

# TSIBA Annual Report 2023





TSIBA Theory of Change  
(Profile of Graduateness)

2023 Student Demographics

TSIBA Education Board

**TSIBA Business School**

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SRC Report

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What our Donor partners say

**TSIBA Ignition Academy**

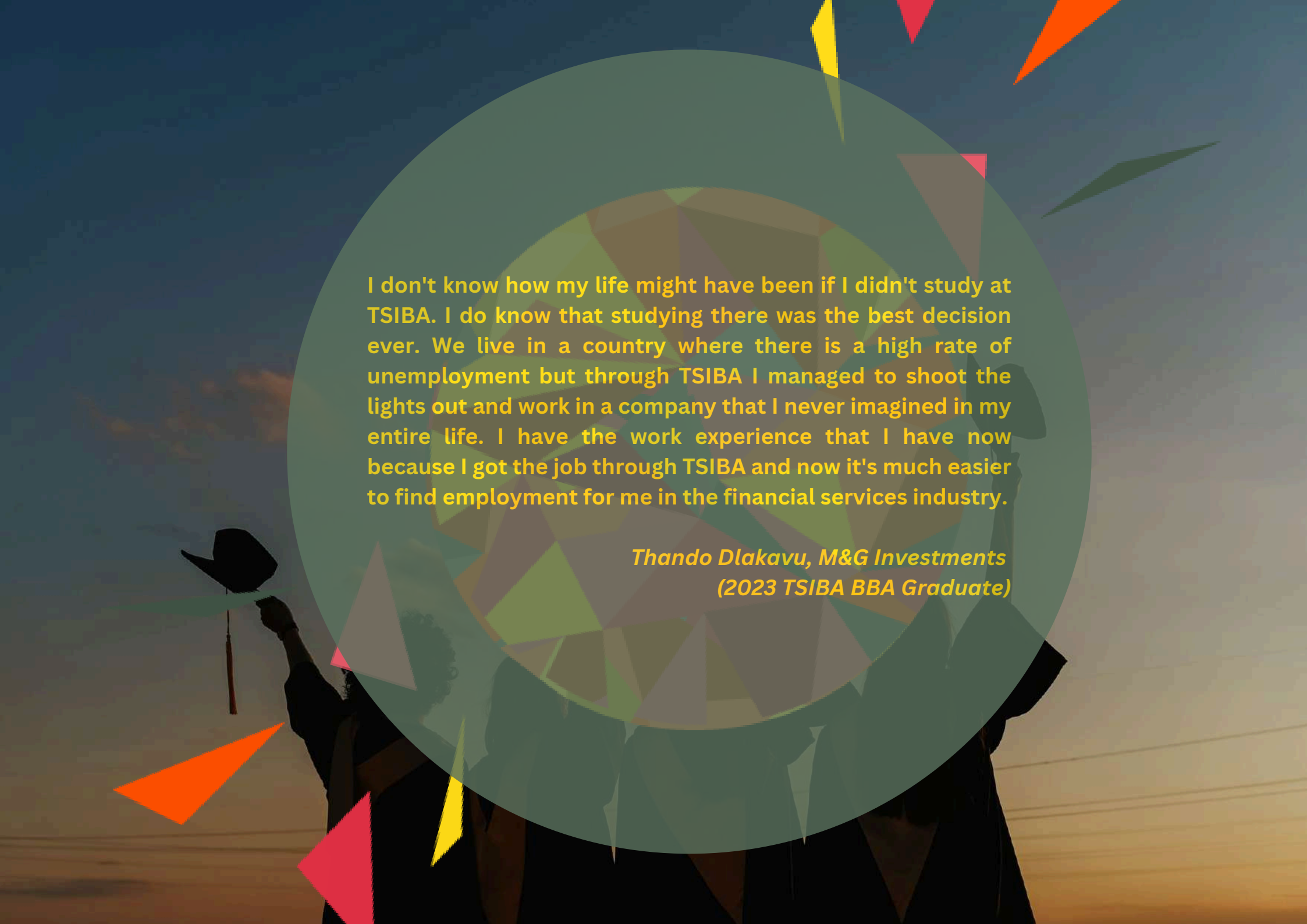
- Board
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**TSIBA Education Trust**

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Collaborator Community



The background of the image shows a person in a black graduation cap and gown, holding a diploma. A large, semi-transparent circular graphic is centered over the image. Inside this circle, there is a complex geometric pattern of overlapping triangles in various shades of green, yellow, and brown. The text is written in a bold, yellow, sans-serif font within this circle.

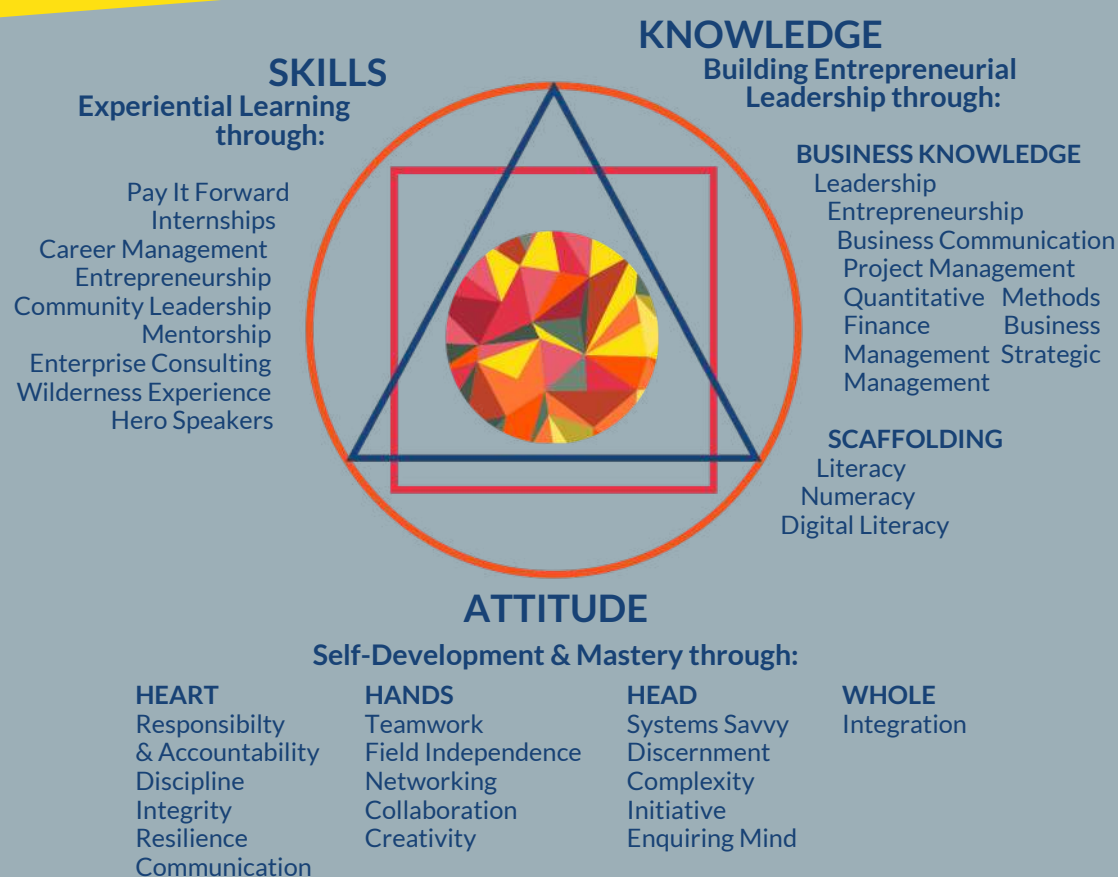
I don't know how my life might have been if I didn't study at TSIBA. I do know that studying there was the best decision ever. We live in a country where there is a high rate of unemployment but through TSIBA I managed to shoot the lights out and work in a company that I never imagined in my entire life. I have the work experience that I have now because I got the job through TSIBA and now it's much easier to find employment for me in the financial services industry.

*Thando Dlakavu, M&G Investments  
(2023 TSIBA BBA Graduate)*

# TSIBA'S PROFILE OF GRADUATENESS



Theory of Change

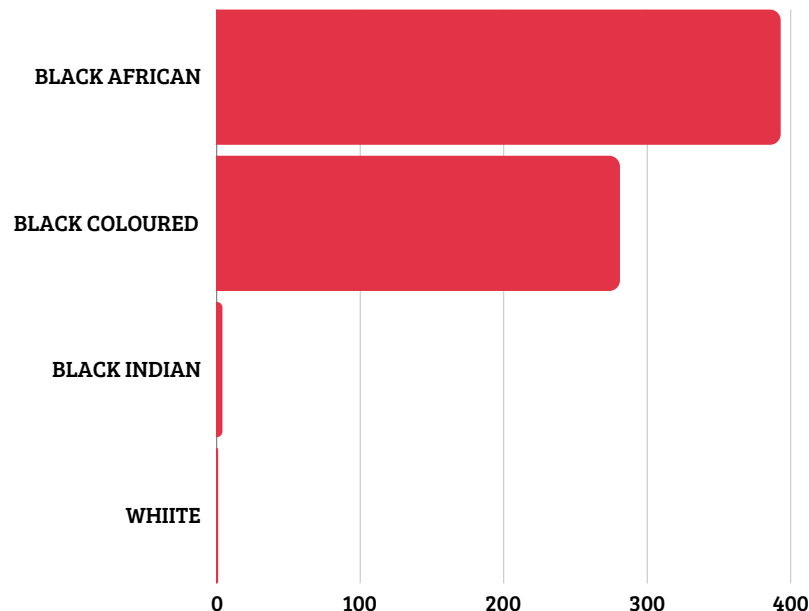


# TSIBA

FUTURE BUSINESS LEADERS

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

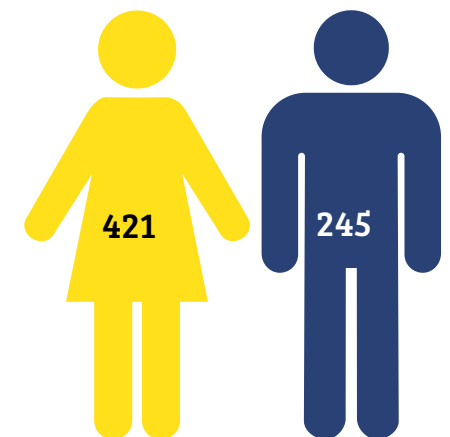
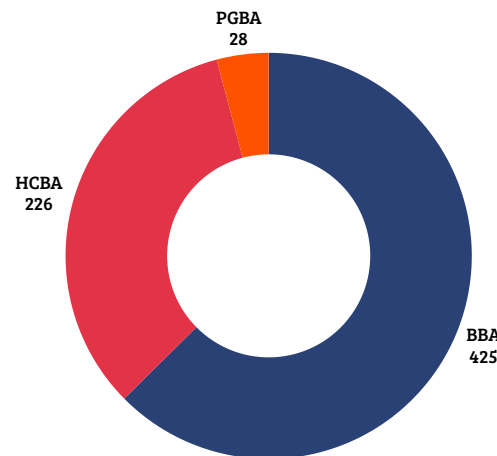
# 2023 Student Demographics



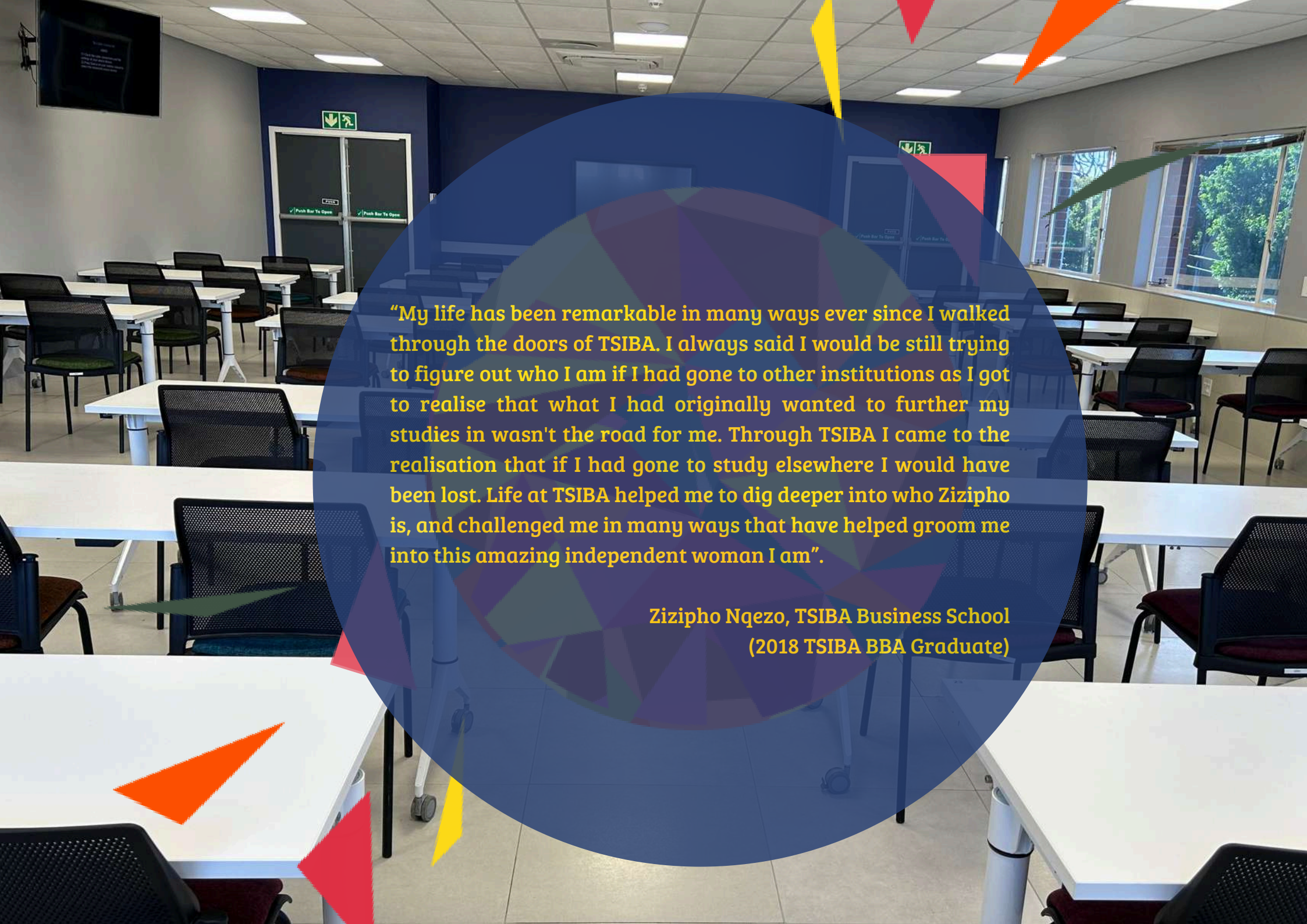
## Notes on Student Demographics

Our student demographics in 2023 remained in line with our historical trend of attracting students mostly from the two larger demographic groups in the Western Cape (African and Coloured). While TSIBA welcomes students from all walks of life, our roots remain primarily in and around the communities we have supported since inception. In the 2023 academic year we continued to offer financial support to every TSIBA student based on a model of relative levels of affordability, with no fees are payable for students whose household income is less than R 350 000 per year and who met specific academic criteria - on entry and on academic performance at TSIBA . In this way, academic performance is directly related to fees payable as a mirror to the world of work, and as an incentive for students to strive for excellence.

