hosted by the United Nations Institute for Training and Research (UNITAR) in Geneva, Switzerland.

Accolades and Transformation

Mampuele is the first African to be selected to be on the Forbes Real Estate Council while other awards have never been too far behind.

Learning also never stops with Mampuele and he recently became a Harvard graduate with an Advanced Management Development Program (AMPD) in Real Estate.

In 2006 he was the recipient of the Nedbank Property Professional of the Year award and more recently his work was recognised by the South African Institute of



“ SAHIF is attending to the housing crisis with founders utilising their extensive experience to provide fully serviced stands

Black Property Practitioners when he won the Socio-Economic Impact Award.

He is doing a great deal to transform the industry and established Rali Mampeule Learning in 2005 where they train PDI's who want to become real estate professionals and handout bursaries to deserving candidates.

Embarking on a Legacy

Mampeule recently celebrated his 40th birthday in style at the Rand Club, a historical building in inner city of Johannesburg. The theme of the night was embarking on a legacy as he looks forward to the next few years of his life, both professionally and in business.

“One of the ‘take-homes’ of the night was how to think—both professionally and in business—a century ahead and how to leave a lasting legacy.”

Conclusion

In his time away from the office Mampeule enjoys the bushveld and going on safaris. His other great passion is to enjoy skiing with his family.

Success is something that Mampeule was never given; it was earned through bold choices and hard work. He has walked the long road and done the hard yards to create was is an exceptional South African story. Importantly, Mampeule has never forgotten his roots; the boy from rural Limpopo still shines brightly while perhaps his most endearing quality is his willingness to give back in so many ways. 

Samantha Barnes





Success is something that Mampeule was never given; it was earned through bold choices and hard work



Securing our online identity

.ZA Domain Name Authority (ZADNA) is a statutory regulator and manager of the .ZA namespace - the internet country code top-level domain for South Africa. ZADNA is mandated by the Electronic Communications and Transaction (ECT) Act of 2002 to manage and regulate the .ZA namespace. As the authority, their role includes enhancing public awareness on the economic and commercial benefits of domain name registration and deriving policies for the namespace.

ZA is South Africa's online identity. A .ZA domain name registration contributes to the country's economy, particularly unlocking the potential of local SMEs in the domain name registration business, to accelerate the creation of new players within the Internet Service Provider Industry.

BBQ Magazine sat with the Acting CEO of ZADNA, Peter Madavhu who elaborated on their mandate, some of the challenges they face together with his daily responsibilities, and the partnerships that help ensure their organisation reaches its set goals within the Domain Name Industry.

What are the key benefits of a country code extension like .ZA?

.ZA online presence is a South African online identity. Everybody recognizes you're South African and have some presence in

South Africa, unlike none South African domain name that cannot readily tell the world where you are in the online world.

A .ZA domain name registration contributes to the South African economy. Our .ZA Registrar Reseller program intend to unlock the economic potential of local SMEs in the domain name registration business, accelerating the creation of new players within the Internet Service Provider (ISP) industry.

Can you please take us through the role that the Acting CEO plays and expand on his daily responsibilities in ensuring employees successfully execute the organisation's mandate?

The .ZA domain namespace strives to be a safe, resilient and robust namespace that complies with the international best practice.

My responsibilities include the following: Leading ZADNA's corporate strategy and providing strategic leadership, overseeing ZADNA's fiscal activity including budgeting,

reporting, auditing and Risk Management associated with the general management of the organisation.

Supporting the Board in its governance responsibilities, supporting the team in developing a strong performance culture and promoting the values of ZADNA, (through personal behavior and recognition of others) and leading ZADNA's corporate strategy implementation.

How do your partnerships ensure you achieve your set goal within the Domain Name Industry?

The identified strategic partnerships assist ZADNA in ensuring that it achieves its statutory mandate as well as the organisational strategic goals and objectives i.e. drive service innovation. To this effect, ZADNA has partnered with other SOEs with the intent of ensuring effective stakeholder collaboration whilst providing sustainable solutions in alignment with our mandate.



Peter Madavhu, Acting CEO

The partnerships further assist in ensuring that ZADNA continually surveys and evaluates the extent to which the .ZA domain namespace meet the needs of the citizens of the republic. In addition, the partnerships with relevant role players i.e. registry, registrars and so forth allow ZADNA to enhance public awareness on the economic and commercial benefit of .ZA domain name registration.

What is the greatest challenge your organisation faces with regards to regulating, implementing and managing the .ZA domain namespace?

Firstly the decline on the domain name growth in our country and globally, caused by the new international players in our market such as new gTLD. Then the abuse of online presence tools is rapidly growing and there is an increase of .ZA domain names that are abusive. Some of these abusive .ZA domain names are registered

with an intention to conduct fraud and/or mislead the Internet user.

In addition, in recent months there has been a great number of circulations of fake news in South Africa originating from some of the .ZA domain names.

It is our responsibility to ensure that registered .ZA domain names do not violate any individual's human rights, do not pose a threat to a particular brand's image or reputation, and to combat online crimes that are conducted through .ZA second level domains (SLDs).

What are the key functions of ZADNA's policies?

The key functions of ZADNA's policies are to give effect to Chapter X of the Electronic Communications and Transactions Act of 2002. The implemented policies serve as guidelines on the general administration of the .ZA domain namespace, the requirements and procedures for .ZA domain name registration.. The authority follows an

inclusion policy development process which includes stakeholder consultation.

Please explain Domain Dispute and elaborate on the functions and characteristics of Alternative Dispute Resolution (ADR)?

.ZA has a proven alternative dispute resolution (ADR) against cyber-squatting and intellectual property abuse in co.za, net.za, org.za and web.za domains.

In terms of the regulations a complainant can lodge a complaint against a domain name registrant (domain name holder) in an instance where the complainant is of the view that the domain name is abusive or offensive. Such dispute may be lodged through a ZADNA accredited ADR Service Provider.

The ADR process was established with the intent of creating an alternative to the courts at a potential lesser fee. The parties also have an option between a single adjudicator and three adjudicators at a cost of R10 000 for a single adjudicator and R24 000 for three (3) adjudicators. The ADR process has been found to be expeditious and cost-effective.

The amended ADR Regulations also provide for mediation which is facilitated by ZADNA. The ADR Provider is required to refer the matter to ZADNA once both parties have responded in an attempt to resolve the matter prior to adjudication. Whilst the mediation process is still relatively new, it has been found to yield fruits in terms of engagements and possible resolution. To date, ZADNA has facilitated four successful mediations.

What projects is ZADNA currently involved in?

The .ZA second level registration (i.e .peter.za), which is still to be finalised. Then the registrar reseller programme. A program that is aimed at the black community to assist them to become registrars and resellers of domain names in the .ZA namespace, (historically disadvantage group). We will continue to fulfill our mandate as prescribed by the Act and to find tactical ways to promote the use of .ZA.

Would you and/or your organisation like to be part of the prestigious BBQ Awards, where we honour the best of the best in empowered business?



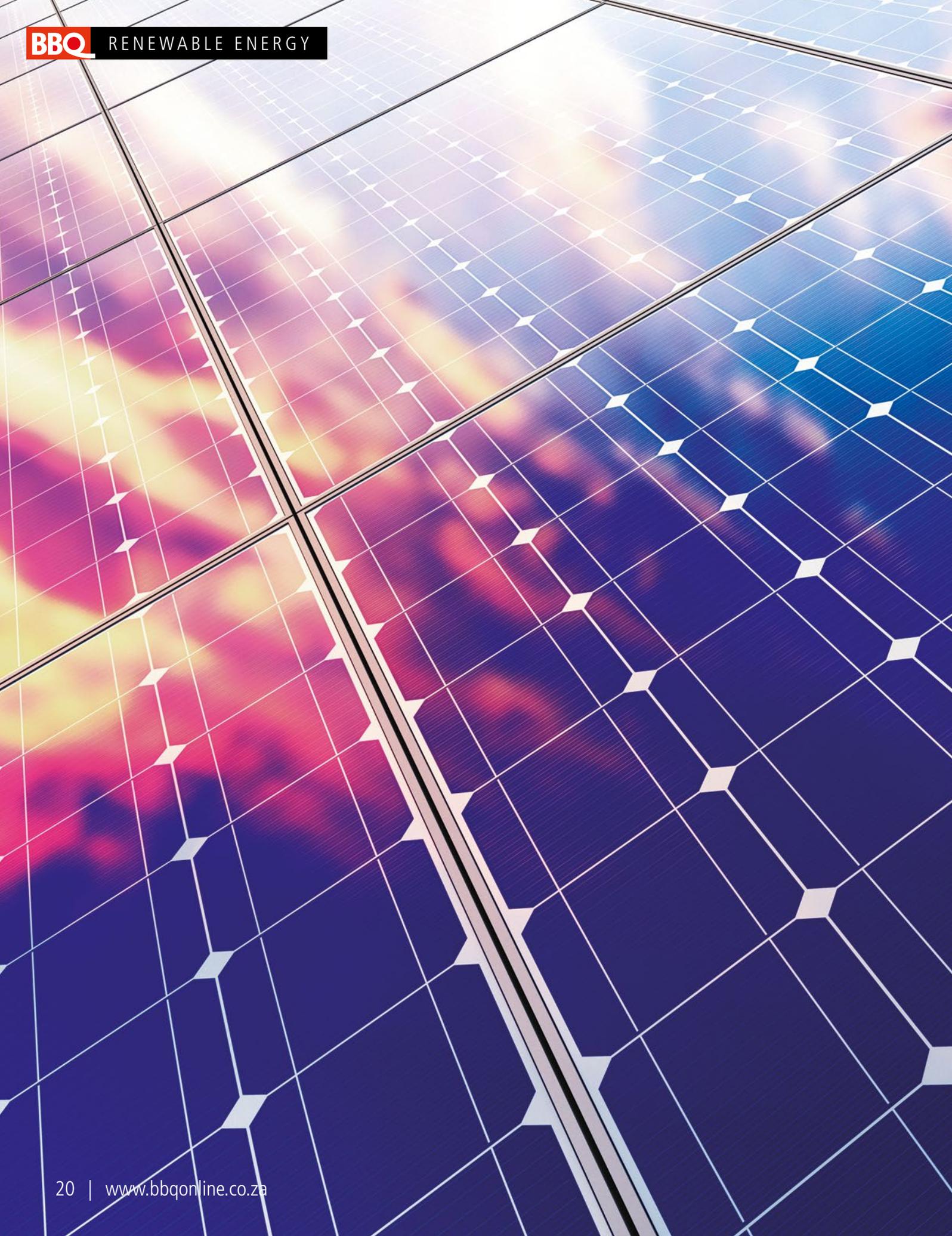
The background image shows a large, dimly lit event space, likely a ballroom or conference hall, during an awards ceremony. The ceiling is filled with complex lighting rigs and trusses. Green laser lights are projected across the room. In the foreground, the backs of several people seated at round tables are visible, looking towards a stage. On the stage, there are large projection screens displaying the BBO Awards logo and a man in a suit speaking. The overall atmosphere is formal and celebratory.

