



INTERNATIONAL LEADERSHIP Development Programme **2018**


fpm **seta**
Fibre Processing & Manufacturing Sector Education and Training Authority
**FUTURE PERFECT
SKILLS DEVELOPMENT**





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FOREWORD BY THE CEO MS FELLENG YENDE

I am delighted to once again pen this preface for our recent International Leadership Development Programme (ILDP) review. The ILDP is just one of the many skills development initiatives that the FP&M SETA has proudly implemented and has witnessed its positive effect on our learners.

The ILDP was conceived with a goal to grow the leadership skills of young leaders by exposing them to first-rate, cutting-edge models of World-Class Manufacturing (WCM); enabling them to produce high-quality products. Learners were selected based on their displayed potency to grow within their roles as leaders in the FP&M sector and steer businesses towards success.

As the FP&M SETA, it is our duty to incessantly look for innovative and impactful skills development programmes that will guarantee sustainable growth within the fibre processing and manufacturing sectors. As indicated, the ILDP is one of those skills development interventions.

We are proud of all the learners who took the risk and committed to the ILDP despite their busy and demanding lives. Additionally, we cannot deny that this programme was time-consuming and challenging, however, we are now assured that we can count on all our leaders who managed to complete it. This means the FP&M sector is in really good hands.

On that note, let me remind you that the ILDP is an annual programme. We are therefore excited and look forward to another chapter for the ILDP and we trust that we will achieve the same level of success and more in 2018.

Yours in skills development,

Ms Felling Yende
CEO of the FP&M SETA

KEEPING ABREAST OF GLOBAL BUSINESS PRACTICE

While the digital age presents a myriad of opportunities for businesses the world over, it also brings a host of challenges for businesses – irrespective of their size or location.

South Africa is one of the most economically advanced countries on the African continent, the country is well known for boasting unlimited natural resource treasures, and a multi-ethnic population of people who possess the necessary skills to manage and exploit the resources. Considering its progressive nature, the country has become a business hub for entrepreneurs and influencers from abroad. These people enter the country with hopes to penetrate its appealing markets and leverage its skilled workforce and other resources.

However, despite the foreign investors' potential to boost the local South African economy, the country needs to breed its own talent, create business opportunities for the locals and vigorously drive domestic investments. In light of this, one key solution to opening up opportunities for the locals is by providing them with skills development to enable them to secure better paying jobs, to fill occupations with a critical demand for scarce skills in society, and channel youth into the entrepreneurship route.

Having noted this particular solution – which the government is vigorously working towards, it is important to reiterate that while the country needs to invest in itself, it still cannot function in a vacuum. The outside world cannot be neglected, and further to attracting international investors, local companies need to align with the international methods of running businesses.



This is why the Fibre Processing and Manufacturing Sector Education and Training Authority (FP&M SETA), continues to elevate the leadership of organisations in the FP&M sector. The FP&M SETA, whose mandate is to drive skills development interventions in South Africa, partnered with the Gordon Institute of Business Science (GIBS) to deliver the International Leadership Development Programme (ILDP) to 25 seasoned leaders from the FP&M sector.

In order to qualify for the programme, the leaders had to be 30 years of age or above, come from a previously disadvantaged background, with over five years of management experience and exhibit outstanding interpersonal skills and flair for entrepreneurship.

For a period of 12-months, the learners were immersed in the intense programme designed by GIBS. The purpose of the programme was to improve strategic and innovative management and leadership skills, and to ultimately expose them to the World-Class Manufacturing (WMC) model, enabling them to move towards the efficient production of high quality products.

CEO of the FP&M SETA, Ms Felleng Yende explained that the strategic partnership between the FP&M SETA and GIBS was inspired by the realised need to do things differently in business. GIBS came up with a programme that – further to reshaping the strategic leadership in business – it also inspired both innovation and progressive thinking. Delegates were exposed to different cultures and approaches in the relevant business contexts, and were introduced to innovative businesses around the globe.

Learners were divided into four groups, and were allocated key topics to address about the industry. The group, Carpe Diem looked into the manufacturing model and focused their attention on what their sector can adopt and implement in order to improve their sustainability and competitiveness in local and global markets.



Another group, Dunamis investigated the ways to cultivate a work ethic based on hard work and delayed gratification. Phumelela researched a SMME model that can provide opportunities that enable them to create sustainable employment, while Meta-Morph looked for solutions to make the South African clothing and textile industry locally competitive.

Moreover, learners took international trips to Germany and China. These countries have the best tried and tested practice models in World-Class Manufacturing. The young leaders visited the various manufacturing plants, interacted with experts and management, and brought home practical, innovative methods for business management and leadership that they can apply in a local context.

The results of this programme are tangible, the majority of learners achieving promotions within their careers – while some have been given more portfolios. The learners have implemented new solutions for their work, their leadership methods have changed and they have transferred their knowledge to their teams.