Our longer-term strategy, through the introduction of additional tertiary and further education and training qualifications is to grow the number of students registered on our programmes, and towards significantly increased impact. This strategy is well supported with the move to TSIBA Ndabeni, and will include efforts to welcome students from increasingly diverse communities. Uniting and reconciling all South Africans is a work in progress. As we grow our student population we will continue to pursue this important work.







“My life has been remarkable in many ways ever since I walked through the doors of TSIBA. I always said I would be still trying to figure out who I am if I had gone to other institutions as I got to realise that what I had originally wanted to further my studies in wasn't the road for me. Through TSIBA I came to the realisation that if I had gone to study elsewhere I would have been lost. Life at TSIBA helped me to dig deeper into who Zizipho is, and challenged me in many ways that have helped groom me into this amazing independent woman I am”.

Zizipho Nqezo, TSIBA Business School  
(2018 TSIBA BBA Graduate)

## TSIBA Education Board

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



Simon Susman is the Honorary President of Woolworths Holdings Limited, having joined Woolworths in 1982. Prior to his retirement, Simon served as the Chief Executive Officer of Woolworths Holdings and then Chairman over a twenty year period until 2019. Simon was appointed as Honorary Professor of Entrepreneurship at Stellenbosch University Business School. Simon currently also chairs a number of local and international businesses and NGO's.

### **Simon Susman**

*Board Chair*



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

### **Gia Whitehead**

*Chief Executive Officer*



Dr. Ayuk's significant experience in accreditation and tertiary and executive education adds significant value to the current TSIBA business curriculum and our continued expansion and evolution of contemporary and relevant education for both undergraduate and postgraduate studies at TSIBA

### **Dr Peter Ayuk**

*Academic Dean*



Ross served almost twenty years leading Virgin Active South Africa and was instrumental in spearheading its expansion and growth within the health and wellness sector. He has worked closely with long-term branded investors such as the Virgin Group and various private equity and investment holding firms, which completes a valuable set of skills and insights. He is now applying these skills to assist in the growth of companies within the Capitalworks portfolio. Ross Faragher-Thomas also serves as the TSIBA Ignition Academy Board Chair.

### **Ross Faragher-Thomas**

*TSIBA Ignition Academy Board Chair*



Graham held the portfolio of Executive Director: Sustainability at TSIBA, a role inclusive of Fundraising, Brand and Finance. Graham holds a Bachelor of Arts Degree from the University of the Witwatersrand, a BA Hons from UNISA, and Postgraduate Diplomas in Financial Management from UNISA, and Engineering Management from the University of Pretoria.

### **Graham Moore**

*Director of Sustainability*



Dr Riedwaan (Rudi) Kimmie was the Chief Executive Office at TSIBA Business School until March 2023. He holds a PhD in Leadership Studies from the University of KwaZulu-Natal.

### **Dr Riedwaan Kimmie**

*Outgoing CEO*



Mohamed (Mo) Kajee completed a B.Compt (hons) and qualified as a CA (SA). Mo held positions of CEO in both listed and unlisted businesses and has over 40 years of commercial experience and has served on several Boards as a non-executive director

### **Mohamed Kajee**

*Non-Executive Director*



Professor Deresh Ramjugernath has a BScEng (Chemical) degree from the University of Natal, which he obtained in 1993. He graduated with a PhD in Engineering (Chemical) from the University of Natal in 2001. He is currently the Deputy Vice-Chancellor: Learning and Teaching at Stellenbosch University. Prior to his appointment at Stellenbosch University Professor Ramjugernath was the Deputy Vice-Chancellor: Research, and Pro Vice-Chancellor: Innovation, Commercialization and Entrepreneurship at the University of KwaZulu-Natal.

### **Professor Deresh Ramjugernath**

*Non-Executive Director*



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

### **Leigh Meinert**

*Non-Executive Director*





Professor Milford Soko teaches International Business and Strategy at Wits Business School and is a former Director of University of Cape Town (UCT) Graduate School of Business. He holds a Bachelor of Social Sciences degree from UCT, a Masters degree in International Studies from the University of Stellenbosch, as well as a Masters degree and a PhD in International Political Economy from the University of Warwick in the United Kingdom. His doctoral thesis examined the political economy of trade policy reform in post-apartheid South Africa.

### **Milford Soko**

*Non-Executive Director*



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

### **Derrick Msibi**

*Non-Executive Director*



Previously the Assistant Group CSI Manager at the Shoprite Group of Companies, Lunga, a 2014 TSIBA BBA Degree graduate, was appointed as the Corporate Social Responsibility Programmes: Manager / Lead for the Development Bank of Southern Africa (DBSA). In 2016, Lunga was named one of Barclays' 100 brightest young minds and joined its annual conference.

### **Lunga Schoeman**

*Non-Executive Director*



Kieno has been a commercial talk show host and music radio presenter with more than 20 years in the broadcast industry, developing good networks and personal relationships of value. This forms the cornerstone of his consulting business KK Strategic, the primary aim of which is to build bridges between big business and SMMEs, and to demystify the role of AI in the world today.

### **Kieno Kammies**

*Non-Executive Director*



Ntoza holds a master's degree in Business Leadership (MBL) and is currently a PhD candidate. Ntoza joins TSIBA with significant generalist Human Resources experience leading HR teams in the private, public and higher education sector having held senior HR positions in Old Mutual, University of Western Cape and currently as Executive Director: Human Resources at Nelson Mandela University.

### **Vinola Ntombekaya Bam**

*Non-Executive Director*



“Finding TSIBA was like finding a hidden GEM. In retrospect, we were always meant to cross paths. After I matriculated I was in a space where I was looking for the **opportunity** to change my life in a big way. If I hadn't found TSIBA, I might always have been "looking for the opportunity".

TSIBA has truly empowered and inspired me to **CREATE** those opportunities from within which will in turn make an **impact** and **inspire** others to do the same. My journey at TSIBA is a map I enjoy reflecting on as I navigate my career and personal life. **Preparedness meets opportunity”**

Stephanie Lynch, Lewis Stores  
(2017 TSIBA BBA Graduate)

## Notes to 2023 Leadership Changes

Following a comprehensive review of human resource structures completed during the course of the 2022 academic year, changes to the Board and Executive management structure of the institution became effective in the first semester of 2023.

The changes were in alignment with the TSIBA Board's recommendation to shift from a strategic focus on growth to a focus on consolidation, strengthening and sustainability, and as the institution sought to transition into an institution of greater effectiveness and sustainability, and as TSIBA prepared to grow into its new campus (TSIBA Ndabeni) in July of 2023.

The first change pertained to Dr Rudi Kimmie. Dr Kimmie transitioned out of his role as TSIBA CEO into a fixed term consulting for TSIBA until October 2023. Dr Kimmie had proven himself as a visionary leader and a strategic thinker, with attributes and skills which served a focus on supporting TSIBA's brand and fundraising efforts as well as on growing TSIBA's strategic alignment with PRME (the United Nations Principles of Responsible Management Education initiative). These are key strategic priorities of TSIBA which the Board believed TSIBA would benefit from with Dr Kimmie's particular skills and his passion for our future.

To ensure continuity and maintain momentum during this time of change and transition for the organisation, current Board Chairperson Gia Whitehead stepped into the role of the TSIBA Business School Chief Executive Officer in the first semester.

After many years of service to TSIBA as Chair of the Sustainability Committee, the Board was pleased that Simon Susman agreed to assume the role as Chair of the TSIBA Board of Directors. Simon is the Honorary President of Woolworths Holdings Limited, having served as Woolworths CEO and Chair for many years, and was recently appointed Honorary Professor of Entrepreneurship at Stellenbosch University..

## Audit Risk and Governance Committee

Mohamed Kajee (Chair)  
 Gia Whitehead (Chief Executive Officer)  
 Derrick Msibi  
 Sulaiman Gool  
 Charles Ainslie

## Academic Advisory Council

Professor Mills Soko (Chair)  
 Gia Whitehead (Chief Executive Officer)  
 Dr. Peter Ayuk (TSIBA Business School Dean)  
 Christopher Cupido  
 Thiruvani Moodley  
 Kanshukan Rajaratnam  
 Professor Kanshukan Rajaratnam  
 Professor Deresh Ramjugernat

## Human Resources and Remuneration Committee

Lunga Schoeman (Chair)  
 Gia Whitehead (Chief Executive Officer)  
 Chantal Butler  
 Leigh Meinert  
 Bulelwa Mdingi  
 Simon Susman (Board Chair)  
 Ntoza Bam

## Sustainability Committee

Simon Susman (Board Chair)  
 Ross Faragher-Thomas (Co Chair)  
 Gia Whitehead (Chief Executive Officer)  
 David Polovin  
 Derrick Msibi  
 Graham Moore  
 Charles Ainslie  
 Karien Cloete (CEO TSIBA Ignition Academy)  
 David Shenker  
 Mohammed Kajee  
 Zikhona Ngumbela  
 Professor Deresh Ramjugernat

“

Without TSIBA, my life might have followed a more conventional path, perhaps lacking the depth of experiential learning and personal growth that TSIBA has provided. It's likely I would have pursued a traditional education, potentially missing out on the unique blend of academic rigour, entrepreneurial mindset, and community engagement that TSIBA offers. Through TSIBA, my journey has been transformative.

”

Khwezi Mafunda, Kamva Capital  
 (2023 TSIBA BBA Graduate)

# Simon Susman

## Board Chair Report

Most people who have followed the TSIBA story will be aware that, after a year of planning with funding from The Shuttleworth Foundation, TSIBA Education opened its doors to a handful of students in a blanket factory in Mowbray in 2005. A few years later, in 2008, five students emerged as the institution's first Bachelor of Business Administration degree graduates.

As I write this report, twenty years on, it is remarkable to consider that TSIBA has produced almost 2,000 graduates, and that almost all BBA degree graduates are employed. The institution has produced Mandela-Rhodes, Kofi-Anan, Allan Gray Orbis, and United Nations PRME scholars and graduates. It is also notable that we now serve our mandate from a campus we own, from which we will plan and create our future.

It is with great pride and excitement that I write this report for the 2023 Annual Report as Board Chair of TSIBA Education NPC (which trades as TSIBA Business School) and the TSIBA Education Trust respectively. These emotions, however, are not only due to the numbers or the physical assets but for the lives this institution has changed, as so beautifully captured by Rafieka Creighton, a recent TSIBA degree graduate, in the personal reflection shared above. Rafieka is one of the hundreds of graduates whose lives have been transformed through the work of this institution, and these reflections are shared across this report. It is indeed an honour to play a part in this story and those of our students and graduates.



Of course, a few decades into both the South African democracy and the TSIBA story, there is still work to be done by all of us. As Board Chair, it is my responsibility to ensure that our efforts secure the long-term sustainability of this remarkable institution. The campus acquisition, which unfolded through the latter part of 2022 and into 2023, is one part of this task, but there are many others.

Toward these efforts, I am immensely appreciative of the Board with whom I serve, the Executive, the Staff, and all the people and organizations who so generously give to TSIBA. Each one of you is remarkable in your own way, and without your efforts, the story of TSIBA and our graduates would not, and could not, be.



**“TSIBA allowed me to move forward in life, it opened doors for me. It allowed me to become a qualified individual, to be a holder of a degree. I might not be where I am today if it hadn't been for my time at TSIBA”.**

**Rafieka Creighton, Zemcor Marketing  
(2023 TSIBA BBA Graduate)**



# Gia Whitehead

## CEO Report



Dreams do come true. 2023 ended in a place TSIBA could only dream of nearly 20 years ago (on the 27th of February 2004) - our official birth date. Many TSIBA dreams were born on that day, but one in particular stands out - the dream to one day own a campus that will serve as a platform to transform the lives of thousands of young lives, and in doing so to play some part in building an even more beautiful South Africa. As I write these words, here we are, in our home. TSIBA Ndabeni will serve many students for years to come with more space to accommodate our growth with classrooms equipped with the best technology to enhance a world-class offering!

While many 2023 milestones and proud moments are shared in this report, some of the key partnerships further entrenched, initiatives launched and global conversations held with well-recognised institutions and leaders respectively stand out. These include

- The AllanGray Orbis Fellowship partnership. Of all tertiary institutions across South Africa (including WITS, UJ, UP, UKZN, UFS, Rhodes, NMU, UWC, Stellenbosch, UCT and TSIBA), TSIBA had the highest number of students awarded the Fellowship in the 2023 academic year.
- TSIBA received full site accreditation for our new place of instruction (TSIBA Ndabeni).

- The Founders' Gift Capital Campaign was launched and the Purpose-Lived podcast and panel conversations series grew internationally with some incredible guests.
- The TSIBA Global Programme welcomed Audencia Business School, Impact Week, Northeastern University, and UNC Kenan-Flagler Business School for another year.

Internally, as I took on the role as CEO, we spent time as an executive to relook at TSIBA's mission, vision, strategy and values to build a sustainable, clear and focused TSIBA for Purpose into the future. This followed with an organisation restructure to align the best resources to deliver on this mandate. Whilst this was challenging and tough to navigate, staff engaged in meaningful and transparent conversations about our values and purpose. We dared to question our 'why' and embarked on a journey to refine and reaffirm our collective vision. It provided us with an invaluable opportunity to understand each other as individuals better and to recognize the unique strengths and talents that each of us brings to the table. Through this process, we have gained clarity on our roles and responsibilities, fostering a culture of collaboration, mutual respect, and shared purpose.

TSIBA also completed a reputation project with Henley UK and it reaffirmed our unique model and outlined areas where we can strengthen to deliver on our strategy.