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Renewable energy, a win today and tomorrow

With many environmental threats lagging around, particularly climate change which is caused by emissions from coal power stations and other pollutants. It is imperative to cautiously meet today's needs, without compromising tomorrow's future. There is a major global energy transition, shifting the way electricity is generated and supplied. We are taking a closer look at the trends surrounding renewable energy systems in South Africa.

Our environment is not timeless or inexhaustible, fossil fuels will expire but the adverse effect they have on our environment such as pollution will be ever-lasting. It is our responsibility to ensure biological systems endure and remain productive for future generations to come. The broad discipline of sustainability has gradually shifted the human world, particularly our attitude across multiple industries.

The way we look at the world is with closer inspection, in terms of formulating or generating habits that can maintain the environment at a certain rate or level, otherwise, we risk being confronted with battling against depleting resources. This is because over time, especially before the industrial period, the global average land temperatures almost doubled. This can all be attributed to the larger heat capacity of oceans because oceans lose more heat through evaporation.

Since global warming is the gradual increase in the overall temperature of the earth's atmosphere, that is generally attributed to the greenhouse effect caused by increased levels of carbon dioxide and other pollutants. It is important for communities to get a tumultuous reminder of how our actions could lead us to our demise. This is why businesses and organisations in the modern world, be it in business, the technology environment, the social sciences environment are incorporating or formulating ways to drastically reduce carbon emissions and develop technologies that can assist in successfully achieving a healthy sustainable environment.

This has helped pave the way for newly desired skills and create an emerging field of employment altogether. Which then brings us to the issue of energy. Sustainable energy, also known as clean energy does not cause any harm to the environment, it is the practice of using energy in a way that meets the present needs

of today's society without compromising the needs of future generations to come. There are many forms of sustainable energy and among them are the following predominant renewable energy sources: solar, wind, geothermal, hydropower and hydroelectric energy.

The goal of halting the use of fossil fuels can be achieved by making use of replenishable energy that helps reduce greenhouse emissions currently damaging our environment. So, what are these fossil fuels? Fossil fuels usually include gas, coal and oil.

In ancient times biomass was the only way to get energy, with waste products, wood, timber serving as the effective and predominant energy sources. The advancement and development of technology opened a door to fossil fuels like oil, coal and the discovery of natural gas. What made them so fascinating was their widely available nature combined with their potential to be harnessed easily. Unfortunately, they were a wolf disguised in





sheep's clothing as they immediately started causing degradation to the environment.

One interesting fact is that oil and coal are two of the major sources that produce large amounts of carbon dioxide in the air, causing global warming. A limited number of countries is in possession of large quantities of these valuable products, causing them to have a high price. The effects of these fossil fuels are what caused scientists to look for resources that are widely available, accessible and at the same time reasonably priced.

At the moment 20% of the world's energy comes from renewable energy sources. Sustainable energy is not limited to renewable energy sources, it encompasses sources of energy that can be used to power

homes and industries without any harmful effects being experienced. Its effects are purely beneficial to the environment.

South Africa has made several strides in innovation and advances in renewable energy systems. However, the energy demand in South Africa is expected to rise possibly doubling by 2025. Even though progress has been made in our country in comparison to other African countries, more still needs to be done. The main barrier we face with regards to increasing the number of renewable energy systems is the high cost of new and available technologies.

Renewable energy systems are initially costly to install, long term they are not only sustainable but provide high economic returns. Renewable energy in South Africa

focuses on four key areas: electricity generation, air and water heating/ cooling, transportation and rural energy services.

Renewable energy in South Africa is obtained from renewable resources that naturally replenish themselves such as sunlight, wind, tides, rain, biomass and geothermal heat. Biomass currently serves as the largest renewable energy contributor in South Africa with 9-14% of the total energy mix.

South Africa receives large amounts of radiative energy because of its geographic location, this radiative energy is used to generate solar energy. Wind energy is another predominant source of renewable energy used in the country, this wind energy comes from the high velocity on

the coast of the country. Cape Town has implemented several wind farms and they are successful in generating low amounts of electricity for residents.

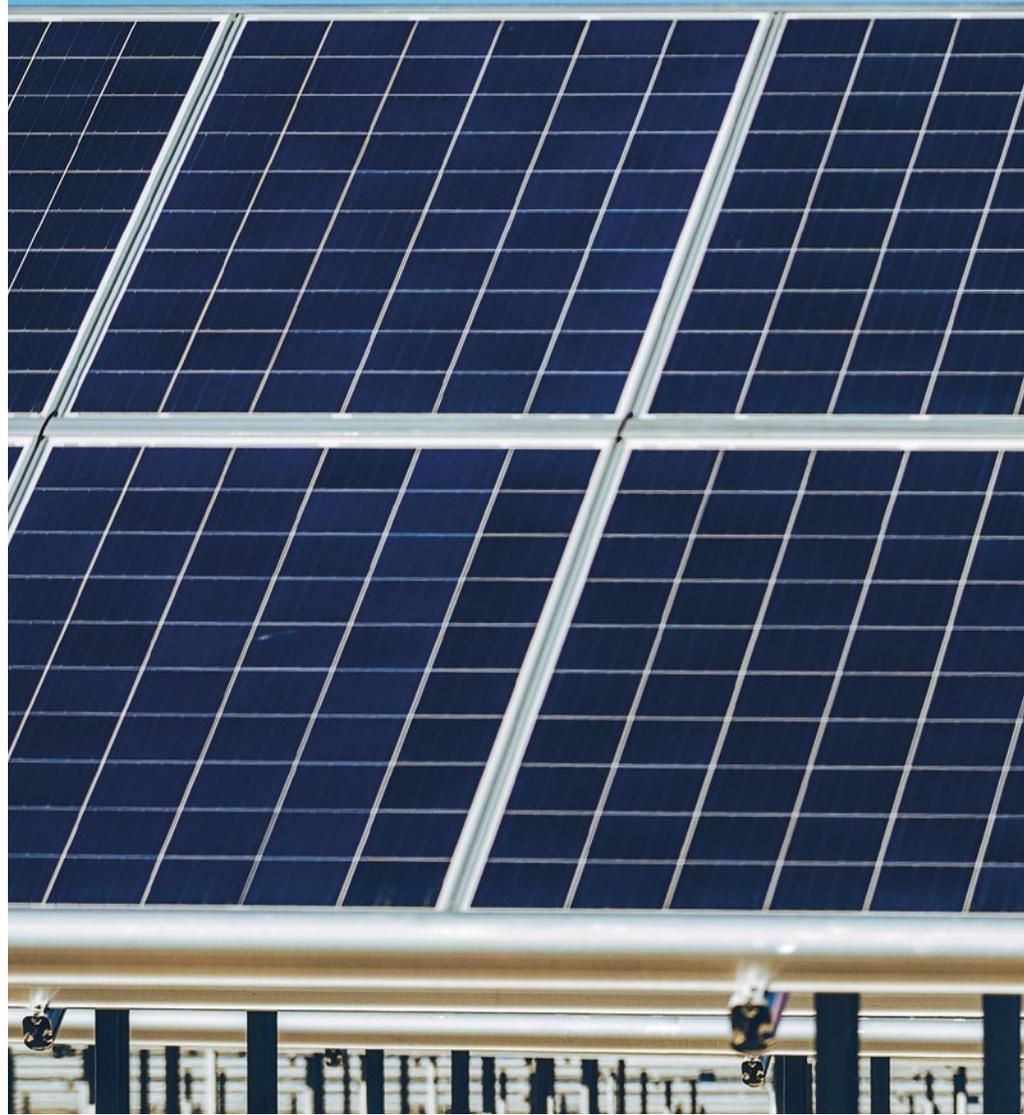
The following are the sustainable energy alternatives currently being made use of in the energy sector in South Africa: *Solar Power*, which is generated through photovoltaic (PV) solar panels. Solar panels convert the sunlight into electricity. This option is very viable across multiple countries, solar power systems are the main source of sustainable energy sources being installed in many countries.

New technology has made solar panels more effective than older systems. To date, 16% of the sunlight is converted into electricity. As new technology is developed, it will improve the efficiency of solar systems and this improvement will ensure solar power plays an even greater role in the energy mix.

Solar Heating: It is the conversion of sunlight into renewable energy for water heating. This is done by using a solar thermal collector, a solar thermal collector has multiple functions, it can also be used to cook food in a solar oven. Solar heating is a cost-effective method and significantly saves electricity.

Investing in solar heating will ensure you use less electricity, while at the same time it will give you the liberty to have a functional life by only purchasing a regular solar power system, it can also be used to heat up pools. A solar oven uses energy from the sun to cook food, by directing the sunlight into a solar oven, this increases the temperature to heat high enough to prepare a good meal. This sustainable solution is especially helpful in areas where there is very little access to other energy resources, meaning it is very convenient for many parts in Africa.

Solar Tubes and Skylights: Several houses have areas like passages, and passages tend to be dark because they don't have enough windows or light coming in. Instead of switching on a light, installing a skylight or a solar tube will ensure natural daylight shines through your house, giving your home natural light. Some tubes have a natural ventilation system installed, this



is good for places like bathrooms without windows. It is apparent that there are multiple ways to harness energy from the sun, and that the sun can give any space the illusion that its daytime all the time for those who especially don't like the dark.

Wind Power: It has been harnessed for centuries, in the form of commercial shipping and windmills to mill grain and pump water. These days wind power is successfully used to generate electricity through wind turbines and to pump water using wind pumps. Wind energy is one of the fastest-growing sources of electricity in the world and it is quite easy to understand why. Wind energy does not pollute or contaminate the surrounding area on which it is built. In addition, one turbine is capable of generating power for over 500 households. The only problem associated with wind power is that at times birds get caught in the turbines. Damaging equipment.

Hydro Power: This is energy that is generated by the movement of water. Energy gets generated through water falling or flowing down a river, that water is channeled through a turbine. Flowing water was used in ancient mills to power various machines, from saws to cranes, mills and so much more. Most hydro-power requires the building of dams and reservoirs. This can have an adverse effect on the environment and displace many people, as a result, a lot of research and environmental planning has to be done before building a dam. Hydropower source energy is produced from the movement of ocean waters, through tidal waves, this is often referred to as marine power.

Geothermal Energy: Is energy generated by using or drilling into the thermal energy or heat generated at the Earth's core. This energy can easily be harvested at tectonic plates and by drilling deep into the ground



then pumping in heat transfer fluids like water or steam.