The FP&M SETA thanks GIBS for their support, commitment and for leading the ILDP programme. The FP&M SETA also thanks the various companies for selecting and believing in their professionals, as well as the individuals who applied directly after seeing the advertisement in the media. The FP&M SETA is very proud of the progress made through this programme and of the learners who achieved such great success through the ILDP.

THE FP&M SETA ILDP STUDENTS: CLASS OF 2016/17



Mbuso Khoza

Team: *Dunamis*

Date of Birth:

04 April 1978

Company:

Independant Media (Print Media)

Education:

• B.Juris, LLB and LLM degrees in Law

Goal:

I feel that the programme will help me step away, re-align my goals, stimulate my creativity as well as help me continue to sharpen my knowledge of the sector and refine my entrepreneurial skill, which skill is critical to my new role. My career objectives are to continue developing my general management skills and diversifying my expertise in the media industry. I am passionate about nurturing young talent and I feel that I have over the years developed myself as a business woman, well enough to can now focus on skills transfer to others. In a few years' time, I will definitely be occupying a CEO position in a reputable corporate entity.



Kelebogile Pega

Team: *Dunamis*

Date of Birth:

31 years old

Company:

Keglope Investments

Education:

• Bachelor of Arts, Psychology



Vusi Montsho

Team: *Meta-Morph*

Date of Birth:

47 years old

Company:

Bantsho Management and Marketing Strategies

Education:

• Masters in Management (Public and Development Management)

Goal:

To gain knowledge in manufacturing related to the pulp, fibre and textile industry. My plans are to establish training centres and business incubators, creating opportunities for young people related to the fibre, pulp and textile industries in the West Rand and the North West Province.



Ziningi Ngubane

Team: *Dunamis*

Date of Birth: 22 May 1974
Company: Mondi LTD (Forestry)
Education:

- National Diploma Forestry
- Bachelor of Technology Forestry

Goal: I hope to enhance on my managerial and business skills and to achieve a great sense of problem-solving and become more entrepreneurial and innovative. My plans for the future are to gain more experience and education so that I can be a great contributor to the forestry industry. This goal can be realised through employment or consultation to businesses in the industry.



Tshego Sehlo dimela

Team: *Dunamis*

Company: Unisa Press, University of South Africa (Publishing)
Education:

- BA (hons) in Translation and Professional
- BA in English Studies

Goal: I hope to effect some of what I have learned in my work. I believe my workplace is ready for an injection of new knowledge and new ways of working. I want to exceed simple scholarly publishing to more impactful scholarly publishing for strategic development and decision-making. I am still to gain sound managerial experience and this is where I believe the ILDP will be most beneficial.



Danny Soobramoney

Team: *Dunamis*

Date of Birth: 11 June 1973
Company: Frame Knitting Manufactures (PTY) Ltd (Textiles)
Education:

- Bachelors degree in Textile Technology

Goal: I would like to think that after an extensive course like this I would be suitably equipped to handle a more senior management role. In the future, I hope to forge a relationship with the FP&M SETA so that the DenebGroup, together with the FP&M SETA, can play a more pivotal role in sustaining the textile industry in SA.



Johann le Roux

Team: *Meta-Morph*

Date of Birth: 30 July 1972
Company: CHEP SA (Wood Products)
Education:

- B.Comm (Commercial Science)

Goal: I believe leadership is a skill that requires ongoing development which involves dedication, open mindedness and innovation. Therefore any opportunity that presents itself to further develop my leadership skills I will embrace. I hope to apply the skills I have learned on the ILDP programme in order to overcome a number of challenges I currently face in my current role.



Norman Dlamini

Team: *Dunamis*

Date of Birth:

5 January 1978

Company:

Forestry South Africa (Forest Owners Association) (Forestry)

Education:

- Bachelor's degree in Agriculture
- Business Development and Entrepreneurship programme

Goal:

Life is about continued personal development in order to meet ever changing global business challenges and remain relevant. Therefore, I believe the ILDP Programme will help me to advance my senior managerial career, add value in business and broaden my knowledge in strategic planning, finance, supply chain, manufacturing and integrated operational business activities. Plans for the future are to become a better strategic business planner, improve my financial analysis, show leadership in everything I do and lead my example.



Yogas Nair

Team: *Phumelela*

Date of Birth:

19 May 1961

Company:

Independent Media

Education:

- Diploma in Journalism

Goal:

After completing the ILDP Programme, I hope to achieve my goal of being appointed as a senior executive within my company. I am happy in my present employment. I would like to move out of a title and into a broader management role. Journalism has always been my first love but I have developed a keen sense for business in the last two years.