By segmenting international partnerships and exchanges (e.g. Audencia Business School, Swiss Business School, and Henley), we have laid the groundwork for deeper, more impactful collaborations that align with our mission and values.

Through this all we have navigated through a series of challenges with resilience, determination, and a shared commitment to our mission. Despite facing obstacles such as taxi strikes, campus relocation, flooding, cost-cutting, and restructuring, we have emerged stronger and more united than ever before. I believe we have a more engaged fit-for-purpose team driving 2024 forward.

I am immensely proud to announce that despite the adversities, our collective efforts have yielded significant academic results that our staff and students can celebrate. Our staff, lecturers, students, and partners' unwavering dedication to excellence and willingness to persevere through adversity have not gone unnoticed. Each of you has played a vital role in our continued success, and I am deeply grateful for your contributions.

As we look to celebrate TSIBA's 20th Year, let us carry forward the lessons learned from the challenges we have overcome. Let us embrace the opportunities ahead with optimism, determination, and a renewed sense of purpose.

Thank you for your unwavering commitment and dedication to TSIBA's mission. Here's to a year filled with continued growth, innovation, and success.

Warm regards,  
Gia


**"My experience at TSIBA has been nothing short of life-changing. I am profoundly grateful for the lecturers who recognized my potential before I did. Their encouragement, guidance, and unwavering belief in me have been instrumental in shaping my academic journey. Their mentorship propelled me forward and ignited a passion for learning and growth that continues to drive me today.**

**Through the support of TSIBA, I have not only excelled academically but also found my way into a career that aligns perfectly with my passions. I am now employed in a permanent position that allows me to make an impact in a field I deeply care about.**

**Reflecting on my journey, I have realized that TSIBA has made me an outlier in the best possible way. Given my social background, it is uncommon to achieve what I have. I am immensely grateful for the opportunities, support, and for creating an environment where everyone, regardless of background, can thrive."**

**Sylvia Totana, Mazars  
(TSIBA 2023 BBA Graduate)**





"My life's path would have been far less focused and significant without TSIBA. I had no guidance or access to high-quality education before TSIBA. I used to worry a lot about the future and how I would overcome the limitations of my restricted chances. TSIBA changed this story by offering a life-changing experience in addition to education. I was able to develop useful skills, information, and a network through TSIBA, which opened doors to opportunities I had never dreamed of. The school not only gave me academic credentials but also developed a strong feeling of purpose and leadership in me".

Nanchesca Khotoo, Coty South Africa  
(2023 TSIBA BBA Graduate)

# Charles Ainslie

*Head of Finance*

## **Financial Report**

As with (many) non-profit and historically donor reliant organisations, TSIBA carries financial risk in the fulfilment of its mission and long-term sustainability. It is important to emphasise that as a Private Higher Education Institution, TSIBA Business School does not enjoy financial support afforded to public institutions through NSFAS (National Students Financial Aid Scheme) Towards mitigation of 'donor reliance' risk, and while Donor funding continues to be stable and actively sought, TSIBA continued to build a diverse range of non-donor income streams through 2023. Primary non-donor income developed actively through 2023 comprised the following, with progress indicated in the year-end financials as indicated in this report.

### **Student fee revenue - South African and African students**

As most of our stakeholders will be aware, student numbers at TSIBA have grown significantly over the past years. This growth, particularly in more recent years, has followed an ambitious strategy to build an aspirational institution to which students from diverse communities would apply and

seek to study through, especially in an environment in which demand for quality tertiary education continues to soar. Towards supporting student growth in a sustainable manner while holding to our core mandate of providing access to education. TSIBA introduced an innovative fees model at the commencement of the 2022 academic year. The model considers affordability and academic performance on application, and then academic excellence through the full journey of studies at the institution. Effectively all students enter TSIBA Business School on full or partial scholarships and are afforded the opportunity to retain or improve their scholarship status for academic excellence through the course of the learning journey.

### **Student fee revenue - International Students (TSIBA Global)**

In alignment with a vision to offer a TSIBA education to a wider audience, the TSIBA Global programme commenced in 2022.



Following planning to attract international students, TSIBA welcomed the arrival of the first cohort of TSIBA GLOBAL students from Audencia Business School, France in 2022, with a second cohort attending in the 2023 programme.

### **TSIBA Ndabeni - New Campus revenue**

The acquisition of TSIBA Ndabeni, funded with TSIBA reserves held in Trust, significantly enabled further financial sustainability from mid 2023. In addition immediately reducing significant campus rental cost from this point, income generation through campus space rental continued to contribute to operational revenue, while capital funding to replenish reserves deployed to fund the acquisition of TSIBA Ndabeni presents a further opportunity to build long-term financial sustainability.



### TSIBA Ignition Academy - Non-Tertiary education revenue

Wholly owned by the TSIBA Trust, TSIBA Ignition Academy (Pty) Ltd provides credit and non-credit bearing qualifications, customisable development and training solutions, consulting and management services. Paid for offerings from this TSIBA entity include employed and unemployed Learnerships, short-learning programmes and bespoke Enterprise Development Projects and Programmes. In addition to our expanded impact in preparing young people for employment, TSIBA Ignition Academy continued to contribute financially to both TSIBA Business School and the TSIBA Trust through 203.



TSIBA Education NPC		
Statement of Comprehensive Income (Year Ended December 2023)		
	2023 ZAR	2022 ZAR
Grants and donations	16 629 834	20 172 345
Earned income	5 994 694	7 386 996
Ad hoc income	25 913 520	31 141 302
Total income	48 538 048	58 700 643
Management and administrative costs	(39 275 887)	(35 600 325)
Investment income	119 665	478 619
Surplus before taxation	9 381 826	23 578 937
Taxation	-	-
Surplus for the year	9 381 826	23 578 937

Note: Audited Financial Statements for the 2023 Financial year are available on request from [info@tsiba.ac.za](mailto:info@tsiba.ac.za). Ad hoc income includes income received from TSIBA Trust to purchase and refurbish the new campus

**TSIBA Education NPC**  
Statement of Financial Position - Year Ended December 2023

	2023 ZAR	2022 ZAR
<b>ASSETS</b>		
Non-Current Assets		
Property, Plant & Equipment	55 420 017	41 417 911
Other financial assets	-	13 586
	55 420 017	41 431 496
Current Assets		
Cash and cash equivalents	2 505 452	4 006 585
Trade and other receivables	3 942 131	7 018 029
Other financial assets	43 079	-
	6 490 662	11 024 614
<b>Total Assets</b>	<b>61 910 679</b>	<b>52 456 110</b>
<b>EQUITY AND LIABILITIES</b>		
Equity	-	-
Reserves	-	17 900 151
Retained Income	60 662 030	33 380 053
<b>LIABILITIES</b>		
Trade and other payables	1 248 649	1 174 606
Other financial liabilities	-	1 300
	1 248 649	1 175 906
<b>Total Equity and Liabilities</b>	<b>61 910 679</b>	<b>52 456 110</b>

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TSIBA has ignited the art of learning and working my inner-self. Without TSiBA, probably my journey of self-knowing would have been either harder or slower going forward. Certainly TSiBA has expedited that journey and that has created an inner asset of building good relations.

”

**Collin Ngqeza, Hitch Innovation Group  
(2015 TSIBA BBA Graduate)**



# Dr Peter Ayuk

## Academic Dean Report

### Semester 1 of 2023

2023 marked the second year since the introduction of the revised curricula in all three of TSIBA's higher education qualifications and therefore an opportunity to begin monitoring year-on-year trends in students performance and other related outcomes. Further, it presents an opportunity to test the articulation possibilities from the Higher Certificate in Business Administration into the Bachelor of Business Administration, as contemplated in the review of both qualifications. Additionally, 2023 marks the second year of the introduction of the requirement for some financial contribution by students to the financial sustainability of the institution. Through these and other transitions, we are pleased to report that our strategic objectives of strengthening and enhancing the quality, efficiency and effectiveness of provision are well on track. To safeguard the continuous improvement and maturity of the academic project, we also stepped up opportunities for the professional development of academic and support staff.

### Student enrolment and retention

The enrolment and retention figures presented a mixed picture in comparison to 2022 and an overall stable base for future growth.

While there was a decline in new enrolments in the HCBA and PGDBA, this was offset by the increase in new enrolments in the BBA. Further, the retention figures showed resilience against the backdrop of new fees policy. From this base, we anticipate more sustainable growth as our historical student base becomes increasingly socialised to this new reality and as we expand into communities with greater affordability.

#### First semester enrollments and retention (2021-2023)

	2021	2022	2023
<b>Higher Certificate in Business Administration (HCBA)</b>	278	282	228
<b>Bachelor of Business Administration (BBA)</b>	308	411	470
<b>Postgraduate Diploma in Business Administration (PGDBA)</b>	8	32	28
<b>Total</b>	594	725	726
<b>Active students</b>	453	632	639
<b>Retention (%)</b>	76.2	87.2	88.1

### Enhancing teaching and support excellence

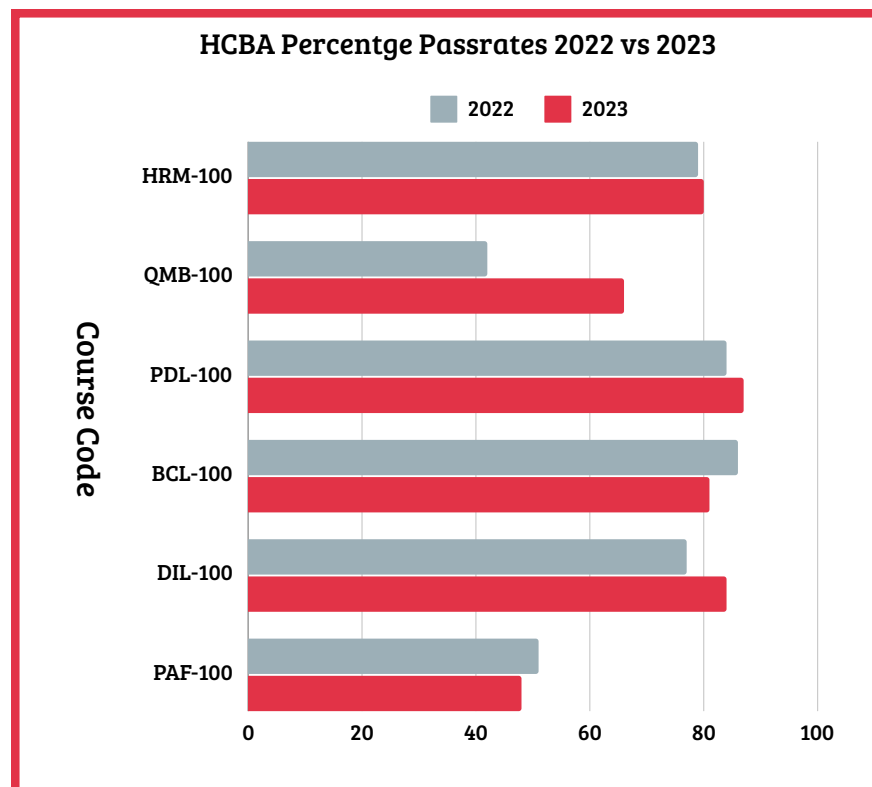
The continued professional development of our academic and support staff was a cornerstone of TSIBA's internal quality assurance system. To this end, five staff members were granted TSIBA bursaries to advance their educational qualifications during 2023. One such beneficiary, Ms Sonja Hagins graduated with a Bachelor of Arts in Psychology from Cornerstone institute in March 2023. Congratulations to Ms Hagins!

In a focused effort aimed at strengthening the pedagogical competencies of our teaching staff, we embarked on a collaborative journey with the University of Cape Town's Centre for Higher Education Development (CHED-UCT). Between March 10th 2023 and May 5th 2023, the CHED-UCT team, under the graceful leadership of Dr Naziema Japie, facilitated five workshops on topics including Learning Design, Assessments, Classroom Management and Student Engagement. Judging from the levels of participation, the enthusiasm demonstrated during the workshops; and the feedback from TSIBA colleagues, these workshops have been hugely beneficial in triggering critical reflections about teaching and assessment practices at our institution. We will continue to identify areas and opportunities for improvement and proactively provision for that, in pursuit of exceptional student experiences.

### Student academic performance

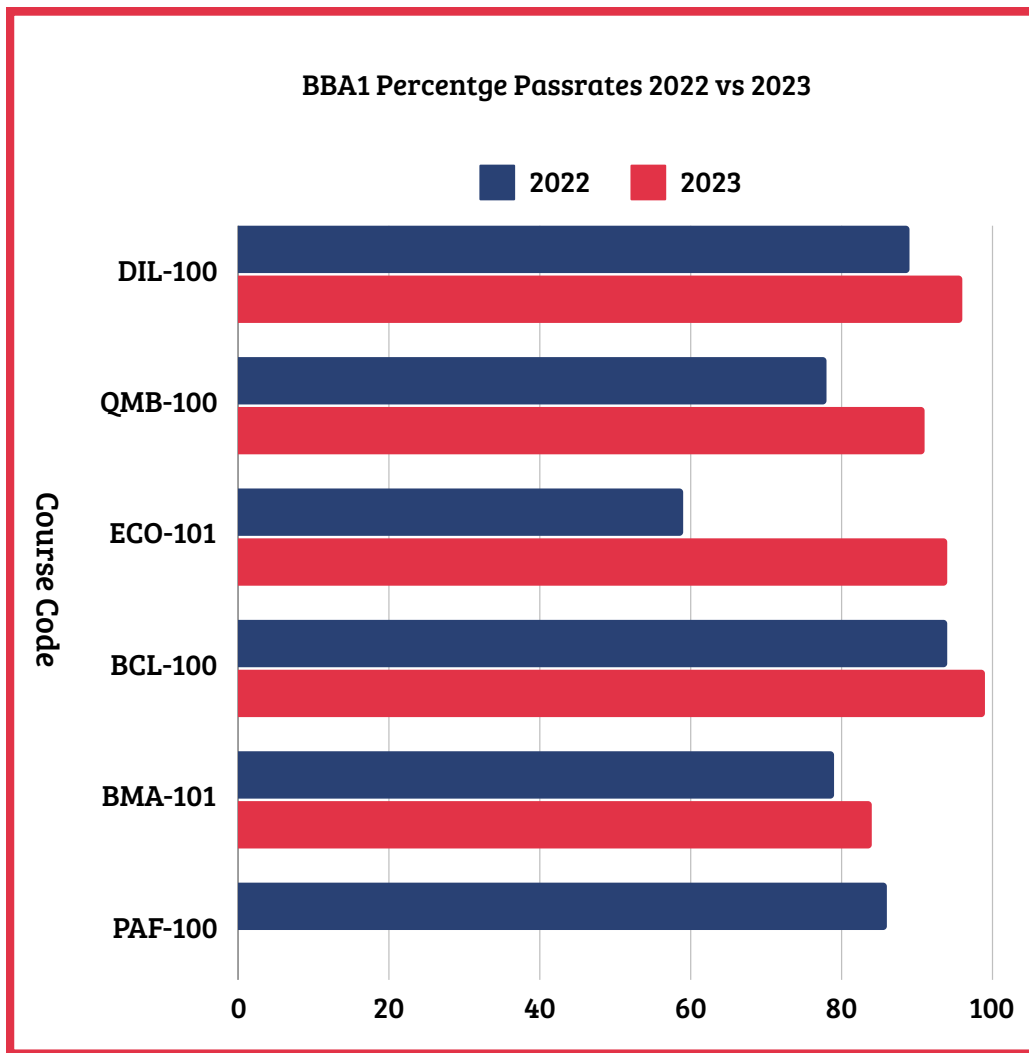
The 2023 first semester results in many ways mirrored the patterns seen in 2022, with small, yet very significant improvements in most modules. More importantly, we observe a consolidation in the improvements in student progression, which is a good indicator of improving institutional effectiveness.