Sustainable energy systems are indeed the future, here is a short list of some companies in South Africa currently specialising in that field: Eco-efficiency in Randburg Gauteng which offers the following services: installation of solar power solutions for mobile, residential and commercial applications, they also have portable solar power solutions for outdoor activities like camping. Then I Power SA which is located in Cape Town, they offer the following services: Renewable Energy Assessment and Design, Lighting and LED Supply, Remote Power Solutions, Solar Products, Engineered Macro and Hydropower.

Batteries and Solar Inverters, located in Brackenfell Western Cape, they specialise in A to Z Solar supplies and are a registered Solar Installer, Deep Cycle batteries: Gel, AGM, Calcium, Energy management and

consulting, Grid-tied and Hybrid Inverters, Charge Controllers and much more. EasySolar Energy House in Richards Bay, Kwa-Zulu Natal, which specialises in solar energy housing supplies. It is the prime South African solar energy supplier; their product range includes solar geysers and heat pumps for domestic and commercial hot water supply.

NRG Technologies in Centurion Gauteng: NRG Technologies supplies Solar Products, LED Lights, Deep Cycle Batteries and Inverters, they also encourage Residential and Commercial Industrial sectors to become more energy efficient. Solar Energy Group in Pretoria, which is an importer and exporter, wholesaler and reseller of top-quality leading brands of solar and renewable energy generation equipment and components.

Harness Solar Power CC, Cape Town, are an established alternative energy

company which offers a wide range of energy-producing solutions and energy-saving services. PVStore in Sandton is an integrated energy company offering services such as Solar Equipment sales and Installations, Energy management systems and energy consultancy.

To conclude sustainable and renewable energy systems are everywhere around us, they can be installed on things we use daily and quite easily become our best friend.

It might be slightly expensive to get these alternatives at first but what price are you willing to pay to ensure your children, their children and future generations to come have the same basic needs you have today? Renewable energy solutions are beneficial to the environment and have successfully managed to create employment across the country. **BBQ**

Jacquiline Manyonga

A DREAM SANG TO REALITY



They wowed the judges and became fan favourites on the prestigious show, 'America's Got Talent' with their exceptional vocal cords. Resulting in the Ndlovu Youth Choir being the first ever South African choir in the history of the show to get through to the semi-final.



Founded as an after school fun activity in 2009, 10 years later it has been signed by the remarkable Record Producer, Media Personality and Businessman who is famous for his harsh, direct and critical comments on the show, America's Got Talent (AGT), Simon Cowell. *BBQ* Magazine sat with Ndlovu Youth Choir Composer and Director, Ralf Schmitt. Who is a renowned African Choral Music specialist, with an immense passion for preserving traditional South African music.

He has succeeded in using art to create employment in a remote rural village in the Limpopo Province. The choir serves as a reminder to all that excellence is not limited to background, through hard-work and determination anything is possible.

Schmitt gave detailed insights on their defining moments such as getting through to the semi-finale, as well as some of the challenges they faced such as getting documentation for choir members to travel abroad. The choir first broke onto the International scene when they performed a cover of the Ed Sheeran Track 'Shape of you' which landed a million hits, this got them noticed and an opportunity to audition for AGT. The choir didn't look at their journey on the show as a competition but rather an opportunity to perform, proof that intention separates winners from losers. When you do something for the love of it, you do it with love and the positive energy it exudes can't help but be felt everywhere.

Whose idea was it to form the choir?

It started when we opened our theatre ten years ago, it was a community theatre which was meant to be a gathering for the community, at the time the focus of the care group was on HIV and Aids prevention and awareness, I did the music for the opening and afterwards we looked for a group that could be based at the theatre. Everybody sings and South Africa is a nation of song and so the obvious choice was to start a choir. The choristers initially came from the Orphan and Vulnerable Children's Program, and also some of the local schools, as we



developed we started accepting kids from all over the village so now everyone that is in the choir has come from a local school at some point and some have progressed and are still in the choir as adults, young adults but we take all our choristers from the surrounding areas, mostly within walking distance of the theatre.

How did they develop into a world class choir?

We rehearse twice a week, rehearsals are intense but I mean it's obviously a lot more than that, there's choreography, at the moment they are performing and rehearsing almost every day, so it's just a lot of hard work, a lot of dedication from the production team as well as the choristers.

Once formed and performing was there always an intention to enter AGT?

No there wasn't, AGT contacted us, they found a video of ours online and asked if we would send some more videos, which we did and before we knew it we were in LA.

AGT journey, training and setting up the trip?

Well once initial contact was made, we had to make a few more audition videos and once they were convinced that we could actually sing it was a huge logistical challenge putting this whole thing together, getting the visas, getting the passports, getting unabridged birth certificates. Remember you're dealing with kids in a community that very few of them live with both parents and in today's world you need an unabridged birth certificate, so we literally had to drive a crisscross in the country getting all that stuff. I always say the music of AGT was fantastic but the logistics was an absolute triumph.

Where did the build-up and momentum come from?

I must say we never really built up wanting to go through any stage, we just wanted to give a good account of ourselves throughout the whole thing. The first performance, which was the audition we just wanted to get out there, then hear the guys say to

us, “look guys that was lovely but you’re not going through, congratulations for making it this far it was a beautiful, moving performance,” that’s what we expected, but we got through.

And that’s what we expected for each round so to us it was never really about the competition it was just about getting the opportunity to perform and every time we went through it was just another opportunity to perform and nothing more than that, so I think that kept everyone in a good space and that was our thinking, in short that we’re the first choir in the history of the competition to get through to the final.

Getting through the semifinal has been a highlight of yours and members of the choir?

Yes getting through the semi—we were blown away because after the quarter final you know we still had to get millions of votes, my understanding is there’s more votes in America’s Got Talent than there are on the South African National election, we had to get millions of votes to come in sixth or fifth from the quarter finals where we did and the judges saved us to get us through to the semi’s, and at that point we were just like, ‘well, you know we’re going to give a guest appearance at the semi’s, you never know,’ but we had it very much in our minds that we were going home after the semi’s.

In fact the bags were packed, I even told my five year old son daddy is coming home and then we came up with Higher Love and it was a serendipitous piece because we didn’t choose it, South Africa was going through a very tough time that week and when we performed it we realised we had just done something huge, something beyond our performance which is far greater and bigger than our performance. It was a hugely emotional week for us, not only going through but seeing the impact we had on South Africans.

Where to now, I believe Simon Cowell has signed you up?

He has signed us up, we’re working on an album which is going to be released shortly.

How does this affect the lives of the many that are still in school?

Well that’s the challenge that we have, we have got older singers, and the challenge is that the ones that are really old, in their late twenties, we have got to re-skill them so that when they stop singing in the choir, they are able to enter the job market. Then those in their early twenties, late teens will hopefully be doing the bulk of the performing and touring, for those at school to ensure that the money that is generated through this whole process is spent responsibly and that we appoint tutors and uplift their education through the process. We haven’t made any firm decisions yet, and we have only been home for a few weeks and we’re making a great effort to go through this very slowly and meticulously.

How will this affect the lives of the many choristers still at school? Do you have any exciting projects in the future and abroad?

Well we pretty much booked up almost every day between now and when we close for holidays in December. It’s exciting because we’re also going to Germany in December, we’ve got a performance in Berlin, we also have other invitations from all over the world, so it’s working through

those and making sure that we manage the whole thing responsibly.

The whole time one has to remember that you’re dealing with singers and young people and it’s not just a professional group of performance machines you’re dealing with, you’re dealing with humans here that in most cases are young and have had a very difficult upbringing, so there’s a lot of exciting enquiries but everything is being dealt with in a responsible manner.

I was at Drakensberg Boys Choir as a young man and studied music in Pretoria and I’ve just always had a love for music, and a love for South African music particularly, and working in a rural community in Limpopo is fantastic, because it takes you to the source of the music, it takes you where the music started and where it comes from and I thoroughly enjoy my time with the choir.

Future plans for the choir?

Well my dream is to make sure that everyone in the world knows about them, and that all their lives are positively impacted for the better, that is what we are working towards and that is what motivates and drives me. **BBO**

Evans Manyonga



Diving into the female perspective

In the modern world of technology, societal voices and opinions are louder now more than ever before and they can easily affect a business's reputation. One thread on twitter can usher in a riot against a specific brand or organisation. All it takes is one angry customer to bear the torch on a grievance and the rest of the world to join in on the hype by showing support, in some extreme cases, it goes as far as turning into a competition of whose bad experiences with the same brand or company beat the other. We all know how bad that is for business. This is why it's imperative for people in positions of power to look around them and check if their surroundings are inclusive and represent everyone.

Diversity and inclusion can be viewed as a company's mission, strategies and practices to support a diverse workplace and leverage the effects of diversity to achieve a competitive advantage. Diversity is about mirroring our consumer base, it is not limited to gender, sexual orientation, race or the usual stereotypical measures. But rather it looks at openness, acceptance and an excellent representation of people from all walks of life. A report conducted by PWC showed that out of the 40 JSE listed companies, there was only 1 female CEO. How can we cater to women's needs if we can't comprehend them?

Someone is always going to be a victim of the system. A system whose flexibility is casually masked, a system whose rules allow for certain crucial characteristics to be omitted in the corporate world of business. Particularly the number of diverse skills available in the corporate pool. It turns out that an organisation or company's returns are the top priority. Forgetting that diversity gives any organisation the competitive advantage, somehow the world underestimates the power of diversity in the workplace.

BBQ sat with some inspirational women breaking the glass ceiling. These women

shared their journey and experience with regards to diversity: Yvonne Scott who is an HR Advisor at South Africa's Bombardier Transportation and Mantwa Chinoamadi who is the Producer of the Oldest Jazz Festival in South Africa, the Joy of Jazz Festival. According to Scott "There is a mounting body of evidence that indicates a strong link between diversity and inclusivity in the workforce and a positive financial performance. It has been proved that diverse, inclusive groups are better at identifying risks. In addition, companies which have been embracing diversity and inclusivity enjoy a lower staff turnover rate.





Mantwa Chinoamadi

Diversity and inclusivity promote increased creativity and innovation and are critical in harnessing a company's full potential," she explains.

Diversity and inclusivity, however, are about more than creating an open and equitable environment that does not discriminate on the basis of ethnicity, culture or gender. It's about truly embracing the different ideas, perspectives, skills and experiences brought to the table by all employees.

To quote the chief operating officer for Facebook, Sheryl Sandberg, who is also a renowned champion for women's participation in business. "We need to resist the tyranny of low expectations. We need

to open our eyes to the inequality that remains. We won't unlock the full potential of the workplace until we see how far from equality we really are."

"At my workplace, Bombardier is a global organisation with an inclusive workplace and a diverse workforce. Bombardier is committed to providing a work environment free of barriers and biases, a place where independence and dignity are fostered for all employees, clients and stakeholders. This is key to the success and sustainability of our company.