Levin Morgan

Team: *Carpe Diem*

Age:

34 years old

Company:

PG Bison PTY(LTD)

Education:

- Master of Business Admin (MBA),
- Management Studies



Thulani Makhanya

Team: *Phumelela*

Date of Birth:

05 July 1975

Company:

Pendula Training and Consulting

Education:

- National Diploma in Education (Accounting & Economics)
- Management Development Programme
- Certificate in Project Management

Goal:

To become the top leader in the country assisting entities and individuals in their quest to improve their businesses, communities and their lives. I hope to lead one of the best consulting agencies in the country.



Nkosana Mbeko

Team: *Phumelela*

Age: 46 years old
Company: Sappi Forests
Education: Masters in Science



Patrick Maringa

Team: *Meta-Morph*

Date of Birth: 01 January 1981
Company: Sappi Forests
Education: • BSC in Forestry
Goal:

I hope to acquire business Leadership skills. Better understanding of the Fibre Processing and Manufacturing Sector through interaction and knowledge sharing with other members who will be on the programme. My plans for the future is to grow within Sappi ranks. I am convinced that Sappi has an exciting future in wood fiber and I want to be part of that exciting future.



Ruvashen Naidu

Team: *Carpe Diem*

Date of Birth: 23 April 1978
Company: Sappi Forests (Forestry)
Education: • BSc in Biology
• BSc Hons (cum laude)
• MSc (Forestry, Pulp & Paper)
Goal:

I hope to improve my skill-set in business concepts, business strategy. I would also like to improve my business acumen improvement. With this development, I have the ambition to lead a company as an MD or CEO. I plan to progress within my company to Senior Executive level within the short to medium term. If this is not possible within my organisation then I plan to seek alternative opportunities in other companies to fulfil this ambition.



John Maheya

Team: *Carpe Diem*

Date of Birth: 30 July 1972
Company: South African Banknote Company PTY (RF) Ltd (Printing)
Education: • Diploma in Electrical Engineering (TUT)
Goal:

To be a Leader that people will follow and allow to be led. I also wish to advance my leadership skill to be able to create other leaders as their head.



Mampho Selokoma

Team: *Carpe Diem*

Date of Birth: 56 years old
Company: Spear of Africa (Forestry)
Education:

- Gender Management (Wits Business School)
- Business Management
- Public Relations.



Tshepo Malatji

Team: *Carpe Diem*

Date of Birth: 19 July 1963
Company: Steven's Lumber Mills (Forestry)
Education:

- Diploma Forestry
- B.Tech: Forestry
- MBA

Goal: I hope to use the skills and knowledge obtained from the programme to become a better leader and understand the business environment from an international perspective, thus enabling me to grow in my management and leadership positions and end up running my own business in future.



Theresa Otto

Team: *Carpe Diem*

Date of Birth: 22 August 1969
Company: TVET SA (Clothing)
Education:

- B Soc Sc(Hons) degree
- Post Graduate Diploma in Human Resource Management
- Diploma Certificate in Education & Training

Goal: During and after completing the programme, I am hopeful that I will have gained a new set of insights into best practice as it pertains to various aspects of leadership. So, a definite focus would be on self-development and growth. I would hope to be able to make more informed decisions in respect of positioning and offerings as it pertains to the growth of the College. My plan is to continue to grow the footprint of the College nationally.



Cyril Khumalo

Team: *Dunamis*

Age: 40 years old
Company: Van Dyck Carpets (PTY) LTD (Textiles)
Education:

- Diploma – Textile Technology
- MSc – Textile Engineering
- Post Graduate Diploma
- Management, Certificate – Lean Six Sigma (Green Belt)



Emil Weber

Team: *Phumelela*

Date of Birth:

02 December 1981

Company:

W-Tech Manufacturing (Textiles)

Education:

- National Diploma Mechanical Engineering
- BTech Mechanical Engineering
- Breaking Ground, Basic Business Management, DYNA Core, First Line Managing Skills

Goal:

I hope to apply the skills learned at the ILDP Programme and to develop others, the company, the community and to advance my personal development. My plans for the future include working towards becoming the Gener



Jayson Myburgh

Team: *Meta-Morph*

Date of Birth:

10 November 1982

Company:

Bravo Group Sleep Products (Wood Products)

Education:

- Masters Logistician in Supply Chain Management

Goal:

I would love to learn about other industries and learn from my fellow candidates too.



Ragini Govender

Team: *Meta-Morph*

Date of Birth:

20 January 1969

Company:

Celrose Clothing PTY LTD (Clothing)

Education:

- National Diploma in Clothing Management
- Masters in Business Administration b



Parimala Naidoo

Team: *Phumelela*

Date of Birth:

12 October 1966

Company:

Celrose Clothing PTY LTD

Education:

- Diploma in Production Management
- Bachelor's Degree: Operations Management

Goal:

This programme will enhance my current skills, knowledge and expertise to the level that will allow me to improve processes, structures and procedures that are International and World Class. I hope that in the future I will be nominated a Legend Leader, thus escalating my learnings and experiences to the industry, businesses and Governmental Organisations.





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