### First Semester 2023 Results - Undergraduate Programmes.



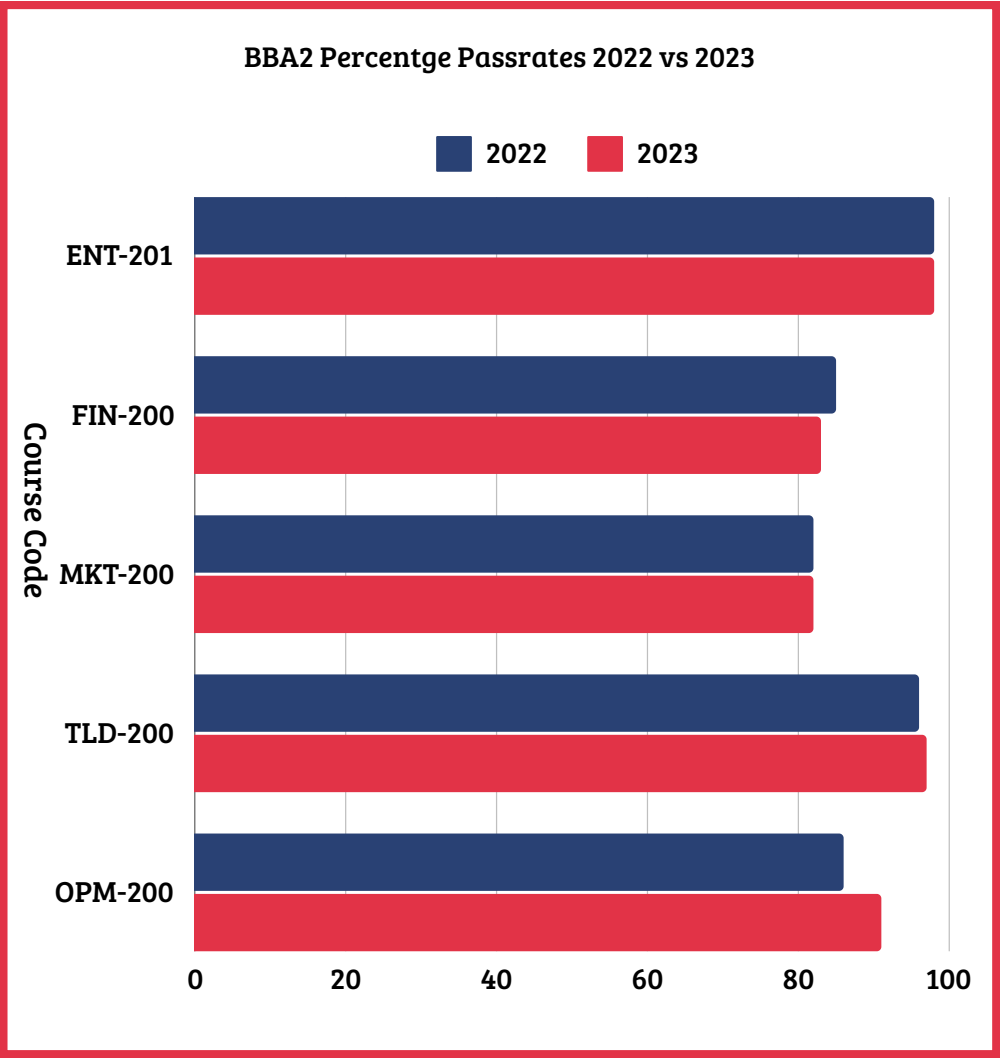
In the Higher Certificate in Business Administration, the most significant improvement was achieved in Quantitative Methods in Business; while we continue to work on attaining similar improvements in Principles of Accounting and Finance.



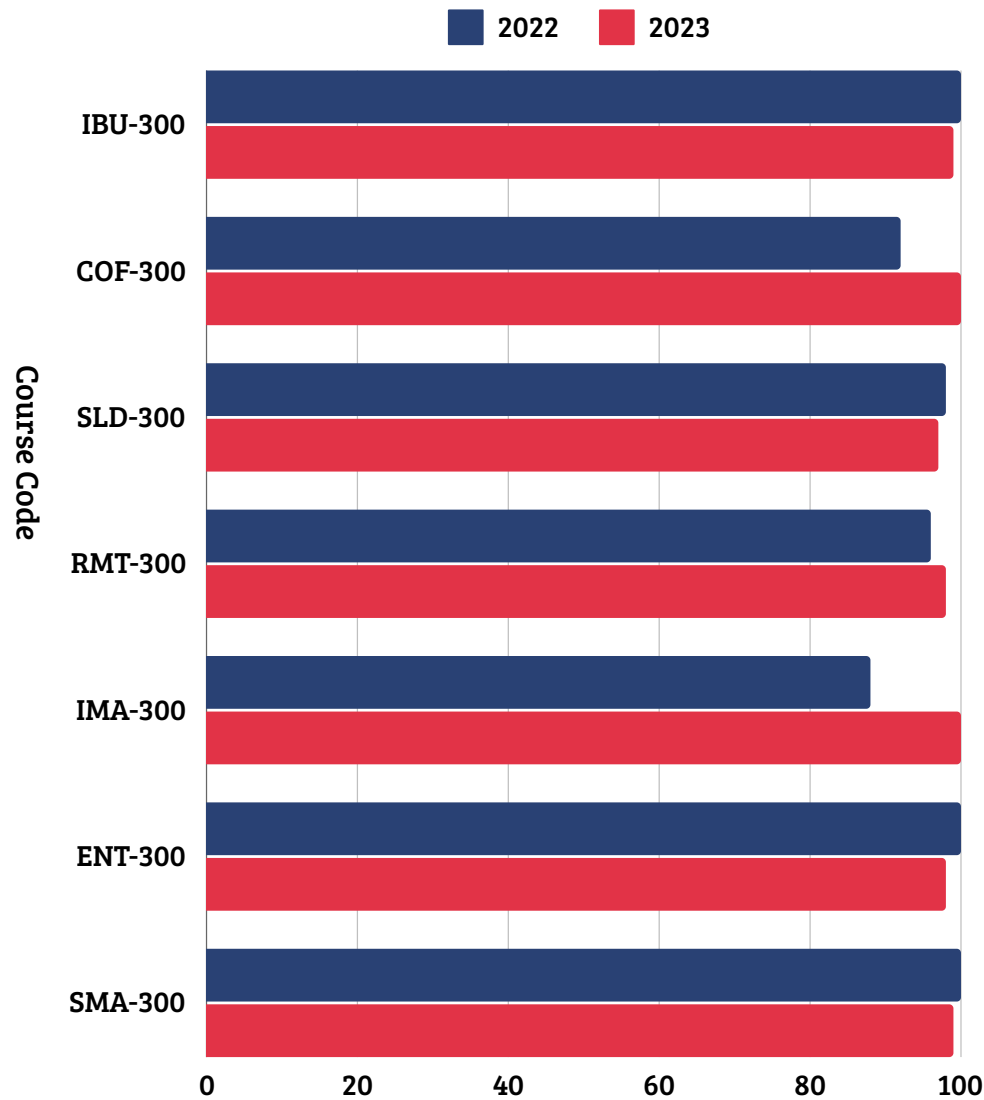


The first year of the Bachelor of Business Administration saw a general improvement in pass rates across all modules, with the most significant increase being in Principles of Microeconomics (ECO101). This is the result of focused efforts in improving effectiveness in modules in which students habitually tend to struggle.

The BBA2 results validate our expectations regarding the articulation of students from the HCBA into the BBA. For the first time, BBA1 students articulating from the HCBA took Financial Management (FIN200) and Marketing Management (MKT200) with BBA2 students, as a result of credit transfers from the HCBA. The comparable year-on-year sets of results in these modules signal that the HCBA graduates were equally ready for the next level of challenge.



**BBA3 Percentge Passrates 2022 vs 2023**



The third year students continue to show a relatively higher level of effectiveness, which is to be expected, as students become more mature and intentional about their success.

### 2023 Results - Postgraduate Diploma in Business Administration (PGDBA)

The PGDBA runs on a modular basis, as opposed to the semester basis followed by the undergraduate programmes. The following results therefore represent the modules that were completed during the period under review.

Course name & (Code)	Reg	Wrote	Passed	% Passed	Average (%)
Entrepreneurial Leadership (ELD400)	19	18	17	94	64
Entrepreneurial Finance (EFN-400)	21	20	20	100	68



Semester 2 of 2023

In the second semester of the 2023 academic year, TSIBA experienced several changes, in line with our strategy to expand opportunities for meaningful access and social impact. Perhaps the most remarkable change was the relocation to the first TSIBA-owned campus in July. While the immediate outcomes of the relocation were overwhelmingly positive, we had to deal with a number of operational headwinds, both internal and external to the institution. We are very thankful that students responded well to the interventions aimed at mitigating any risks to learning and teaching, thus sustaining the improvements in educational outcomes observed during the preceding semester.

All key indicators show that the academic project at TSIBA Business School remains increasingly efficient and effective. The 2023 academic year produced our biggest-ever graduation cohort, with 183 new graduates joining the prestigious TSIBA Alumni family. This output represents approximately a 20% improvement from 2022. The employment and employability data (see *Impact Report* below), read together with employer feedback, also gives us greater confidence in the socio-economic impact of our collective work. We believe that through an engaged curriculum, students gain not just knowledge,

but the wisdom to constantly question what they know and believe. Our work at TSIBA Business School continues to strive towards building a new generation of business leaders who value ethics, entrepreneurship, innovation, and sustainability.

Following the successful hosting of students and staff from the University of California (UCLA) and the University of North Carolina during the preceding semester (both of which were inadvertently omitted in our First Semester Review), the second semester saw even more engagements in terms of international educational and cultural exchanges. Pursuant to our drive for greater internationalisation, TSIBA Business School hosted students from various partner institutions, notably Audencia University, Nantes, France; Northeastern University, Boston, MA, USA; and Henley Business School, Greenlands, UK. Further engagements involving TSIBA academic staff included the London School of Economics Social Entrepreneurship study tour in Cape Town and the facilitation of a course and conference presentation at Audencia University, Nantes, France.

Finally, we welcomed three additions to the academic team, including Mr Thabang Magagula (Lecturer), Mr Phethani Budeli (Librarian) and Mr Lindelani Munyai (Assistant Librarian). Key outputs and outcomes of the academic project for the review period:

Student Retention and Success

The enrollment and retention data remained materially unchanged from the preceding semester.

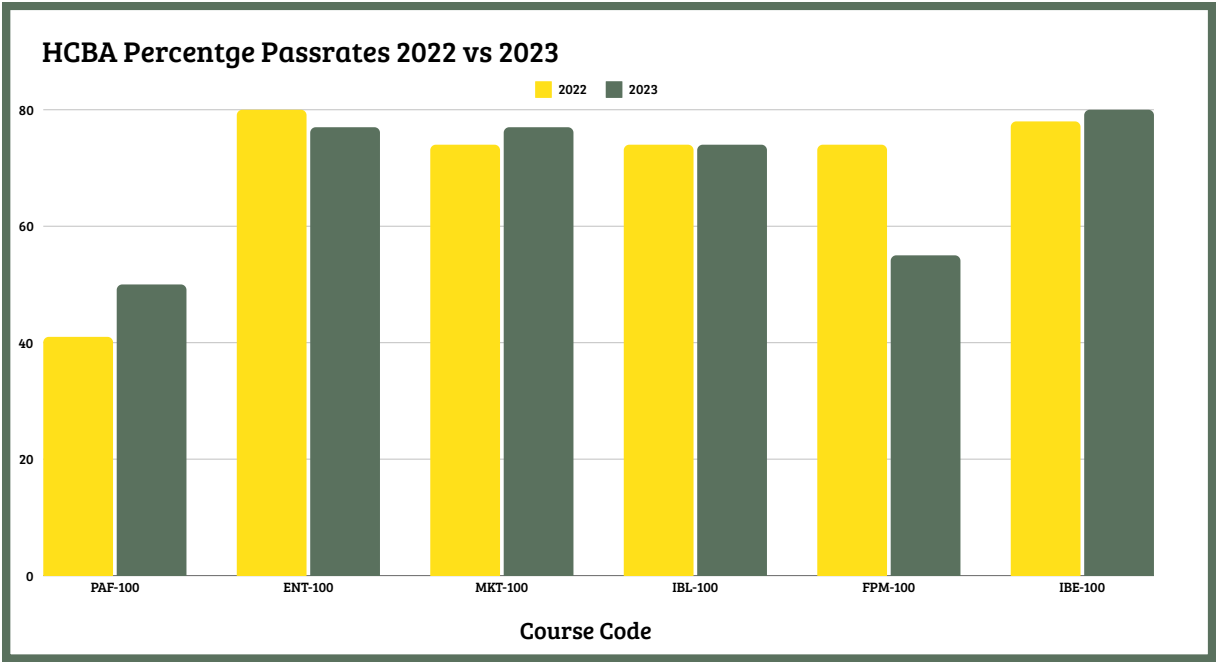
Total enrollments and retention (2021-2023)			
	2021	2022	2023
Higher Certificate in Business Administration (HCBA)	278	282	228
Bachelor of Business Administration (BBA)	308	411	470
Postgraduate Diploma in Business Administration (PGDBA)	8	32	28
Total Registered	594	725	726
Active Students	453	632	639
Retention (%)	76.2	87.2	88.1

## Graduand cohorts

Following another successful academic year, a further 183 graduates joined the TSIBA Alumni community on March 5th 2024. Year-on-year improvements in the number of graduates produced signal sustained institutional effective

Programmes	2024	2023	2022
Higher Certificate in Business Administration (HCBA)	80	89	53
Bachelor of Business Administration (BBA)	86	58	44
Postgraduate Diploma in Business Administration (PGDBA)	17	6	-
Total Graduand Cohort	183	153	97

The general increase in pass rates observed in the first semester was not matched in the second semester. This is attributable to two key factors - increased instances of social unrest, which disrupted public transport systems; and higher vulnerability of HCBA students in terms of connectivity required to remotely access teaching and support during disruptions to transport systems.