"Our employees have created different ways to improve diversity and inclusion, different networks, committees and events," she adds.

"At Bombardier, we believe it is every employee's responsibility to maintain a respectful work environment free of all discrimination. Bombardier has zero tolerance towards any type of harassment and/or discrimination based on race, colour, religion, sex, sexual orientation, gender identity, age, national origin, disability or veteran status, or any other protected category under applicable laws and our Business Code of Ethics," she explains.

"Even though we experience natural turnover challenges as any organisation, we remain committed to the professional development and greater inclusion of female employees in managerial roles supporting profitability and sustainability of our organisation. We also embrace the role of women in broader society and work to promote gender diversity in the transport industry as a whole. Bombardier is a member of several different diversity associations operating within the aviation sector, including Women in Aviation International and sponsors scholarships to support the development of women in the sector. In addition, Bombardier is an advocate for the Women in Rail community and the company participates in a variety of conferences and work sessions focused on supporting women in driving their careers forward," she says.

"Bombardier firmly believes that gender diversity and women in leadership are essential elements of our long-term success in South Africa. With the goal to make our operations in South Africa more attractive to female employees and encourage more heterogeneous teams, we are exploring the concept of launching a Women Empowerment Committee (WEC), to increase our involvement in Women in engineering initiatives and to enhance the Prevention of Harassment in our organization and across our sites. These initiatives will help us to increase diversity and greater involvement of women, as together we move millions of people daily globally. Everyone counts," she concludes.

Mantwa Chinoamadi was born in Soweto and grew up in Chiawelo. Her education background is as follows: Her foundation

or early learning was done at Molapo, she proceeded to Limpopo for high school and tertiary, and further graduated in the street corners of Johannesburg influenced by Jazz.

When asked how she got into the industry she explains:

“Technically it’s in my DNA, that being the case my aftercare premises were Tladi Musicman’s office which automatically became my internship. Whilst awaiting my ride home one lucky day my designated

“South Africa’s oldest Jazz Festival, The Joy of Jazz was founded by Peter Tladi. He travelled the world touring with artists. After his many visits to other festivals, he realised that the artists that we manage needed to perform. In those days there were not many festivals. We then conceptualized and created the JOY of JAZZ series. We started in Pretoria at the State Theatre and moved to Newtown because the venue was small. A few years ago, after filling the

is estimated to have been spent on shopping. For the 2019 installment from the USA alone through the Friends of Wynton Marsalis we registered 75 visitors and from our partnerships with tour operators have registered 100. As you can imagine with other artists and their followers there are large numbers, which is definitely what tourism is about,” she explains.

There are many things that define women in South Africa. “I play in a very challenging industry that is male-dominated which rattles my feathers and invokes the core being of me. I was raised by a very strong woman, my mom, a woman full of wisdom. I look up to my sister Jane Tladi an epitome of strength and integrity.

“I am that kind of person that says when all fails to bring it to me, I will find a breakthrough. Seeing growth and prosperity in women drives me, I am passionate about it,” she explains.

Chinoamadi defines heritage as: “For me and my clan, Heritage is a way of living, it is an expression of the ways of living in a specific community and passed on from generation to generation, including customs, practices, places, objects, artistic expressions and values.

Of course, for me, Jazz is one of our customs. I celebrate it by giving you the SBJOJ, for me, it is not a once-off celebration it is who I am, throughout the year. I live breath and love my heritage which is Jazz, I further express myself by practicing the customs it encompasses including eating and dressing up as a moLemvhe.

Her thoughts on transformation in the Jazz industry sector? “Where do I begin, in the past years we have grown the segment of women performing at the festival, and not only did we do that, we took it a step further by making it a point that each year we have a young and upcoming artist. Last year it was Thandi Ntuli and this year we have Nelisiwe. We also promote collaborations,” she says.

She hopes one day her legacy will be centered around the development of black women as she is a feminist. **BBO**

Linda Tom

“ Diversity and inclusivity, however, are about more than creating an open and equitable environment that does not discriminate on the basis of ethnicity, culture or gender

driver happened to be my caretaker. During my long waits at T Music man, I would help out with answering the phone and other administration work. I loved doing that as it fulfilled my dream of being the best project manager until I complimented my studies in project management,” Chinoamadi explains.

She is the producer of the oldest Jazz Festival in South Africa, “being a producer means you are practically the engine of a train that needs couches, wheels, coal to move on the bells and whistles for it to be in motion and safely reach its destination. I engage and work with a lot of teams from Talent search, Sellers and managers. My team consists of different departments within the entertainment sector, PR, Marketing, Sound, Stage, Hospitality, Transport etc,” she explains.

Being a woman in such a traditionally male-dominated world has had its fair share of challenges. But Chinoamadi handles it gracefully and assertively. “My passion and strength always make me concur most of the time. I present myself as a winner who doesn’t have to compete. I don’t even feel that this space is male-dominated. I guess I just multiply myself,” she says.

capacity downtown, we moved to Sandton Convention Centre,” she explains.

The festival has contributed immensely to social cohesion, economic growth and cultural tourism in South Africa, both on a local and national scale. “The aspect of social cohesion is the glue of the festival, it involves the 3 spheres of government. Through the festival we further involve the local, national and international communities,” she says.

“We are thrilled that the SBJOJ platform plays a major role in cultural exchange amongst musicians, most importantly it is a platform where are our SMME’s get to sell directly to the festival patriots at the Jazz market and our international visitors take a piece of South Africa with them to their respective countries, ensuring there is cultural exchange,”

“The festival contributes billions to the economy a brief look from last year’s presentation from just one tour group brought in by Advantage International Travel from Chicago shows that we had 100 visitors who came through our national carrier SAA \$17 000, spent in 5 days in Johannesburg contributed \$330 000 accommodation and catering and \$85000

The future of education

A photograph of two young children, a boy and a girl, sitting at a light-colored table in a library. The boy, on the left, is wearing a white t-shirt with blue and green horizontal stripes and is looking towards the girl. The girl, on the right, is wearing a purple sleeveless top with a colorful pattern and has two purple flower clips in her braided hair. She is looking down at her hands on the table. In the background, there are white bookshelves filled with books. The lighting is bright and even.

The technology in our country is fast moving to accommodate students to have access to digital learning techniques. Already there are schools where students use their laptops or tablets to have access to the Internet so that they are able to advance their learning process.



The classroom for the future will be a physical experience. This is when the physical world and the digital world combine—the physical experiences will be more engaging and will work with digital concepts through mobile technology with the Internet availability for research.

The internet-based concept will create a platform for lecture and student interaction or interface and will be very important for the student's success. There will be continuous symbiosis between these physical and digital dimensions, ensuring they enhance each other. The technology offered will help young people to understand and follow this new path of advanced learning.

BBQ Magazine sat down with Clinton Walker, the Director of e-learning for the Western Cape Education Department for a short discussion regarding e-learning within schools.

Please explain your role as the Director of e-learning for WCED?

One of my main responsibilities is to ensure that the environment with regards to e-Infrastructure and technologies for

teaching and learning are coordinated, procured, made functional etc. Then the drive begins toward the capacity building of the schools to best integrate the technology and a changed teaching practice and approach. The latter being the long haul.

How has the implementation of e-learning helped learners?

The responses to this are varied, but, it is generally agreed that the opportunities need to be made available to learners so that they can best exploit its outcome. The eLearning programme has an ePortal as one of its streams, which seeks to provide varied digital resources to learners (and teachers). The greater gain has been the access to resources created by WCED.

Have there been significant changes within the Education system in South Africa since e-learning has been introduced?

E-Learning is not new. There are a number of innovations and evolutionary growth within the delivery models. Having e.g. video material available and accessible through mobile means has probably

been the most significant. Online access and activity has grown exponentially and affords collaboration and sharing beyond the confines of a classroom, or a school.

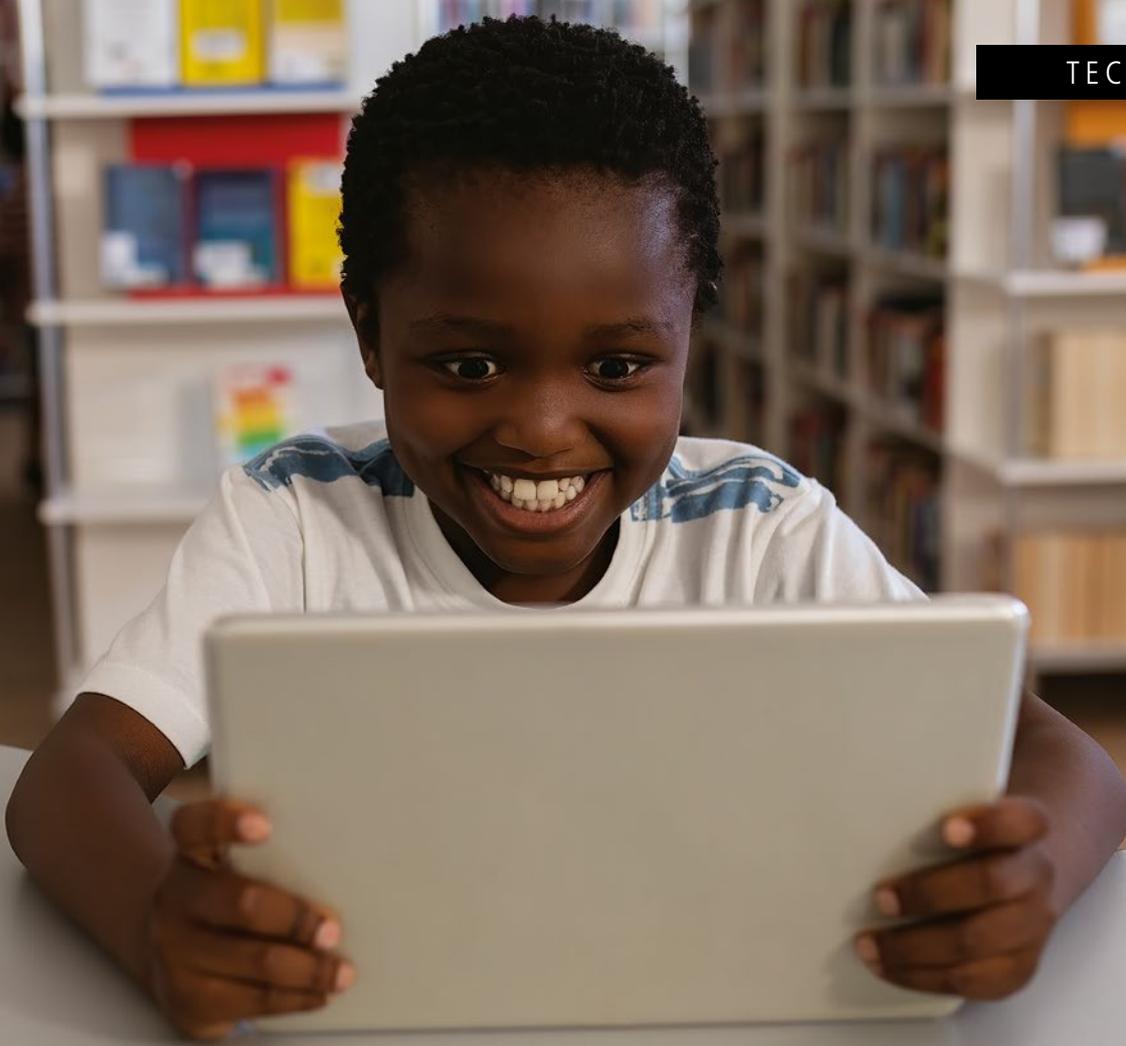
What are the challenges schools face since introducing e-learning?

