

Leading Sustainability

A fresh, high-impact programme for drivers of change



This programme is for leaders of non-profit companies (NPCs) who are deep in the trenches and are already engaged in steering their organisations, and staff in particular, towards that beguiling suitcase word – “sustainability”.

The road to income generation and non-donor reliance is not a destination but an ongoing journey. To support NPC leaders on this journey, TSiBA Education in association with Deutsche Bank have carefully designed a programme that will provide training, mentorship and inspiration to fellow travellers.

Using the U-Theory, a method for leading profound change pioneered by Professor Otto Scharmer of MIT University, the programme will assist NPC leaders to facilitate mindset change amongst amongst their stakeholders as they guide their organisations through the turbulence of any transition. This skillset is crucial as organisations need to urgently shift away from the prevalent “NGO mentality” that regards doing good as the opposite of doing business.

At the end of this nine-month modular programme, leaders will have:

- new insights into the NPC landscape and alternative income generation options
- tried and tested a new toolkit to facilitate strategy execution and change management
- designed and implemented a unique model for sustainable income generation for their organisation
- developed their ability to lead their stakeholders through the changes their new model requires
- a network of fellow NPC leaders and mentors who can support them as they continue to lead sustainability in their organisations

Dates & Structure

The programme will be delivered in Johannesburg over four, two-day modules on:

- 6 & 7 May 2015
- 5 & 6 August 2015
- 4 & 5 November 2015
- 3 & 4 February 2016

These highly interactive modules will include a combination of workshops and mini-lectures, facilitated syndicate group interaction, engagement with a business leader mentor and case clinics. Pre-course work and group work in between modules will be required. Attendance at all modules is essential.

Facilitators

This course is offered by the Tertiary School in Business Administration (www.tsiba.org.za), a higher education institution that has operated as a non-profit company for over ten years. As such the facilitators – including TSiBA’s founders, former Dean, CFO and Sustainability Director – have walked the “sustainability journey” and are still walking it themselves. In two short years the institution has gone from generating only 10% of its own income to 35% and their goal, which is well within reach, is to be generating 70% of their income from non-donor sources by 2018. TSiBA has garnered many awards in the past decade including, most recently, the Mail & Guardian’s 2014 Drivers of Change Award for Youth Development.

The facilitators will be joined by high-level business mentors who will work closely with the NPC leaders in a learning community environment such that all present can share and benefit from their experience in implementing mindset change and long term sustainability.

Cost

The cost per participant is R18,000. Thanks to generous support from Deutsche Bank, scholarships up to 90% (i.e. R16,200) of the value of this programme can be provided. All applicants are eligible for this support and will be required to indicate how much their organisation can contribute and to motivate why the balance should be sponsored. Travel to and accommodation in Johannesburg will be covered for all delegates by Deutsche Bank and is not reflected in the R18,000 cost.

Application Process

Please note that this prestigious programme is only for NPC leaders who are directly responsible for ensuring sustainability (e.g. Directors, CEOs, COOs and CFOs) and only one participant per organisation will be selected. As such, the process will be rigorous. Applicants will be assessed according to their seniority, ability to participate in the programme fully and proof of steps already undertaken towards sustainability.

To apply, please complete the application form attached. The closing date is Monday 16 March; however, applicants are encouraged to return their forms as soon as possible.

For more information about this course, please contact leigh@tsiba.org.za

Deutsche Bank



THE TERTIARY SCHOOL IN BUSINESS ADMINISTRATION (TSiBA)