## Graduation 2023

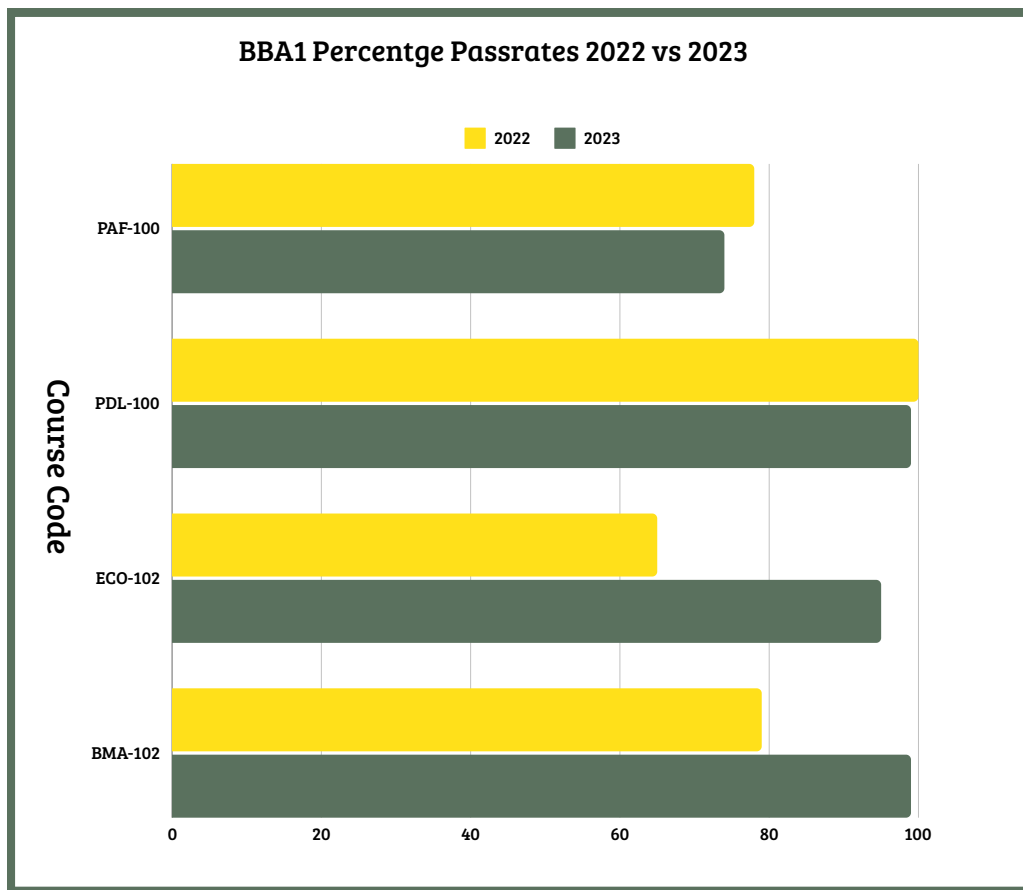
The highlight of every TSIBA year is our annual Graduation Ceremony. Hosted by TSIBA Registrar Musa Gciltshana this graduation was no exception.

Graduation celebrates the determination, resilience and ambition of every TSIBA student on the cusp of entering the world as a business degree graduate and purpose driven future leader. Held at the Artscape Theatre complex in Cape Town, and graced with keynote speakers Dr Randall Ortel and TSIBA Alumni Nokuthula Siswana, TSIBA celebrated the graduation of 58 Bachelor of Business Administration in entrepreneurial leadership degree alumni and 90 Higher Certificate in Business Administration students, 63 of whom have continued with their academic studies as first-year BBA degree students this year.

In addition, the two most prestigious annual awards, the Graham Lashbrooke Prize, named in honour of TSIBA Co-Founder, and the Professor Fatima Abrahams Award were both bestowed upon Najma Mahamed Ali who achieved academic excellence while contributing significantly to their communities through the course of her academic journey. The 2023 graduation for the Class of 2022 marked TSIBA's 15th annual graduation ceremony, the first to be presided over by new Chief Executive Gia Whitehead.

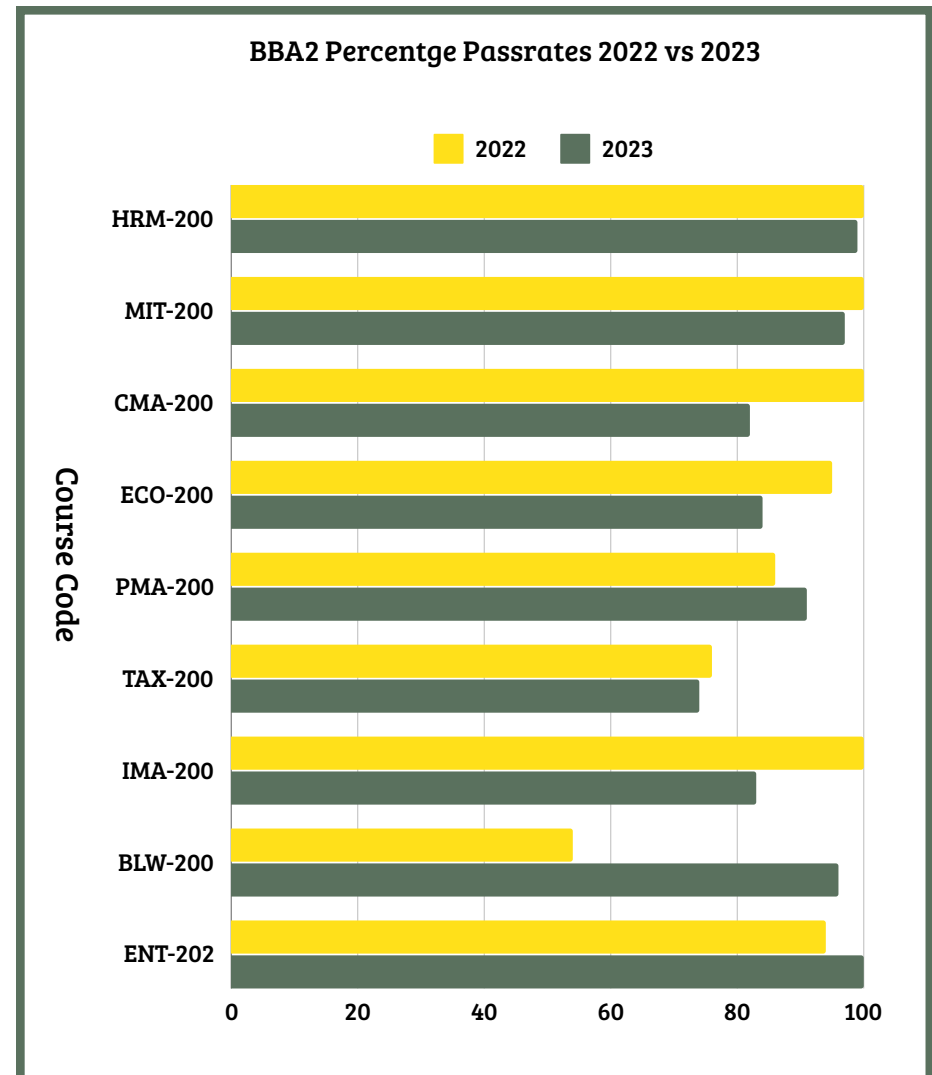
To experience this celebration more closely please take a moment to view the event [Here](#)





While a generally high level of student academic performance was maintained, a year-on-year comparison of pass rates by course/module show mixed results. This is symptomatic of both the aforementioned systemic challenges that momentarily disrupted the rhythm of educational provisioning as well as targeted interventions to improve results in modules where student performances were hitherto relatively poorer.

Across the two undergraduate programmes, 1666 course/module passes were recorded in comparison to 1564 in the same period in 2022. This represents 6,5% improvement, which betters the 1% improvement in retention rate; thus signalling improving efficiencies in educational provisioning. Also worthy of note is the expansion of access to the Investment Management and Administration (IMA) track.



In collaboration with our industry partner, Association for Savings and Investment SA (ASISA), we were able to increase enrolment in IMA-200 from 10 in 2022 to 49 in 2023; thus increasing opportunities for students wishing to major in Entrepreneurial Finance and Investment Administration.

### Bachelor of Business Administration (BBA) - Year 3

Course Code	Registered	Wrote	Passed	% Passed	Average (%)
IPJ-300	71	71	70	99%	71%
IBU-300	9	9	9	100%	62%
RMT-300	36	34	34	100%	69

The third and final year of the BBA also saw a significant increase in students who successfully completed their internships; thus yielding the record 86 BBA graduates in the March 2024 graduation.

### Postgraduate Diploma in Business Administration (PGDBA): June 2022 Cohort

Course Code	Registered	Wrote	Passed	% Passed	Average (%)
ALC-400	23	18	18	100	69
ENT-400	19	18	16	89	63
ELD-400	19	18	17	94	64
EFN-400	19	17	17	100	68
APM-400	19	17	17	100	67
STM-400	17*	17	17	100	71
ACM-400	17	17	17	100	71

### Postgraduate Diploma in Business Administration (PGDBA): June 2023 Cohort

Course Code	Registered	Wrote	Passed	% Passed	Average (%)
ALC-400	10	9	8	80	50
ENT-400	10	8	8	80	76
EFN-400	9	9	9	100	67

The June 2022 PGDBA cohort recorded a 74% throughput rate in minimum completion time; while the June 2023 cohort is well on track, having completed three modules, with 90% retention rate.



## International Collaborations

During the second half of 2023, our quest for greater internationalisation gathered more momentum. In July, the 2023 TSIBA - NU (Northeastern University) Entrepreneurial Dialogue was hosted as the first major public event at our new Ndabeni campus. Co-facilitated by NU's Prof Nikki James and TSIBA's Mr John Durr (MBA), this marked the 17th edition of a long-standing relationship that has impacted over 1550 students and 245 entrepreneurs. The 2023 edition saw 41 visiting students from Northeastern University, studying alongside a select group of TSIBA-host students, and gaining invaluable business, economic and cultural insights through carefully curated immersive experiences. Notable guest speakers included Ms Toto Antoinette Sithole (Hector Pieterse's sister, pictured in the iconic 1976 Soweto uprising photo) and Mr Christo Brand, Nelson Mandela's prison warden.

To echo the sentiments of the participants, the 2-week experience was as intense in effort required as it was exhilarating in the emotions evoked.

Secondly, we hosted 11 undergraduate students from Audencia University in this annual international academic initiative for the full second semester, as part of the BBA2 class. This marked the second year of the TSIBA-Audencia partnership and the evidence of feedback from both the visiting and TSIBA-host students, it was a richly rewarding experience, building on the experience from the previous year. As with the previous year, the biggest wins were in the engagements with entrepreneurs, various industry sectors and Cape Town's spectacular natural and cultural heritage, which unsurprisingly leaves every visitor in awe.

In the north-bound direction, during November 2023, Ms Musa Gcilitshana (Registrar) and Mr Earl-Djehuti Erasmus (Leadership Anchor) at the invitation of Audencia Business School, were in France and facilitated the course entitled An In-depth Examination of Contemporary Africa and its Reflections. The purpose of the course was "to offer a comprehensive and in-depth exploration of contemporary Africa to first-year French students enrolled in the Grande Ecole Program at Audencia". While in Nantes, the TSIBA academics also presented papers at the conference on indigenous wisdom for students on the Africa Track programme.

During the last quarter of 2023, TSIBA Business School hosted Executive MBA students from Henley Business School. As part of the study visit, the students engaged TSIBA staff in a research project aimed at understanding the values and reputation of TSIBA as perceived by key stakeholders as TSIBA embarks on a new sustainability strategy. This engagement provided an opportunity to gain a fresh perspective on TSIBA's value proposition; an important outside voice to augment management thinking and action.



## TSIBA Annual Women's Day Panel Conversation

The TSIBA Annual Women's Day event celebrated our 3rd Annual Women's Day event in August (Women's Month), and the inaugural Women's Day event hosted at TSIBA Ndabeni. Insightful and vibrant panel conversations on the role of women in empowerment and entrepreneurship were enjoyed, while vibrant pop-up stalls added a unique flavour to a day which was a true success. Four inspirational panellists shared their remarkable business journeys, leaving us motivated. From turning passions into thriving businesses to embracing innovation, their stories showed the power of determination and seizing opportunities. Our incredible panel comprised of two incredible TSIBA graduates and two inspiring women entrepreneurs, including Thobela Mfeti and Yonela Msutu (TSIBA Alumni), Nuriyah Gallow (a self-taught photographer and videographer guru and entrepreneur) and Kim Terry (Spirited entrepreneur who values her adaptable freedom).

“

My experience with TSIBA has changed me profoundly. It has given me the courage and resiliency to chase my aspirations. My comprehension of business and social impact has grown significantly, allowing me to make a significant contribution to my community. My enthusiasm for creativity and problem-solving has been sparked by TSIBA's emphasis on entrepreneurship. In addition, the mentoring and encouraging atmosphere have fostered my personal development, making me a more capable, driven, and understanding person. My career and personal development have really been sparked by TSIBA, and I am appreciative of the significant influence it has had and continues to have on my life.

”

Nanchesca Khotoo, Coty South Africa  
(2023 TSIBA BBA Graduate)





## Building Mandela's South Africa - With Purpose

As the democracy project in South Africa reached the three-decade milestone in 2023, the critical conversation on building and rebuilding Nelson Mandela's dream for South Africa was explored in depth.

Mandela Month 2023 was celebrated at TSIBA Ndabeni with a panel conversation on Madiba's legacy and meaning for our future. Hosted by radio personality Kieno Kammies, Co-Founder of Innovation City, current Head of Culture of UCT Online High School and TSIBA Business School Board Member, a panel of remarkable South Africans explored the theme of rebuilding Mandela's South Africa.