On the physical side there are threats of vandalism and theft. Safety issues are also one of the serious challenges that hamper growth and development. The greatest challenges however, is the adaptation that is required by individual teachers and by the school as a collective to change the way in which we teach and the resources available to do so. The change is often not an easy once-off exercise.

Due to the future being filled with various kinds of technology and constant changes, how will you ensure that your e-learning systems stay on par with what's new?

Part of the process is to look at future-proofing mechanisms. However, we do not





need to be at the cutting (or bleeding) edge of technology changes but rather enable our environment to best use that which is available and appropriate and at the same time to have a willing mindset to embrace cyclical changes—even rapid ones.

Do you as the Director of e-learning truly feel that e-learning is the right approach in tackling South Africa's education crisis?

Yes, needless to say not all of South Africa's education crises. It is a contributory factor to assist a positive outcome.

Are there any new developments we can look forward to seeing from the WCED regarding education and technology in the future?

Ensuring that we have increased equal access and the ability to better transcend space and time.

Where we live should not be an inhibitor to our opportunities. When we are able to access learning material should not

be constrained by four walls and a rigid time-frame.

How are schools assisted with the infrastructure need when they are introduced to the e-learning programmes?

WCED has a programme that assists and provides for Wide Area Network and broadband Internet connectivity, connectivity between schools, local area wireless connectivity, teacher technologies, classroom technologies, subject-specific technologies and mobile technologies.

Who offers the support schools need with the use of e-learning?

Technical support is provided by a state entity within the department of the Premier. The schools in particular are serviced by Centre for e-Innovation (CeI). Schools also have varied benefactor support and industry support that the partner with. The WCED eAdvisory Teams within districts offer support in providing professional Development programmes, as well as a

centralised campus in Kuilsriver, Cape Town that invites teachers to seminars, training and development courses.

Please share with us any other developments relating to this topic?

The technology tail should never wag the educational dog.

In conclusion, if one is aware of all these e-learning processes and new technology innovations arising, it is clear that there are exciting times ahead for education in South Africa. We should only remain positive that it will easily be embraced and absorbed by all linked to education. This new trend will also be of a great advantage positively for the future workforce in South Africa. In view of this new innovative concept the employers in the future will reap the benefit of more technically inclined and technologically equipped employees who are aware of improved system concepts and ways of interaction in the workplace. **BBQ**

Danica Tobin

THE **A to Z** of safety in business

Building a business is one of the hardest – and most rewarding – things any entrepreneur can do. Having invested so much time and human capital, it would only be prudent to protect what you have built.

Businesses are exposed to many risks, from the traditional fire and natural perils related events, motor losses, to legal liability for loss of or physical damage to tangible property and/or death, bodily injury, mental injury, illness or disease of or to any person; it is imperative that businesses take out the correct insurance product to protect themselves against these types of risks. Further to this, businesses also run the risk of potential accidental injuries or death of employee(s).

With respect to Health & Safety of employees, the common law right to hold the employer liable was removed by the Compensation for Occupational Injuries and Diseases Act, No 130 of 1993 (COIDA). This provides for compensation for disablement caused by occupational injuries or diseases sustained or contracted by employees in the course of their employment, or for death resulting from such injuries or diseases.

Philippa Wild, Head: Commercial Business at Santam says all businesses must comply with the Occupational Health and Safety Act of 1994, which provides workers with rights to health and safety in the workplace and stipulates the precautions workers should take for their own health and safety. Businesses that tend to have better than average health and safety practices, tend to also have better than average business risk management practices in place to protect themselves from traditional losses. These traditional losses may be insured under the business's insurance policy.

However, not all businesses are equal. While it is important that every company, no matter how small, prioritises the health and safety of its workers and ensures the working environment protects both workers and shareholders' interests, certain businesses

need to implement safety protocols more stringently. Wild elaborates, "Companies that involve public access or provide services to the public and minors, or have a manufacturing component where machinery, physical conditions or substances can lead to potential sickness, injury or death,



must ensure they adhere to the Consumer Protection Act 68 of 2008 and the Compensation for Occupational Injuries and Diseases Act 130 of 1993.”

The COID Act allows employees to claim if they are injured or contract a disease while working, training or completing an apprenticeship; the Act also allows family members to claim if they have lost a family member who died while at work from a work related incident or completing an apprenticeship.

To ensure your business complies with the employee and property safety regulations, Wild advises the following:

- DO ensure your business has a process for health and safety that includes the identification and analysis of risks, risk controls and continuous evaluations to ensure that the wellbeing of employees is prioritized
- DO NOT allow an employee to undertake work unless precautionary measures to protect the employee have been undertaken and enforced in the interests of health and safety of the employee
- DO appoint a health and safety representative and committee to oversee health and safety matters if your business has more than 20 employees. The committee needs to meet every three months
- DO NOT allow an employee to use machinery or products that can cause injury or death if they are not trained or competent to do so or are not being supervised by a person who is trained to understand the hazards associated with it
- DO ensure all your employees understand the hazards to their health and safety within the workplace—including machinery, articles or substances that are produced, processed, used, handled, stored or transported – and the precautionary measures they must take with respect to these hazards
- DO NOT forget to designate in writing, your company’s health and safety measures, representatives and committees

Wild concludes, “It is important to note that having good risk management practices, safety training and education can influence business insurance premiums as they help reduce the frequency of claims and highlight a business owner’s intention of reducing their susceptibility to losses. This, in turn, helps the business get a better insurance premium. Most importantly, these measures protect your most valuable asset – your people.” 

Staff writer





Waking, at sunrise, to the sound of waves lapping on the beach just outside your room is not a sound you expect to hear in landlocked Zambia. I had to stop and think for a minute before I remembered where I was...

Lake Kariba, the world's largest man-made lake, is located on the border between Zambia and Zimbabwe. The lake's source, the Zambezi River, is the fourth largest river in Africa. With a length of over 220km, a width of 40km in places and with a surface area of over 5,500 sq km, looking out over Kariba you could be excused for thinking you are gazing out to sea.

We had arrived in Siavonga, on the Zambian side of Kariba, after an easy, scenic two hour drive from Lusaka. We caught tantalising glimpses of the water, as we drove through the undulating hills towards the lake, it almost seemed like we were arriving at one of those beautiful Italian lakes. Indeed from our verandah at sundown, with a gin & tonic in hand and with the dramatic deep blue waters of the

lake stretching out in front of us, flanked by mountains, we could have been looking out over Lake Como... though the 'beware of crocodiles' sign on the beach reminded us we were definitely still in Africa.

Eagle's Rest in Siavonga was the perfect laid back start to our Kariba visit. On the shores of Lake Kariba, we watched as the sun went down and the first stars of the evening appeared in the sky. Gazing across



Beautiful Bumi



the lake we could see the distant hills of Zimbabwe, our destination for the following day.

Built to supply hydroelectricity to Zambia and Zimbabwe, construction of the dam began in 1955 and concluded in 1959, with an extra section (Kariba North Power cavern) being completed in 1977. 86 men lost their lives during the construction of this still impressive dam wall which forms the no man's land between Zambia and Zimbabwe.

Having not been to Zimbabwe for many years, we were not sure what to expect at the border crossing the following morning. With a flight booked out of Kariba airport, on the other side of the lake at 9.30am, we were worried about long queues and didn't want to be late. Setting out alarm for 6, we jumped out of bed, hastily packed and jumped into the taxi we had organised the previous night to take us to the Zambian border post. Clearly we needn't have worried about delays at immigration, the friendly woman in charge looked positively surprised to find anyone at her counter so early in the morning, passports stamped we were on our way, and into a waiting Zimbabwean taxi, within seconds. A relatively quick drive over the dam wall and we arrived at the Zimbabwean border post. The treatment here was almost as quick as the

Zambian side; the only delays being one immigration official's struggle to attach the sticky visa in my passport without crinkling it up, and his sidekick's apparent 'difficulty' in locating change. Change miraculously found and visa neatly attached, we were ejected out the door into Zimbabwe and continued on our way.

Driving to the airport we were surprised to see numerous rather large baboons ambling down the streets and zebras standing by the roadside, watching a group of commuters waiting patiently for a bus. Neither the wildlife, nor the humans seemed remotely interested in one another.

The airport was almost deserted, with us as the only two passengers waiting for a flight. A cleaning lady desultorily pushed a damp mop around the floor and four or five workers casually chatting, reading the paper and sharing the early lunch the security guard's smartly dressed young son had just proudly delivered to his dad.

A tiny Cessna 206 took us up the lake to Bumi Hills Safari Lodge. Our twenty minute flight didn't seem long enough to take in the vast expanse of silvery, shimmering, water below. As we came in to land the pilot did a flyby of the airstrip, and we had a fabulous view of the elephants, waterbuck,

impala, and zebra that lined the runway like a welcoming party, completely unperturbed by our presence. Having ascertained the coast was clear, we landed on our second pass and immediately we alighted from the plane, were whisked off to luxury and paradise. On our way to the lodge we spotted countless clown like red billed hornbills and a brown snake eagle in a tree, swallowing a snake like a circus conjurer, an auspicious start, for we would see a vast array of bird-life during our stay.

Reaching the lodge, perched up on the hills overlooking Lake Kariba, we came through the doors and out into the main



section of the lodge, finding ourselves standing in front of a magnificent infinity pool that seemed to merge with the tablecloth of blue water stretching out in the lake below. Later from our room we had the same awe inspiring view and from the comfortable chairs on our verandah we could see an endless parade of elephants ambling along the lake shore below us. In scenes reminiscent of bath time with my own children when they were much younger, I watched elephants and their babies playing, dare I say 'frolicking', in the water, sometimes completely submerging under water for so long that I had to check through the

binoculars that all was ok! We could have watched for hours, but rumbling tummies took us off to the dining room, where lunch was spent at eye level with soaring vultures, various other raptors and the ever present call of fish eagles serenading one another.

A game drive was a perfect activity for later that afternoon. It was remarkable how 'tame' the wildlife seemed, the impala in particular allowed as to pass by closely without even stirring a muscle. Birdlife was abundant, but the real highlight of the afternoon was without a doubt being mock charged by a one month old baby elephant! We had quietly parked beside

a herd of elephants, the youngster was clearly intrigued by us thinking perhaps that we would make ideal playmates. With his tiny ears flapping he 'charged' towards us at speed, before suddenly changing his mind, skidding to a halt in a cloud of dust and rapidly backtracking and finally ducking sideways to the safety of between his mother's legs. Both cute and comical, it had us in stitches.

One of my most enduring memories of Bumi Hills was our first sunset. Our game drive concluded on the lake edge, and saw us getting out of the vehicle and sitting amongst herds of impala and zebra with



probably 40 or so elephants close by. Sitting with my camera, amongst these giant leviathans, while trying to capture the sunset was an awesome experience. As I knelt on the ground, a little way from the vehicle, one elephant silently approached closer and closer, nervously I looked, around plotting my best path of retreat back to safety. But I needn't have bothered, totally unconcerned, the elephant raised its trunk, sniffed the air and then stood calmly watching us as the sky went from orange to red and finally purple. The peace and tranquillity of that moment is not something I will forget in a hurry.

In 1967 a huge shoal of kapenta (small sardine like fish) were airlifted to Kariba

from Lake Tanganyika and today they form the basis of a huge fishing industry, on both a traditional and commercial level. At night from our position high above the lake we could see the twinkling lights of the kapenta fishing rigs, in their hundreds, stretching out across the water, mirroring the twinkling of the stars above. The fisherman are out all night and from bed, every time I woke, I could see the lights of the boats, only finally being extinguished just as we were woken with our morning cups of coffee.

Kariba is one of Africa's loveliest lakes to fish in. Over 40 different fish species call the lake home, from shoals of kapenta, to bream and the most famous of the fish in

Kariba, the tiger fish. An indigenous species, the tiger fish is revered for its strength and ferocity, making it one of the most sought after game fish on the continent. Our guide for the duration of our time at Bumi Hills was Madison Siakalangu, a guide of the 'old school', passionate, professional and knowledgeable. The only 'chink' in Madison's armour was his competitive addiction to fishing. Day two, to humour my husband, I agreed to a fishing expedition, and this was where Madison's secret obsession with fishing came to light. The morning was spent fishing for bream, with the occasional barbel (cat fish) and other indeterminate varieties, the names of which my non fishing self can no longer





remember. I soaked up the sun and the view, while the 'menfolk' indulged in some fairly competitive fishing and mild banter. At the end of the morning we retired to a nearby island to be spoilt with a luxury picnic lunch. Calling a pause to the fishing competition, we added black winged terns, grey headed gulls and a breeding colony of Kitlet's plovers to our bird count. After lunch there were calls for the fishing to continue, but being all 'fished out' by now, I retired to the lodge for some well-deserved pampering with a relaxing massage, while the two men headed out to hunt for tigers. By the end of the day the score was tallied at 8 bream for Zambia (my husband) and 7 for Zimbabwe (Madison), with Madison's catch of the sole tiger fish of the day, having them reluctantly declaring a draw.

Easing myself out of bed for an early run on the treadmill just as the sun came up, I was distracted by a troop of baboons nesting in the huge baobab trees opposite our verandah. Clearly they had slept in the trees and were waking up just the same as me. Three individuals in particular caught my eye, as they were the only a few metres away. Mother and baby, and what I assumed was a close relative, stirred in the tree. The baby venturing further and further from his mother and then scampering back when nerves got the better of him. Eventually the baby climbed into mother's arms and the family sat silently in the branches of the tree, gazing out at the rising sun and waiting for the day to commence, just as I was doing inside our room. I left them to it and headed off to run.

A final, fabulous breakfast on the terrace and then it was time to drag ourselves away from paradise. If you have to leave Bumi Hills, then what better way to do it than in a tiny private plane, swooping and soaring over the glistening and seemingly endless water... a sensational way to be eased back into reality. **BBQ**

Sarah Kingdom

Sarah was graciously hosted at Bumi Hills by African Bush Camps at BUMI HILLS SAFARI LODGE www.africanbushcamps.com/camps-safaris/zimbabwe/bumi-hills/ and on the Zambian side, in Siavonga, Sarah stayed at EAGLES REST RESORT www.eaglesrestresort.com

Failings turned to success

Felleng Yende making the difference in how our youth see Education

Government and its departments face daily criticisms for failures to meet their mandates. However, we are seldom as willing to hand out praise. *BBQ* magazine sat down with the CEO of FP&M SETA, Felleng Yende to how she has turned around the fortunes of the organisation and achieved clean audits since her arrival.

You have spent a number of years at the helm of FP&M SETA, could you please tell us about your journey within the role?

It has been a long, challenging and rewarding journey. Turning around the performance of an under-performing organisation required inner strength, dedication and determination.

When I was appointed to the position of Chief Executive Officer in May 2013, the organization already had two qualified audit opinions by the Auditor-General of South Africa, I inherited a demoralised staff component, dysfunctional IT systems, failed policies and procedures that could not withstand audit performance standards, no quality management system in place and in the last two financial years ie in 2011/12 and 2012/13 the overall performance of the organisation was 49% and 64% respectively.

Upon my appointment I immediately undertook a SWOT analysis of the organization with a view of improving the efficiency and effectiveness of the entire organization. A new business model was developed by myself and there was a shift from a centralized to a decentralized

model of skills delivery to improve skills delivery. When I look back and reflect, it was through perseverance and leadership that I was able to rejuvenate staff to immediately turn around the organization and during my first year as CEO, the SETA received an unqualified audit opinion and this announced a new beginning for the FP&M SETA.

Skills Development is so important within the South African sphere— what is FP&M SETA doing to improve the skills shortage in South Africa?

It is our impact on the lives of learners that is at the heart of everything we do. Over the years since 2011, approximately 102 290 individuals have encountered FP&M SETA at different stages of their career journey. Among these are approximately 62,422 learners who entered FP&M SETA occupationally-directed programmes and approximately 39,868 learners who have successfully completed occupational qualifications.

I am delighted to report that an increasing number of learners are registering and completing FP&M SETA occupationally-directed qualifications, more specifically in learnership and apprenticeship programmes that are aligned to occupations-in-high-demand (scarce and critical skills). Since establishment in 2011, just under 21 800 learners have registered for learnership programmes.

How has the Fourth Industrial Revolution changed the way FP&M SETA operates and goes about up-skilling people?



I am glad to report that a number of FP&M sub-sectors are embracing and engaging with Fourth Industrial Revolution technologies and aligning themselves with the new digital technologies in order to maintain a competitive edge in an increasingly global market.

This would require that more attention should be paid to research and development and the skilling of existing employees to remain relevant in the future.

Is enough being done at school level to ensure the kids of today are ready for the workplace?

I think that much more must be done to promote Mathematics and Science, especially amongst our female learners. Mathematics and Science subjects are key subjects if we are going to empower our youth to become future leaders and thinkers.

It is these subjects that are the core for future and emerging Fourth Industrial Revolution occupations and trade related occupations that would lead to direct jobs. It is important for basic education to keep pace with the needs of industry and current technologies. School curricula should be reviewed and subjects must be promoted that will assist learners to become future data analysts and scientists, AI and machine learning specialists, big data specialists, digital transformation specialists, robotics specialists and engineers. We need to expand the DBE Maths, Science and Technology (STEM) project.

We are also producing too many learners that become dependent on formal employment. There are huge opportunities for learners that have an entrepreneurial flair.

Entrepreneurship and business skills must be prioritized at school level.

As we near the end of 2019, what would you say you are most proud of in 2019 and what were some of your greatest challenges

The FP&M SETA received its third unqualified clean audit-opinion in the 2018/19 financial year, which is testament to our pursuit of total compliance, good corporate governance and service delivery excellence.

In the last five years and since my appointment in May 2013, the FP&M SETA had 5 consecutive unqualified audit outcomes from the Auditor-General of South Africa and included in the 5 are 3 clean audit opinions. This was also accompanied by a drastic reduction in audit findings, with the last audit in 2018/19 having just one administrative finding.

The FP&M SETA recorded an overall performance of 100% achievement by meeting all 40 of its performance indicators and targets as contained in the Annual Performance Plan and DHET SLA. Year-on-year the SETA has been on a positive trajectory with regard to its overall performance. The FP&M SETA has implemented a number of high level and strategic projects which had catalytic impact outcomes for the FP&M sector eg. Richmond-Indaleni Project with a view of transforming people's lives addressing gender inequality, poverty alleviation and rural development.

Although I have received many prestigious awards and accolades during my tenure as a SETA CEO, the honour that I will cherish for the rest of my life, was the recognition FP&M SETA received by the National Skills Authority (NSA) and the Honorable Minister of Higher Education and Training, Dr Naledi Pandor, as the most outstanding SETA for its exceptional performance and I being recognized for my outstanding contribution to the National Skills Development Strategy in March 2019.

Moving towards 2020, what are some of your goals for the year, what would you like to achieve along with your FP&M SETA team?

Looking ahead to 2020, we are looking forward to closing the chapter on the NSDS, with the introduction of a new strategy – The National Skills Development Plan (NSDP). The NSDP and the new SETA landscape will be ushered in on 01st April 2020. The focus will be on greater co-operation between education and training institutions and the workplace, expanded access, improved quality and increased diversity of provision, and a PSET system



Felling Yende

that is responsive to the needs of individual citizens and to employers in both public and private sectors, and that meets broader societal and developmental objectives.

The NSDP seeks to ensure that South Africa has adequate, appropriate and high quality skills that contribute towards economic growth, employment creation and social development. There are eight outcomes of the NSDP that the FP&M SETA needs to focus on—and for me outcomes relating to employability of unemployed learners and entrepreneurship and business training initiatives must be prioritised in the coming years. In order to achieve some of these outcomes, I have pro-actively had focused engagements with industry for employment-based training, thus committing employers to guarantee job placement post training:

- National Clothing Bargaining Council Sector Project in Partnership with

Clothing Manufacturing Employers and Labour - Vision 2025 delivering over 6 000 jobs. In light of the outcomes of the Jobs Summit of 2019, the creation of decent, quality and sustainable jobs is a Government priority and a human rights issue.

- The Celrose Clothing 600 Job Creation Project Celrose Clothing is a large clothing employer that manufactures branded clothing for large retailers such as Edgars, Truworths and Woolworths. This project is also aligned to the "Buy Local" and "Proudly South African" campaign. To date, Celrose Clothing has already gainfully employed 600 new workers over the last two years. Most of the new workers were selected and recruited through FP&M SETA training interventions.