Panellists in the discussion included Simon Susman, Honorary President of Woolworths Holdings Limited and TSIBA Board Chairperson, Lunga Schoeman, TSIBA Alumnus and Board member, Ross Faragher-Thomas Non-Executive Member and Director of TSIBA Ignition Academy and Munouwarrah Abdurahman, current TSIBA Student Representative Society Chairperson, Allan Gray Orbis Fellow, Co-founder of student society 'TSIBA Earth' and PRME Global Students Leader in Africa.

The full conversation is recorded as a podcast and is shared here - [Building Mandela's South Africa - With Purpose](#)



## TSIBA Ndabeni Campus

Following the acquisition of the new campus premises in Ndabeni in 2022, a significant achievement of 2023 was the construction and refurbishment of TSIBA Ndabeni - our fully owned campus, into which we moved in July of this year. TSIBA Ndabeni positions TSIBA as an institution which is here to stay, to grow and to continue to profoundly change the lives of young people for many decades ahead. Our campus is also symbolic of our commitment to South Africa and our belief in tomorrow.

Having proudly accomplished this significant milestone, TSIBA Ndabeni positions TSIBA for growth opportunities in a sustainable way, and lays a foundation for our commitment to the education of South Africa's young people.

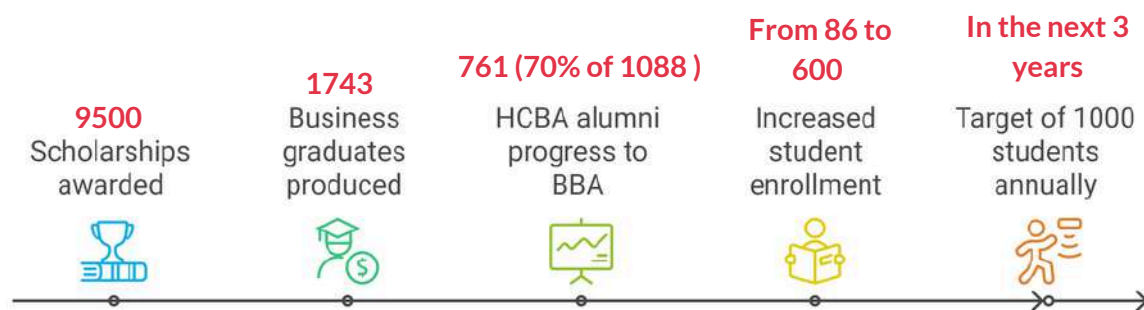
The move to TSIBA Ndabeni followed significant financial investment on TSIBA's part, and we continue to seek social impact investment partners to co-fund this project in partnership with us. Information for interested partners is available on our [Founders' Gift Campaign](#) webpage or through our '[Shard of Amazing](#)' campaign video.

# Impact Report

Since inception in 2004 the core focus of TSIBA has been to transition young people from un-employability into careers and active economic participation. This is achieved by providing Access to quality tertiary education for talented and ambitious young people from at-risk communities, and in this approach to Access, TSIBA was an early Pioneer of Access through fee-funded quality tertiary education and academic bridging.

Through graduate data monitored on an annual and ongoing basis our impact to date is summarised and reported below.

## Impact on student success and growth

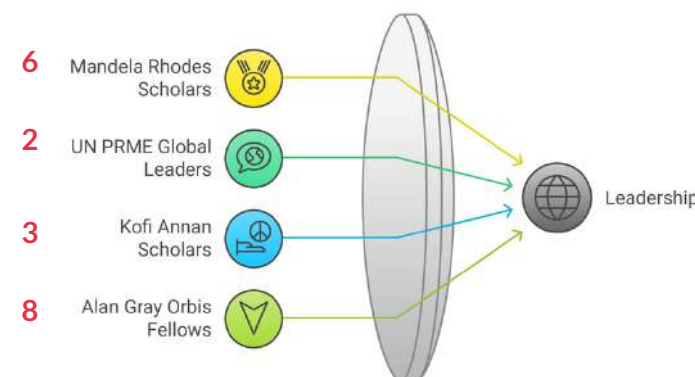


- TSIBA has provided over 9500 full or subsidised annual-tuition scholarships to over 3500 students who otherwise would not have had such an opportunity.
- TSIBA has produced 1743 business graduates, including 646 Bachelor of Business of Administration in Entrepreneurial Leadership (BBA) Alumni and 1088 Higher Certificate in Business Administration (HCBA) Alumni.
- 761 (70% of 1088) HCBA Alumni have progressed to the TSIBA BBA degree, graduated as degree alumni, or remain on course to do so. Access to degree studies to this group would have been highly improbable without the TSIBA HCBA bridging qualification pathway.

TSIBA has grown student numbers from 86 registered for studies in 2008 to over 600 students currently registered. A thousand students in-studies annually is targeted over the next three years, as we leverage the opportunities presented with a new and more vast education space at TSIBA ndabeni.

- TSIBA's postgraduate qualification has, to date, produced 60 postgraduates, including 43 in the previously offered Postgraduate Diploma in Small Enterprise Consulting (PGDip-SEC), and 17 in the current Postgraduate Diploma in Business Administration (PGDBA).
- TSIBA has maintained a post graduate employment rate of above 90% for our BBA Degree Alumni since inception
- TSIBA has produced 8 Mandela Rhodes Scholars, 2 United Nations PRME Global Student Regional Leaders in Africa, 3 Kofi Annan Scholars and 8 AlanGray Orbis Foundation Fellows.

## Impact Leadership



# The meaning of Impact

A TSIBA Graduate survey to understand the qualitative meaning of impact asked our graduates to share perspectives on how life might have been without TSIBA, and how (their) life has been because of the journey and experience at this institution. Responses are shared below and throughout this 2023 annual report:

“My TSIBA experience has been very educational. I learned about who I am and the people I want to surround myself with. At TSIBA I failed so many times but there was always someone to help me and encourage me to keep pushing forward. Due to my disadvantaged background I never believed that I could actually achieve or reach high heights in life. My TSIBA experience taught me that through hard work anything is possible”.

- **Aqeelah Allie, Oceana Group, (2023 TSIBA BBA Graduate)**

“I am sure that if I studied somewhere else I would be working in Retail. I am also not sure if I would have finished my studies. I am now working in one of the respected fixed-interest institutions. I stay in Claremont and I believe I am in a pretty good position in life because of TSIBA, and since I hold a TSIBA degree”.

- **Ntokozo Genu, Future Growth Asset Management, (TSIBA BBA Graduate)**

“If it wasn't for TSIBA I would have never been able to achieve tertiary education. My life since joining the TSIBA family has changed significantly as I am able to communicate and network with a diverse group of people. TSIBA activated qualities that I never thought I had in me. One of the most important things I have learnt is EQ and with this I have been able to work with anyone in any environment”.

- **Dorian Samuels, Flash Mobile Vending (2021 TSIBA BBA Graduate)**

“I can not believe how fast the years have gone by. I can still clearly remember my first day at TSIBA and how nervous yet excited I felt for the journey that was about to begin. During primary school and high school, I never had many friends, nor did I have the best high school experience.

But with TSIBA, it was different, a good difference. There, I felt like I fit in and had finally found my happy place. A place where I knew I belonged and could be myself. TSiBA is such a unique and special place. It's not only an institution where you can go and study but a place for growth and self-discovery. I can now see how I have grown as a person since I started at TSiBA. All the friends I have made became family. All the opportunities that we were given. I am extremely grateful for the opportunity to be able to study at TSiBA.

Those three years were three of the best years of my life. Now, I am not only saying all these good things to be like that person who wants to give a good impression, but everything that I mentioned about TSiBA up until this point is nothing but the truth. As I am writing this, I feel a bit sad and nostalgic. All those memories coming back, making me want to go back. But like they say, all good things have to come to an end. Now, to answer the first question, what do I think my life might have been like without TSIBA? Well, I do not want to know. Instead, I would like to look forward and walk with my head held high and be a proud TSIBA alumnus striving to make the world a better place. Thank you”.

- **Nuraan Williams, Prescient (2023 TSIBA BBA Graduate)**



**A TSIBA Bachelor of Business Administration (BBA) Degree graduate survey conducted in 2023 indicates the following impact data:**

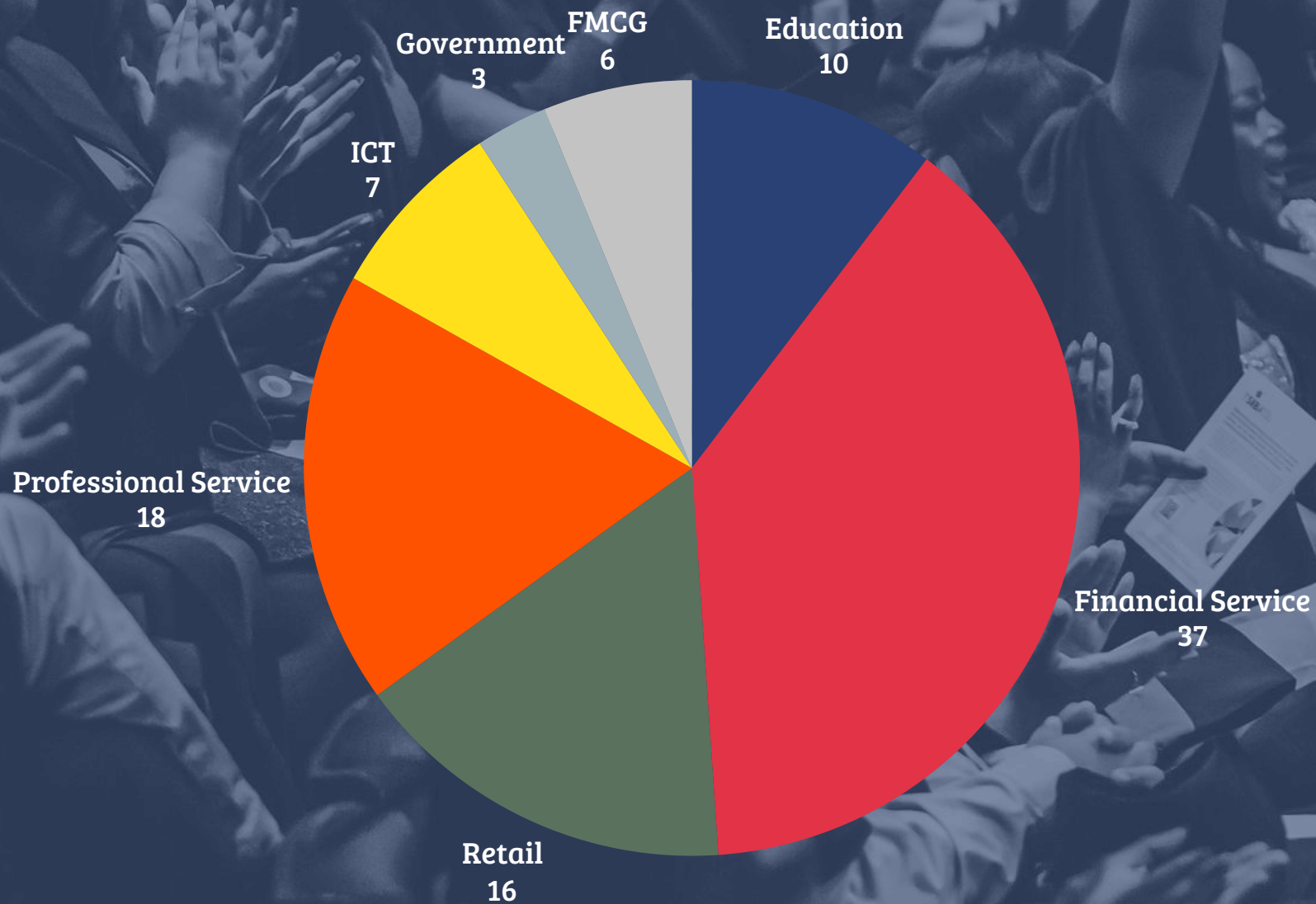


- First employment remuneration: First-Employment (average) monthly earnings greater than R8000 of TSIBA BBA Alumni places them in the middle 40% of per-adult household income earners in South Africa, and above 50% of South African income earners.
- Average remuneration: The current average per-month earnings of R 14 668 places TSIBA Alumni in the top 18% of earners in South Africa ([2022 Business Tech Report](#)).
- Remuneration mobility: 31% of TSIBA BBA Alumni respondents to the 2023 graduate survey earn above ZAR 30 000 per month (or ZAR 360 000 per annum). At this level of remuneration, these (TSIBA) Graduates are in the top 50% of South African income earners ([Salary Explorer](#))

- Employment rapidity: In a measure of employment rapidity, 88% of TSIBA BBA graduates have achieved employment within 12 months of completion of studies at TSIBA, the majority of whom have gained employment with the host organisation with whom the TSIBA third-year internship was completed.
- Employment consistency: In a measure of employment consistency, over 68% of TSIBA graduates have remained in employment 75% of the time since graduation.
- Financial sector employment: The majority of TSIBA BBA graduates remain employed in the financial services sector, with many of these having completed the ASISA Investment Management Course (IMAC) as a second and third year Entrepreneurial Finance and Investment Administration (EFIA) specialisation stream.
- Qualification relevance - Data supporting the relevance of the Higher Certificate and Bachelor of Business Administration qualifications offered by TSIBA is affirming. Recent data in two separate reports through ([BUSINESS TECH](#)) and ([BUSINESS TECH](#)) indicates business administration and management amongst the most in-demand jobs in South Africa currently in light of an increase in overall hiring activity. TSIBA continues to track skills demands and curriculum content to optimise graduate opportunities in the workplace.



*Primary Sectors in which TSIBA BBA Graduates are employed 2008 - 2023*  
(%)



# Munouwarrah Abdurahman

*SRC President*

The SRC of 2023 worked diligently to fulfil its vision of leaving a lasting legacy through unity and connection within the TSIBA community. Our activities through this period showcased our commitment to these ideals, showcased as we celebrated diversity by organising an Eid celebration for the Muslim student community, distributing 350 biscuits to the student body. Additionally, we bid farewell to the BBA 3 students with a memorable braai, showing our appreciation for their time at the Woodstock campus and supporting their new journey as they move on to internship.

We also actively assisted in the TSIBA migration to TSIBA Ndabeni by advocating for its benefits and ensuring a smooth transition for all students. We conducted research and created a detailed transport guide on various travel options, providing students with essential information and guidelines. To familiarise the student body with the new campus, we organised the first TSIBA Ndabeni Open Day during the semester break. This event aimed to make students more comfortable with the transition when they returned for Semester 2. Additionally, we welcomed Audencia students and joined them in painting the new TSIBA house to commemorate Mandela Day- with paint kindly donated by Cape Town Accueil (the Cape Town French community). Overall, the SRC of 2023's efforts through 2023 were focused on building a strong sense of community and supporting students throughout their TSIBA experience.