Talk to us about your partnership with Forestry SA and where you hope this will lead?

In order to motivate and excite the youth, it is critical that we become innovative utilising Fourth Revolution technologies and virtual reality training interventions to address occupationally-directed learning.

Forestry South Africa, in collaboration with the FP&M SETA and industry partners, developed a 'virtual reality' application that gives trainee chainsaw operators a chance to test the skills they have learned in the classroom in a virtual forest. The entire virtual programme was developed on the basis of the current South African Chainsaw Safety and Operators' Handbook.

Training in many potentially dangerous fields, like the training of pilots and heavy machinery operators, has adopted virtual reality and augmented reality technologies in order to enhance its effectiveness. The Forestry industry in South Africa has been using training simulators for the past decade but this is a first for chainsaw operators.

The chainsaw operator and chainsaw mechanic are some of the few critical and scarce skills in the forestry sector that could be filled by an averagely educated person from the rural landscape of South Africa.



Honesty and servant leadership

As the victory whistle was blown for the 2019 Rugby World Cup, captain Siya Kolisi and coach Rassie Erasmus—two likeable, humble, honest, servant leaders—thanked the nation and expressed the beauty of celebrating victory as one diverse country, then emphasised the need to move beyond the win; to put structures and programmes in place to create equal opportunity not only in rugby but in our society.



On arriving at OR Tambo, as quoted in the SA Rugby Mag, Rassie said: "We have to focus on making sure that everybody gets equal chances of playing, everybody gets good nutrition and everybody gets a fair chance. There are so many things that we have to fix...There are so many other things that can help the Springboks win consistently. There are so many bigger things that we have to fix. Let Siya and the boys enjoy today, but let's keep it going."

By 'let's keep it going' he meant 'let's keep unifying the nation with practical, tangible processes and changes from which everyone can benefit and which generates enduring national pride. In this regard I came across an interesting article titled: How to influence national pride. The Olympic medal index as a unifying narrative. The authors are Ivo van Hilvoorde, Agnes Elling and Ruud Stokvis, all members of the WJH Mulier Institute in the Netherlands.

It looks at Dutch national pride, but there are some useful lessons for South Africa about what international level or 'elite' sporting achievement can do for national pride. In the article they cite the results of a survey that looked at which aspects contribute to a sense of national pride in Dutch adults.

Sporting performance came out tops, with 75%, followed by scientific and technological performance (74%); system of social security (56%); performance in art and literature (53%); economic performance (51%); democracy (47%); and honest and equal treatment of all groups in society (38%).

Many countries put sport at the top or high up on the national pride list and this offers a strong motivation for countries to invest in sport, achieve at an international level and boost national pride. If we think of the 1995 Rugby World Cup, we saw how President Nelson Mandela went out of his way to embrace the Springboks as a way of nation- and unity building at a time when the whole notion of being a Springbok was controversial. Many lauded Mandela for doing so but many others were of the view

that in doing so he was perpetuating white domination rather than equity through sport.

There has always been controversy around rugby and transformation in South Africa. Some of you might recall that the Springboks were the only sporting code that retained the Springbok emblem. Prior to 1994, if you were selected for any sport at an international level, you became a Springbok. But the emblem of the Springbok was seen to be divisive by millions of South Africans. Rugby took the view it had to retain the Springbok emblem as it was a known and respected brand in the rugby world, in the same way that the All Blacks are.

And so it was that the Springboks won the 1995 Rugby World Cup, much of the country celebrated and the movie *Invictus* was made about the role of the game, President Mandela and captain Francois Pienaar at this critical time. Twelve years later, in 2007, we won again. Once again it was controversial as many people said rugby was not transformed enough.

This continued into the 2015 World Cup. I wrote about this in a Leadership column at the time, quoting Oregan Hoskins, the then President of the South African Rugby Union (SARU) who wrote in an open letter to South Africa before the 2015 World Cup that: "No one needs to lecture us about



Photo: Hannah Peters/Getty Images

Makazole Mapimpi celebrates with his gold medal following his team's victory against England in the Rugby World Cup 2019 Final



Photo: Stu Forster/Getty Images

Tendai Mtawarira runs at the England defence during the Rugby World Cup 2019 Final

the importance of transformation – we got there long ago.”

In the same letter he wrote that in KZN, Limpopo, North West and Mpumalanga, only 3% of boys have access to rugby to school, and that the statistic is not much better in the Eastern Cape, Gauteng, Free State and Northern Cape, where only 5% have access. “If you don’t start at school you will never become a Springbok,” he says.

“Our game thirsts for outstanding players and whether one emerges in a township school or from a traditional rugby school you can be sure the system will find him and nurture him.”

My question then was ‘Who is the system?’ Who is taking responsibility for this? The system was clearly not doing its job if in the 2015 World Cup squad of 31 players, only eight black players were considered good enough to be selected. Which is why statements like “we got there long ago”, even if well intentioned, was highly arrogant and not honest.

Come 2019, discussions about the performance of the Springboks ahead of the Rugby World Cup, were once again against the backdrop of transformation. About whether the side was transformed enough and what transformation in South Africa means. And when we won, we left this behind for a moment and celebrated, in the same way that we would celebrate if Bafana Bafana had taken first place in the world. In this regard, rugby enjoys a particular status as a multiple World Cup winner, and millions of South Africans feel huge pride about this.

Going back to the Olympic medal article, the authors ask and try to answer an interesting question: Can national pride be regarded as the effect of sport-related pride or does a sense of belonging to a nation precede, instead, the possibilities of sport in order to have ‘nationalistic effects’?

In other words, if our sports teams do well, can it give rise to a sport-related pride that has a positive effect on national pride.

In the research they did, they take the view that a sense of national belonging is a necessary condition that precedes sport-related pride rather being as a result of it. This view is not inconsistent with what Rassie says. He says that when you win a major event it manifests in sporting pride at the time, but people soon go back to living their lives, and so one needs to be careful of making the link that winning on the sports field has a direct relation to increasing national pride.

Following a longitudinal study conducted in the Netherlands, the authors write:

- Policy makers tend to endow top-level sports mainly with integrative power,
- based on populist notions, such as ‘sport bonds’. Geographical and civil dimensions of national identity are supposed to ‘overwrite’ other social markers of identification, such as gender, ethnicity/race and religion, at least temporarily. For example, both white and black South Africans recognised that winning the World

Rugby Championship in 2007 and the organisation of the World Football Championship in 2010 were important symbolic milestones in the construction of national unity and reconciliation, even though rugby was deemed a symbol of Apartheid.

At the time of winning the 2019 Rugby World Cup, South Africa needed a win, and to an extent the notion that 'sport bonds' was true, and it did feel like a moment of national identity that could overwrite all our troubles. We were facing being downgraded to junk status, the country's power utility is completely unstable, gender-based violence is out of control and there was little to feel euphoric about. We need—euphoria, without effecting more stable feelings of national pride.

In South Africa we felt the strong influence on well-being and national sporting pride during the Rugby World Cup. We saw

groups gather around the country to watch the game at big screen venues, in shebeens and homes. Even people who are not interested in rugby got caught up in the euphoria of the day. For that moment, the tensions in the country were largely set aside.

In the fourth hypothesis the authors write that differences were expected for gender, ethnicity and sports participation. The outcome is that general figures about national sporting pride were in fact equally high for women as for men, which may be explained by a (partial) feminisation in both elite sporting success and sports audiences. They explain that in the recent Olympic Games (Sydney, Athens, Beijing), for example, most Dutch medals were won by female athletes. However, they further found that men still seem to be more involved in- and prouder of football results than women.

The fifth hypothesis confirmed that the extent of national pride determines the sporting pride experienced more than that

sports achievements lead to an increase in national pride. At the same time, international top-level sports achievements would certainly contribute to feelings of national pride, belonging and international prestige.

In other words, if you are already proudly South African, and we then go and win the Rugby World Cup, it has a much stronger impact on sporting pride, more so than if you have lower feelings of national pride and we win the Rugby World Cup.

The message is that a country cannot think that by focusing on sporting achievement it will lead to an increase in national pride, especially when its coming from a low base. It's most certainly an important component of working towards achieving national pride, but as Rassie emphasises, to achieve this we need to make sure that we have the structures in place. We have to ensure that all our children have access to a good education and, in this case, to well-run sporting academies to create a



Captain Siya Kolisi of South Africa lifts the Webb Ellis Cup and celebrates with team mates after their side win the Rugby World Cup 2019 Final between England and South Africa at International Stadium Yokohama

culture of possibility, and a better, more equal country for all.

At the same time we need to be cautious about how we position sporting achievement. If it is pursued in a formalised, almost authoritarian way, it puts excessive pressure on young people to perform. It detracts from the love and enjoyment of the sport. Those who did not achieve at the highest level feel like failures while the stories of a few individuals who achieve are lauded.

It's a complex balancing act with a range of possible unintended consequences but there is only one starting point. It is imperative that South Africa puts in place the long overdue broad base of well-run rugby and other sporting academies. We have to nurture talent and give all young people an equal chance rather than aiming for 'miracle heroes' who rise like Siya to top international sporting achievement despite their lack of opportunities.



Photo: Craig Mercer/MB Media/Getty Images



Photo: ANNE-CHRISTINE POUJOLAT/AFP via Getty Images

South Africa's wing Makazole Mapimpi scores a try during the Japan 2019 Rugby World Cup final match between England and South Africa

Rassie says we cannot rely on the resilience of a few individuals who defy adversity. We are in a situation where the majority of youngsters don't see a future. They don't see their chance in life and many turn to violence and adverse behaviour. With academies in place they will have role models to whom they can actively aspire. They have to have opportunity and access to structures that help them be the best they can be.

The question has been asked whether someone like Siya would have been hungry enough to succeed if there had been an academy to nurture him? He might well have, some people simply have it in them, irrespective of their background. But this is not the issue, the issue is, as Rassie puts it, there are so many bigger things we need to fix in South Africa, and let's use the impetus of the victory to keep going.

The core quality required on this journey is honesty and servant leadership. It's the bedrock of Rassie and Siya's success. Tendai 'Beast' Mtawarira, the third most capped Springbok of all time says that in his 11 years of international rugby, which includes 116 test appearances, Rassie is the most honest and open Springbok coach he has ever played under.

South Africa desperately needs honesty and servant leadership, and the 2019 Rugby World Cup team epitomised this: an honest coach, honest captain, honest players, and an honest message about the hard work that needs to be put in to succeed as a team, organisation or country. Rassie has worked hard for this victory all his life: he has paid his dues in all the rugby structures and ranks, as both a player and coach.

Out of the nine winning rugby world cup coaches, three were international rugby players themselves, and Rassie was one of them. What it emphasises is that you need to go through the ranks if you want to be the best.