Through the full 2023 academic year it was a privilege to serve diligently, with the sole purpose of creating a thriving environment for all. We took pride in the positive outcomes of our efforts, such as the amended class schedule times and exam entrance adjustments made to accommodate transportation issues. Furthermore, we are pleased to witness the emergence of new voices and the formation of numerous clubs and societies, a testament to the impact of our work.

Throughout our journey, the support from the institution, students, mentors, and generous donors was instrumental in our success. Their unwavering belief in our vision and dedication to student welfare has been immeasurable, and for that, we extend our heartfelt gratitude.

# Student Representative Council of 2023

**Munouwarrah  
Abdurahman**  
*President*  
BBA 2



**Alutha Mzi**  
*Deputy President*  
HCBA



**Lindokhule Mafani**  
*Secretary General*  
BBA 3



**Vuyolwethu Kali**  
*Operations & Logistics*  
BBA 2



**Emalda Ngawli**  
*Clubs & Societies*  
BBA 2



**Tasha xinindlu**  
*Events, Marketing & Fundraising*  
BBA 1



**Beltosh Mwankwamba**  
*Events, Marketing & Fundraising*  
HCBA



**Yathi-Thaa Mehana**  
*Academics & Transformation*  
BBA 3



**Thoriso Mphofu**  
*Campus & Facilities*  
BBA 1



# Graham Moore

## *Fundraising Report*

The donor funding of just over ZAR 16.5 million in 2023 fell short of budget, but perhaps not of expectations. TSIBA 'competes' for with worthy education providers, both private and public, much of which falls in the realm of B-BBEE empowerment funding in the Skills Development and Socio-Economic Development space, both of which are a function of the financial performance of our South African donor partners. Off the back of another economically difficult year in South Africa in 2022 it was thus not completely surprising the landed amounts decreased. Notwithstanding, we achieved some success in gaining new partners, most of whom we believe will stand firm with TSIBA for years ahead, providing a significant contribution to our donor funding foundation.

The realisation of new funding, as well as the need to grow this particular revenue stream as TSIBA itself grows provided an additional catalyst for a shift in structure, a focus to this key area of our business, and to re-energise - both towards raising operational funding and capital funding needed to replenish reserves allocated to the new campus project. Towards this, responses to the graduate survey affirms the importance of our product and the value of funding our work. As indicated in the beautiful words below, TSIBA really does change lives, and is worthy of support.

International funding in 2023 was pleasing, and following trips abroad by both myself and Gia in 2023 there are promising green shoots for bringing in significant new international donors to our community. Our efforts to do so, including annual international fundraising visits will continue actively.



We are of course very aware that international funding presents the potential advantages of contracted multi-year funding and oftentimes exchange rate upside.

Once again, our heartfelt thanks go out to every grant making institution, empowerment partner and individual person who supported TSIBA so generously through the 2023 financial year. Your partnership continues to enable profound transitions in the lives of thousands of young South Africans.

Last, but no means least, our sincere appreciation to the Trustees of the Friends of TSIBA Switzerland Verein and Friends of TSIBA UK Trust for their tireless work in building our international footprint and support base.

### **Friends of TSIBA UK Trustees:**

- Penny Costley-White
- Nicki Auret
- Peter Kraan
- Marianne Botoulas

### **Friends of TSIBA Switzerland Trustees:**

- Berthold Herrmann
- Peter Kraan
- Donald Pudney
- Vitas Argimon
- Roy Morrison
- Tony Buckle



## 2023 Major Donors

Major Donors (Above R 100 000)	Funding duration (Years)
Fairtree Investments (South Africa)	<5
Landholt Weine (International)	<5
Eden Security Services	<5
PSG Financial Services Group	<5
The Abraham Isaacs Bursary Fund	<5
Westside Trading (Pty) Ltd (South Africa)	<5
SABVest Capital (South Africa)	<5
PFN Nonwovens (South Africa)	<5
Michel Lanfranchi Foundation (South Africa)	<5
Rachel Du Toit Charitable Trust (South Africa) (Investec Charitable Trusts)	>5
Malcolm & Gladys Cameron Foundation (Nedbank Group Trust Charities)	<5
Esme Margaret Hardidge Trust (Nedbank Group Trust Charities)	<5
Multilect Administrators (Pty) Ltd (South Africa)	<5
Old Mutual Group (South Africa)	>5
10X Investments (South Africa)	<5
Nedbank Eyethu Community Trust (South Africa)	<5
Penguin Films (South Africa)	<5
The Rolf-Stephan Nussbaum Foundation,	<5
Adam & Evelyn Forste (International)	<5
Liz De Wet Leadership Development (South Africa)	>5
Kutana Group (Propellor Property)	>5

Major Donors (Above R 100 000)	Funding duration (Years)
Good Hope Endowment Trust (International)	>5
The 476 Charitable Trust (South Africa)	>5
The AllanGray Orbis Foundation	>5
Cambridge University Press (Pty) Ltd (South Africa)	>5
EQ Foundation (International)	>5
MariaMarina Foundation (International)	>5
Thomas Foundry	>5
Molteno Brothers Trust (South Africa)	>5
SOMA Initiative (South Africa)	>5
Susman Charitable Foundation (South Africa)	>5
Telviva Software International (South Africa)	>5
Lewis Group (South Africa)	>5
Remgro Management Services Limited (South Africa)	>5
Retail Credit Services (RCS Group) (South Africa)	>5
Granate Asset Management	<5
Michel Lanfranchi	>5
Multilect Administrators	>5
Anchor Industries	<5
Young Living Foundation	>5
CHATZ Connect	<5
Harry & Doris Crossley Foundation	>5



# What our Donor Partners Say

## Telviva

Telviva has enjoyed an excellent working partnership with TSIBA for well over 10 years. Not only is TSIBA a valued customer of Telviva services, but they are also a training and development partner and a socio-economic development beneficiary. Spanning these key areas makes for a truly collaborative and sustainable relationship which we are confident will continue to flourish for years to come.

Through our TSIBA bursary programme and socio-economic development contributions, we have experienced TSIBA to be a vibrant and professional organisation that is very successfully dedicated to changing the lives of disadvantaged youth in South Africa.

We have found TSIBA graduates to be of an excellent calibre. Several graduates have entered our workplace, initially as interns and have gone on to become valued permanent members of our team. The standard of tertiary education is excellent and TSIBA also does an exceptional job in developing confident, well rounded individuals with a sound and strong values based work ethic. TSIBA alumni remain passionate TSIBA advocates which is clear testimony to the impact the organisation has on individuals and their extended communities.

We have found TSIBA to always conduct their business dealings in an exemplary manner.

## Cambridge University Press

Cambridge University Press, as a department of the University of Cambridge, aims to advance knowledge, learning and research worldwide. We are justifiably proud of the positive contribution our publishing and services has made towards the work of researchers, students and teachers around the globe.

Our mission - "We further the mission of the University of Cambridge by disseminating knowledge in the pursuit of education, learning and research at the highest international levels of excellence."

Since January 2017, Cambridge University Press has had a longstanding and fruitful relationship with TSIBA Education (TSIBA Business School), whereby Cambridge University donates bursary funding to TSIBA. The students we have supported have demonstrated their gratitude and appreciation by achieving outstanding performance results. We are pleased to note that the 2023 academic year marked TSIBA's biggest TSIBA graduation ever, with over 180 graduates across the three accredited qualifications. The graduation number represents a 19% year-on-year improvement from 2022 and follows significant investment in physical and information technology infrastructure over the last year, and into TSIBA Ndabeni, the new TSIBA campus, which was acquired and moved into, in July of 2023.

## LDL Leadership Consultants

Liz de Wet leadership (Pty) Ltd is a boutique leadership development company specialising in the development and delivery of customised learning solutions for a wide range of organisations around the world.

We are committed to values driven, high impact learning that helps foster positive organisational and societal change. In this, we are very aligned with the mission and ethos of TSIBA with whom we have been partnering since 2015.

We have been very inspired to see the tremendous work that has been done by TSIBA since its inception and it has been wonderful to see how TSIBA has grown and expanded over the past 20 years. Part of our intention has been to support the work TSIBA is doing to provide access to quality education to grow the next generation of committed, ethical young leaders and to this end, Liz de Wet Leadership Development in South Africa has created a Trust of which TSIBA is the sole beneficiary. We have been proud to make a small contribution to the stellar work TSIBA has been doing and the impact that they have achieved over the past 20 years and we look forward to continuing this partnership into the future.

“

**I will always be grateful for the opportunity to have been awarded the TSIBA scholarship. Without it, I would have fallen within the 'family statistic' of not studying further and ultimately obtaining a career outside domestic work. TSIBA prepared me for the real world.**

”

**Nolitha Gcingca,  
Curo Fund Services  
(2013 TSIBA BBA Graduate)**

## Board of Directors



### **Ross Faragher-Thomas**

*Board Chair*

Ross is the Board Chair of TSIBA Ignition Academy. He served almost twenty years leading Virgin Active South Africa and was instrumental in spearheading its expansion and growth within the health and wellness sector. He has worked closely with long-term branded investors such as the Virgin Group and various private equity and investment holding firms, which completes a valuable set of skills and insights. He is now applying these skills to assist in the growth of companies within the Capitalworks portfolio.



### **Karien Cloete**

*Chief Executive Officer*

Karien held Exco positions in both Operations and Business Development in the ICT sector until she joined TSIBA Business School in 2016. She holds an undergraduate degree from UNISA with Contract Law and Language majors, as well as an Advanced Diploma in Labour Law.



### **Gia Whitehead**

*Non-Executive Director*

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



### **Kieno Kammies**

*Non-Executive Director*

Kieno has been a commercial talk show host and music radio presenter with more than 20 years in the broadcast industry, developing good networks and personal relationships of value. This forms the cornerstone of his consulting business KK Strategic, the primary aim of which is to build bridges between big business and SMMEs, and to demystify the role of AI in the world today.

# Karien Cloete

## CEO Report

Reflecting on 2023, we are grateful for the steady progress and enduring resilience of TSIBA Ignition Academy. Guided by our unwavering commitment to empowering the next generation of changemakers, we have navigated the complexities of securing our QCTO accreditation and made great strides in ensuring that we can deliver these new qualifications at a high standard. We have also bolstered our team by hosting impressive young YES interns in e-learning, digital marketing and after-hour learner support to elevate our customer experience and service.

We are also extremely excited by opportunities for closer collaboration with the TSIBA Business School as we partnered in the development and delivery of a new product: TSIBA Elevate, set to launch in 2024. This seven-week Summer School, open to senior students or recent graduates from Europe, the US and South Africa will leverage TSIBA's reputation for fostering leadership and the Academy's work in innovation and entrepreneurship to provide an unique and enriching experience to participants.

Other highlights included the kick-off of DBM NEXT, a supplier development initiative in partnership with De Beers Marine, as well as our 2023/2024 Business Essentials Enterprise Development programme in Gauteng, sponsored by AARD mining. Our LevelUp Showcase is always a standout event of the second semester and this year the event was linked as an official side event to the South Africa Innovation Summit (SAIS). In addition we had the privilege to host Nicolas Diancono as the keynote speaker on AI.

Our dedication to excellence, coupled with our pursuit to effect positive change, has enabled us to forge meaningful connections, drive impactful initiatives, and inspire transformative outcomes in 2023. As we look to the future, we remain steadfast in our mission to create lasting social and economic change, and we invite you to join us on our journey.



## Skills Development Report

One of the most significant changes in the South African skills development landscape in recent history was that, on 30 June 2023, all legacy qualifications previously registered with the various SETA's reached their expiry date. In their place, OCTO occupational qualifications have been developed in various sectors. As a Skill Development Provider, it was incumbent on us to research and apply for accreditation for the newly published qualifications within the occupational framework, not only to replace the SETA qualifications that we currently have accreditation for, but also with a more strategic view as to offerings in line with industry needs. We have hosted numerous site visits by the QCTO and have successfully received accreditation for the following qualifications during the first semester of 2023:

Qualification Title	Type	NQF Level	Sector
Organisational Risk Manager (Risk Practitioner)	Learnership	6	Banking/Financial Services
Design Thinking Practitioner	Qualification	4	ICT
Software Tester	Skills Programme	5	ICT
Data Science Practitioner	Qualification	5	ICT
Internet-of-Things Developer	Qualification	4	ICT
Project Manager	Learnership	5	Services
Sales Assistant (General) (Retail Sales Advisor)	Learnership	3	Retail

Our skills training enrollments for the first semester are as follows:

### *Unemployed learnerships*

Organisation Name	Qualification	Year enrolled	No.
Penguin (TIA) 2023	Business Administration 4	2023	2
Thatha-iThuba	Business Administration 4	2023	1

### *Employed learnerships*

Organisation Name	Qualification	Year enrolled	No.
Transcend JCI Learnership 2023	Business Administration 4	2023	6
Transcend JCI Learnership 2023	Generic Management 5	2023	20
Citadel	Business Administration	2023	3



### Skills programmes

Organisation Name	Qualification	Year enrolled	No.
Bulungula	BA4: SP2-Business Administration	2023	10
Bulungula	GM5: SP1-Team Development	2023	6

In April 2023, we ended our relationship with Synrgise LMS due to growing client needs and changing industry requirements, especially that of the QCTO. In May 2023, we implemented our new Moodle-based Learner Management System developed by PLUTO LMS. We appointed Thabit Samodien as an E-learning Specialist and Instructional Designer to manage the Learner Management System. To date, 5 full qualifications and 4 Skills programmes have been successfully digitised and loaded on the new LMS and all enrolled learners are active on the system.

A further exciting investment in our digital capacity is the absorption into employment of Michelle Mahlwele as Junior Systems Administrator. The Academy previously hosted Michelle internally as she completed her work placement on a Business Analysis Learnership generously sponsored by Penguin Films.