Rassie has done this. We hope that with him at the rugby management helm now, there will be an opportunity to take rugby through all the structures, from the ground up, for all players. But he cannot do it alone. The same applies to all the structures in South Africa. President Cyril Ramaphosa cannot do it alone. If we want to develop a strong, successful nation, we need to start developing national pride by creating opportunities for the whole nation to shine. **BBQ**

Professor Owen Skae

Brand Activation

A brand's secret weapon to connect with its consumers!

In today's hectic world that is spinning at a fast pace, social media and the internet provide connectivity in an instant with immediate gratification. However, what is often lost in the connection are all vestiges of tone, warmth and humanity. A soulless screen is the interface.

In the crowded and noisy market place where standing out from the clutter has become increasingly difficult, brands are frantically searching for new ways to make meaningful connections with their consumers. They are also realising that while social media gives them instant connectivity with their target markets, it is not giving them the depth of connectivity they are seeking to successfully embed their message and leave a lasting impression, an impression that will build long-term loyalty and drive future purchase.

Brand Activation— a secret weapon

This quote below expresses the underlying principle of brand activation, consumer experiences and encounters at various touchpoints across markets:

'Tell me and I'll forget; show me and I may remember; involve me and I'll understand' Chinese Proverb

In our view, a brand experience is the most impactful form of communication a consumer can receive and brands are increasingly finding that on-the-ground brand activation is their secret weapon to help them achieve a deeper, more emotional level of connectivity which involves warm body contact – eyeball to eyeball.

It's the difference between telling people about the features of a brand or service and letting them experience the benefits for themselves.

Brand activation is an often misunderstood and a poorly practised and executed discipline resulting in disappointing outcomes. However, when done professionally, it is the most powerful tool out there to win brand affinity, preference and support!

According to Experiential Marketing Forum.com, personal experiences help people connect to a brand and make intelligent and informed purchasing decisions; at the same time creating brand advocates who will further spread the brand message through word of mouth.

Up until now, brand activation and promotional experience had to be acquired "on the job" as no formal training exists in any of the tertiary institutions offering certified and dedicated courses specializing in Brand Activation and Experiential Marketing. Added to this, is limited access to industry-specific training content and workbooks relevant to the local market.

To address these shortcomings and to meet a need for skilled brand ambassadors,

Michelle Combrinck, CEO and founder of Zinto Marketing Group (Zinto), launched the Zenzele Educational Doorway (Zenzele), a brand ambassador training and incubation centre for future brand ambassadors and is believed to be the first Brand Activation training facility in the world.

She also identified a need to compile a comprehensive, first-ever Brand Activation 'bible' that covers all aspects of the practical applications of Brand Activation Specialists in the branded entertainment space.

Zenzele means 'Do it for yourself' in isiXhosa/isiZulu

Zenzele means 'Do it for yourself' is indicative of the need for youth to become active jobseekers and opportunity creators as youth unemployment remains a crisis. By launching Zenzele, Zinto is addressing the need for education and youth self-employment and this is achieved by instilling self-confidence, promoting self-esteem and self-discipline to help the learners to adapt



and to meet the expectations of the working world as entrepreneurs or as employees.

“The youth can no longer sit back and wait for government to create much-needed work, but instead with some self-confidence and the support to identify their own skills and creative ability, they can go out and make opportunities work for themselves in a variety of industry sectors where good client services and selling are always a valued skill (and in short supply),” Combrinck comments.

“You’re the Job”

“You’re the Job” is a concept that was created as a byproduct of Zenzele, of having developed self-made entrepreneurs/employable individuals through:

- bringing unemployed, semi-skilled, talented, unqualified, semi-qualified and qualified but inexperienced young people (who have formed the majority of our work force over the years) into a working environment
- exposing them to a wide range of skill-sets and giving them the platform to hone their skills to which they most naturally incline
- acquainting them with operational work functions that include, roadshow artistry



with the requisite skills to MC, DJ, dance and edu-tain, roadshow booking facilitation, team management, account management and BTL budget crafting, client relationship management, in-store and mall product promotion, in-store promotion coordination, event management, sales, and new business development amongst many other functions. Companies and brands will always need well-trained, professional and engaging Brand Ambassadors to create the awareness on the ground of new products and services, manage staff

and public events, launches etc. Many of these skills can be used across many sectors of business eg. The hospitality sector, front-line sales, community events, etc.

Simply, Zenzele’s vision is to empower and shape unskilled young people into confident, skilled adults who will take charge of their lives, create their own work success stories and contribute to economic development. Zenzele is their springboard to opportunity.

Highly successful training programmes undertaken over the past 19 years

To date, highly successful learner training programmes have been undertaken. Pilot programmes were used to test the training material, presentation techniques, learner recruitment and administration procedures.

Up until now the Zinto Marketing Group has been the sole funder of the Zenzele Education Doorway training facility. Funding partners are now being sought to provide capital to help grow and sustain the facility.

The Zinto Marketing Group is a 19 year old brand activation company that delivers exciting consumer-centric activations that bring brands to life, handling tailor-made campaigns from strategy and development to full execution and campaign feedback.



New generation Mercedes Benz GLE

Aggressive and functional

I have always been a fan of Mercedes Benz vehicles. The durability, adaptability and reliability of cars from the German giant have always been a core selling point of the brand. A Mercedes Benz vehicle retains its value well and gives you what you pay for. Luxury and functionality, while ensuring a sustainable level of fuel efficiency.

The new generation Mercedes GLE is within this mould. A sight to behold, the SUV is a sexy, smooth, curvy and well balanced vehicle. Besides the look, the technology onboard is simply world class. Help is at the touch of a button and every single aspect of the interior tech has been well thought out and implemented.

The GLE-Class SUV comes with two BSVI diesel and one BSVI petrol engine option. One of the launch variants is the GLE 300d 4Matic. This is powered by the OM 654 diesel engine.

The 2.0-litre four-cylinder engine makes 245PS and 500 Nm. Mercedes has noted that this gets the GLE from 0 to 100 kmph in 7.2s and on to a 225 kmph top speed. Also available is the petrol version, the GLE 450 4Matic. This has the M 256 in-line six 3.0-litre petrol motor paired with a 48V mild-hybrid system. Outputs are 367PS and 500 Nm with the EQ-Boost mild-hybrid system adding a further 22PS and 250 Nm. This system can control the start/stop function, fill in gaps in the engine's power-band and recuperate energy to charge an

onboard battery. This version can get from 0 to 100 kmph in 5.7s and on to a 250 kmph top-speed.

Merceded plans on launching the GLE 400D in April 2020. This will get the OM 656 diesel engine recently seen on the G 350d.

However the in-line six 3.0-litre motor will be in a higher state of tune, making 330PS and 700 Nm. All three engine will be paired with the nine-speed torque convertor automatic and come with 4Matic permanent AWD system.

Mercedes Benz it seems are always on the cutting edge of new motoring technology. Long may that continue. **BBQ**

Evans Manyonga



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For more information contact:

Rudi Balie

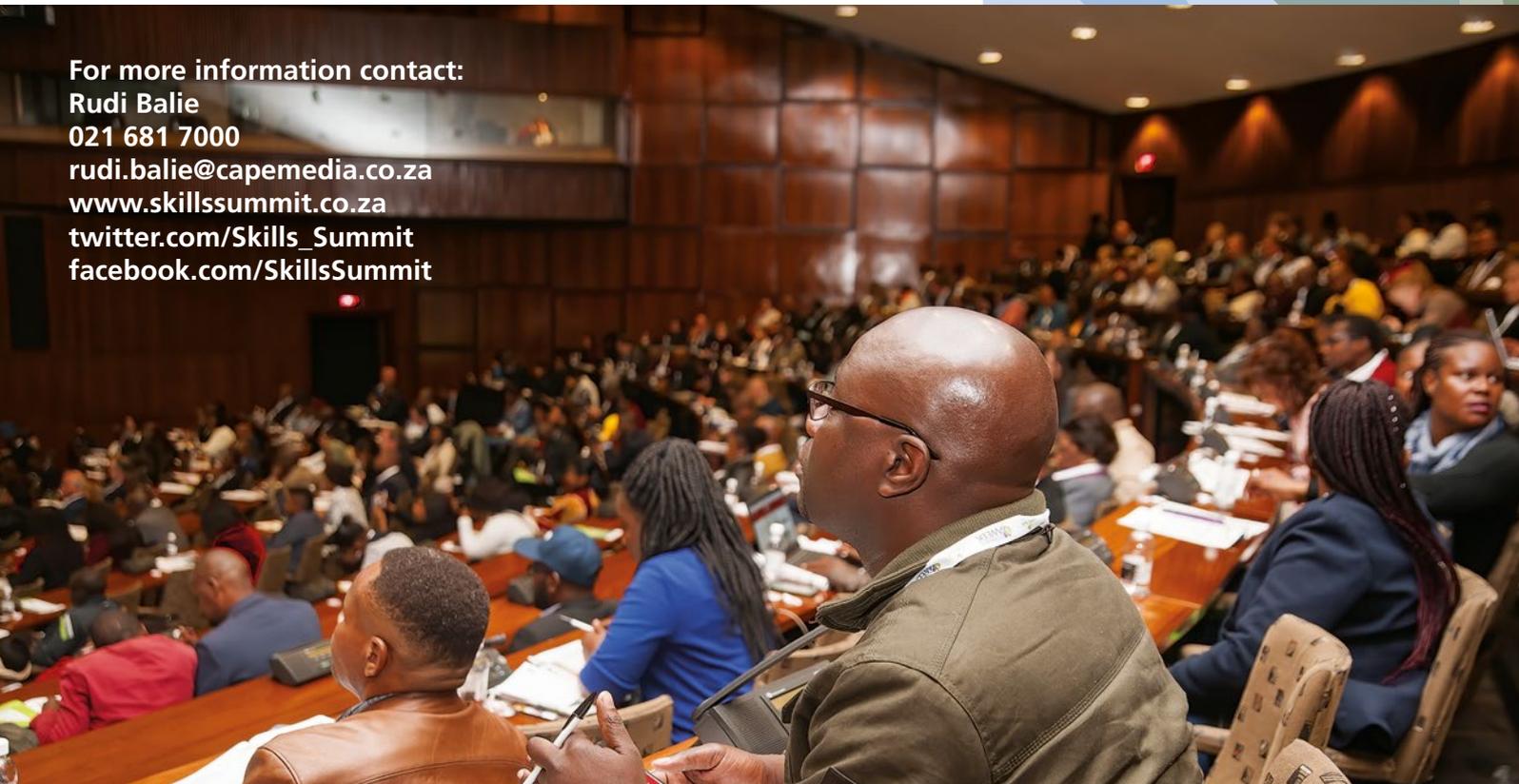
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