## Enterprise and Supplier Development

### Business Essentials:

We had the privilege of celebrating the completion of the six (6) months Business Essentials programme for two cohorts during the first semester of 2023: Aard Mining on the 28th of March, and De Beers Marine on the 12th of May. A total of 26 businesses completed the programme and attended the celebration ceremonies. The Aard Mining ceremony took place in Johannesburg at The Bioscope, and the De Beers Marine ceremony took place in Cape Town, at the TSIBA Business School. Both celebration events provided an opportunity for the businesses to present and share their learnings and growth over the six months, to share what the next steps were for them and their businesses, and to network with our Corporate sponsors. Entrepreneurs were also introduced to our new Mentorship Project, Connect2Grow, which allows them to continue receiving mentorship, and to also give back by providing mentorship to other entrepreneurs. Below are some testimonials shared by the 2022/2023 cohort:

“

Over the past 6 months our business has gone from servicing 200 clients to over 300 clients. The journey we walked with TSIBA Ignition Academy stretched our minds with a deeper understanding of financial costing, marketing ideas, understanding the importance of personal wellness and so much more! TSIBA has taken us from start-up and sent us on our way. Providing us with workshops which were led by experts in their industries, and the information shared is priceless. The flexibility, patience and heart of everyone involved is invaluable. I would encourage anyone who is serious about their business, if given the opportunity to do this course. We proud to have walked this journey and will remain a partner/friend of TSIBA”

”

Bealah Jacobs

(Business Essentials 2022/2023 cohort)

“

I would like to extend a warm thank you to De Beers and TSIBA for organising an amazing program...Not only was the program very informative but the training material that was provided was also very interesting. I also want to thank Aneesa who was involved in the process of making the program so much more personal. It was a great experience that pushed me into looking at things in a different perspective.

”

Robin Heubner

(Business Essentials 2022/2023 cohort)





## LevelUp:

### *Retail & Insurance for the Next Era of the Internet*

On the 1st of March 2023, LevelUp was proud to have co-sponsored an exclusive engagement session on Retail & Insurance for the Next Era of the Internet, hosted by the Blockchain Research Institute Africa (BRI Africa), in collaboration with Standard Bank Group. This successful event, which took place at Two Oceans Aquarium, V&A Waterfront, was a gathering of business leaders and experts looking to navigate the transition from Web2 to Web3, particularly within the retail and insurance sectors in the evolving landscape of the internet.

The cocktail style event was well attended, and included a keynote address by Don Tapscott (leading expert on blockchain, participating regularly in Davos, the World Economic Forum, and playing a critical role in advising governments and corporations globally), as well as a panel discussion with sector leaders.

### *Sentech Africa Tech Week*

Seven LevelUp businesses exhibited in the TSIBA Ignition booth on rotation at this year's Africa Tech Week. Sentech Africa Tech week is an annual event and exhibition where Africa's leading Tech entrepreneurs and minds learn first hand how to leverage technological change in order to gain the competitive edge, making you and your business relevant in an age of exponential disruption. The LevelUp businesses gained fruitful engagement, invaluable learnings and insights and an incredible opportunity to network.



## Skills Development and eLearning

Since successfully achieving accreditation for 7 QCTO Occupationship Qualifications, the TSIBA Ignition Academy has also been accredited as an Assessment Centre for the two qualifications detailed below, with our application with the WRSETA pending final approval as an Assessment Centre for the Sales Assistant Occupational Qualification.

Qualification Title	Type	NQF Level	Sector
Project Manager	Learnership	5	Service s
Small Business Consultant	Learnership	5	Service s

This accreditation sees us listed on the QCTO approved Assessment Centre database and means we will be able to administer assessments for these qualifications not only for our own learners, but also for those of other Skills Providers, enabling a new revenue stream.

## New projects:

We are excited to be implementing our first two QCTO Occupational Programmes in 2024 namely six employed Learners towards the qualification OC Data Science Practitioner and ten (10) towards the qualification OC Software Tester. We welcome the inclusion of two new YES learners who will assist our Skills Development team on these projects. We have appointed a Junior Graphic Designer that will assist our Elearning Specialist with course material development and a Learner Support Officer that provides after hours support to our active learners.

Our active learners numbers were

Unemployed Learnerships

Organisation Name	Qualification	Year enrolled	No.
Penguin (TIA) 2023	Business Administration 4	2023	2
Thatha-iThuba	Business Administration 4	2023	1



*Employed Learnerships*

Organisation Name	Qualification	Year enrolled	No.
Transcend JCI Learnership 2023	Business Administration 4	2023	6
Transcend JCI Learnership 2023	Generic Management 5	2023	20
Citadel	Business Administration	2023	3

*Skills Programmes*

Organisation Name	Qualification	Year enrolled	No.
Bulungula	BA4: SP2-Business Administration	2023	10
Bulungula	GM5: SP1-Team Development	2023	6

*Quality Assurance Projects*

Organisation Name	Qualification	Year enrolled	No.
Knysna Education Trust	Generic Management 5	2023	28

**Enterprise and Supplier Development****Business Essentials:**

After many weeks of conceptualising the 2023/2024 learning journey and proposal, and a rigorous recruitment process, the 2023/2024 Business Essentials cohort (generously supported by AARD Mining) officially kicked off the programme in November 2023. This cohort comprised 10 inspiring small businesses based in Gauteng and represents various industries such as construction, manufacturing and digital procurement.

The programme, tailored to needs identified by the team during a gap-analysis, focusses on (i) Leadership Development, (ii) refining Value Proposition and Business Models, (iii) Becoming Investor-ready, (iii) Finances, including accredited training in Financial Management for Small Businesses and finally a bespoke journey in the last month where businesses can choose between Master Classes in AI for Small Businesses, Marketing, or Design Thinking.

The cohort wrapped up 2023 with an in-person Leadership workshop, a virtual Leadership think-tank, as well as a one-on-one leadership coaching session. The feedback received from these sessions was extremely positive, as we look forward to all the insights, growth and learnings that are yet to be unwrapped for the remainder of the programme.



### Mentorship: Connect2Grow

Our second event for Connect2Grow, run in September 2023, was an advanced mentor workshop hosted by Rishad Ahmed - renowned keynote speaker, leadership expert and trusted advisor to the world's leading Fortune 100 companies and people focused organisations.

This 3 hour workshop took place at the TSIBA Business School and was focused on enabling and improving mentors' capacity to assist mentees in their roles as Entrepreneurial Leaders. The event was interactive and energetic with role-plays of various scenarios and how to best deal with them. Rishad focused on issues related to the South African SMME landscape with its unique challenges and entrepreneurship in the township economy. The recording of this fruitful workshop has been shared on our mentorship platform, allowing all mentors and mentees within our community to easily access it. Click [here](#) for video highlights of this workshop. Our Connect2Grow mentorship platform has grown to 63 registered participants, and we are excited to grow our community and engagement as Deutsche Bank generously pledged funding for the continuation of the program in 2024.

In September of 2023, LevelUp hosted its annual showcase event which celebrates a group of innovative, skilled and passionate business men and women - the 2022/2023 cohort - who have completed the programme. This year's showcase was held at Innovation City, and we were joined by our LevelUp alumni, the RCS team, and valuable guests within our growing network. Over and above celebrating the cohort, this showcase was a fantastic opportunity to foster new relationships, explore innovative solutions and participate in an intriguing discussion hosted by Nicolas Diacono (Founder of Nincotech, France) on the possibilities and pitfalls of generative AI.

The Showcase was an official side-event to the South African Innovation Summit (SAIS), proudly contributing to the week-long celebration of Innovation across Africa.

[Here](#) is a directory of our alumni, as well as the businesses in residence for 2023/2



## Simon Susman

Simon Susman is the Honorary President of Woolworths Holdings Limited, having joined Woolworths in 1982. Prior to his retirement, Simon served as the Chief Executive Officer of Woolworths Holdings and then Chairman over a twenty year period until 2019. Simon was appointed as Honorary Professor of Entrepreneurship at Stellenbosch University Business School. Simon currently also chairs a number of local and international businesses and NGO's.



## Leshni Shah

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



## Derrick Msibi

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



## David Polovin

David is a qualified Attorney and practices as a Consultant at BBP Law. David has more than 30 years post-qualification experience in legal practice.

David specialises in commercial litigation, arbitration, business law and deal-making with vast experience and successfully serves large corporations, government organizations and private clients in South Africa and internationally.

David places integrity and professionalism first and his engaging personality is a significant advantage. David's standing in the community is reflected in his chairmanship and membership of multiple organizations including public and private bodies.



## Zikhona Ngumbela

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



# Simon Susman

*TSIBA Education Trust Chairperson*

As stated in the original trust deed of 2007, the sole objective of the TSIBA Education Trust is to support the long-term sustainability of its Founder, TSIBA Education NPC, and the Founder's broader vision of providing access to quality business education for talented young people who otherwise would not have had such an opportunity. In this way, the Trust stands as a guardian to the mission of TSIBA.

Sixteen years on, I am proud of the progress that the trust has played in this role and, as reflected in the quotation from a TSIBA Graduate below, in the contribution that TSIBA has made in changing young lives.

"The journey through my academic and self-development courses, particularly at TSIBA, has profoundly moulded the individual I am today. The robust framework of values imparted by the institution, spanning from my initial enrollment in HCBA to the culmination of my BBA3 studies, has left a permanent mark on my character and worldview. Values such as integrity, resilience, responsibility, initiative, and teamwork have become ingrained within me, serving as guiding principles in both my personal and professional life.

The absence of TSIBA in my life would undoubtedly have altered my trajectory. It is difficult to envision achieving the same level of success without the solid foundation set by the institution. The coaching, mentoring, and diverse skill set acquired during my tenure at TSIBA have been instrumental in shaping my journey beyond academia. When comparing myself to peers from different educational backgrounds, it becomes evident that the soft and leadership skills honed at TSIBA have provided me with a distinct advantage in various professional environments.

Since the inception of the TSIBA Education Trust, significant equity transactions have been completed, including with J.P Morgan, Old Mutual and Kutana property Group, all supporting capital projects and long term inflow to operational funding needs. Such long-term partnerships ultimately provided sufficient reserve funding for TSIBA Business School to acquire TSIBA Ndabeni in 2023.



Ownership of its campus has been a long held dream of TSIBA and the Trust is pleased in its role in enabling this.

It is important to add that the Trustees are pleased with the progress made by TSIBA Ignition Academy in 2023, and grateful for the significant contribution from this entity to TSIBA Business School. This entity continues to evolve into a significant part of the TSIBA Social Enterprise, both in expanded impact and the financial contribution it makes to our long-term sustainability.

Going forward, the Trust will apply itself to new opportunities to build reserves in support of TSIBA Business School and TSIBA Ignition Academy.

The Trustees express our sincere gratitude to all partners who have so generously participated in the development of this bastion of the TSIBA Social Enterprise. We welcome future partners who would like to take this vision further.



LRMG  
Berna Muller  
Cape Town Accueil  
Philippe Renard  
Jackie Keenan  
David Shenker  
Derrick Msibi  
Daniel Kessler  
Rhino Energy Solutions  
Robert Laing  
David Meintjies  
Harry Kirsch  
Laura McKeaveney  
Donald Pudney  
Yumna Aziz  
David Polovin  
Pauline Elson  
Caron Olivier  
Delicia Govender  
Dr Shaun Pekeur  
Ronel Stevens  
Kyle Slabbert  
Dianne Nxumalo-Kohler  
Alicia Davids  
Babette Barnard  
Aleem Abdul Parker  
Edith Kennedy  
Sherrilyne Andreas  
Babette Barnard  
Kim Maree  
Isaac Nunoo  
Anele Dlisani  
Old Mutual  
Kevin Money

Anton Berkovitz  
John Reginald Greene  
Colin Hall (Deceased)  
Irshaad Desai  
Timothy Vaughan  
Chantal Butler  
RCS Cards  
Regan Adams  
Sandi Richardson  
Volunteer Vision  
Gwen Baumgart  
Tofeeq Hargey  
Glen Merryweather  
Regina Aphane  
Nontokozo Nyoni  
Isabelle Palud  
Amélie Courant  
Ceylan Thomson  
Jeremy Smith  
Gurshwen Thole  
Ross Faragher-Thomas  
Winston Lawrence  
Jeannine Ibbotson  
David Shenker  
Chris Cupido  
Nikki James  
Marjolijn Dijksterhuis  
David Bond  
Benjamin Hershey  
Timothy Rose  
Jordan Hale  
Bronwyn Makeen  
Selwyn Chatz  
Telviva Software International  
Granate Asset Management

ICBC Standard Bank (London)  
Beg Commercial Consulting  
Metisware Digital Architects  
Artscape Theater (Cape Town)  
Raycon Properties  
ASPIRE Solutions  
Modern Plumbing Works  
Brenda-Lynn Nell  
EQ Foundation  
Mea Lashbrooke  
R De Koker  
Leshni Shah  
Anchor Industries  
Alternative Prosperity  
Johan Giliomee  
Trevor Chandler  
Harry Crossley Foundation  
Derrick Msibi  
Harry Kirsch  
Donald Pudney  
Amanda Blair  
Jonathan Louw  
Sharon sands  
Pauline Elson  
Tanja von Arnim  
Argon Asset Management  
UNIQ Foundation  
HeadsUp Communications  
Julia Jansch - Jump time  
Monika Jiang  
Christel House SA  
Sam Dreyer  
Liz De Wet Leadership Consulting

Liam Ackerman (Henley Business School UK)  
Samir Boukhalfa (Henley Business School UK)  
Stephen Carter (Henley Business School UK)  
Michael Fletcher (Henley Business School UK)  
Richard Gentry (Henley Business School UK)  
Suranjita Mukherjee (Henley Business School UK)  
Arjen Shepherdson (Henley Business School UK)  
Alex Wealleans (Henley Business School UK)  
Cara Wilson (Henley Business School UK)  
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Marc Geldenhuys (Strenue Trust)  
Clayton Anderson (Thomas Foundry)  
Caroline Faucher-Desvoyes  
Spencer Stuart South Africa  
Woolworths MySchool MyVillage MyPlanet  
Laura McKeaveney  
Chris Breen  
Sygnia



Our thanks also to all others who have kindly given time or in-kind donations as volunteers, guest lecturers, mentors, support to our students, and sharing expertise and guidance.

Our appreciation is extended to all who have donated time and funding to TSIBA. Special thanks to all of our Individual Giving donors who committed to funding student scholarships and/ or stipends via monthly or once-off donations, as well as contributing towards fundraising projects.

51 Old Mill Road, Ndabeni, Cape Town, 7405  
66 Carr Street Unit 301, Newtown Johannesburg, 2001

021 532 3750  
info@tsiba.ac.za



**“My experience at TSIBA has been nothing short of life changing. Reflecting on my journey I have realised that TSIBA has made me an outlier in the best possible way. Given my social background it is uncommon to achieve what I have. I am immensely grateful for the opportunities, support and for creating an environment where everyone regardless of background can thrive”.**

Shiehaam Groenmeyer, MrD  
(2016 TSIBA BBA Graduate)



[www.tsiba.ac.za](http://www.tsiba.ac.za)