

SUCCESS IS BEST WHEN IT'S SHARED

Much debate, as well as uncertainty, is currently taking place in the run up to the South African general election with the announcement of the polling date imminent. Many business owners are hoping that following the election, domestic economic conditions will stabilise and improve to counter the negative impacts of the past few years.

However, we still have had many success stories to reflect on. In this edition of Business Sense, we feature Shaaz Moosa who describes himself as a serial businessman. His career, he says, has been guided by the support of others and through doing the right things. Page 3

Invest Durban is thrilled to announce their participation as one of the 14 signatories at the World Economic Forum in a

climate change coalition. Page 6

A total of 15 Cox Yeats lawyers were recognised in their areas of speciality in the legal profession's most respected peer-review title, Best Lawyers® in South Africa for 2024. Page 7

In a celebration of cross-border collaboration and business excellence, the South African Chamber of Commerce UK, Business Awards Dinner was held on the 31 January. Page 8

Nokubonga Sabela has defied the odds to excel in her medical studies with the help of an assistive device, which was donated by the UKZN Foundation. Page 9

Also on page 9, KZN Top Business celebrates its silver jubilee and announces a range of initiatives for 2024.

Defy Appliances proudly took part in the launch ceremony for the start of preferential trade under the African Continental Free Trade Area (AfCFTA) for SA companies. Page 12

Our editorial partners offer a range of insights (as well as opportunities) relating to business and personal issues.

Johan van Deventer, LabourNet provides a discussion of the topic of cannabis in the workplace. Page 4

Marlene Powell invites you to master the craft of sales over 12 weeks of training. Page 5

As a tuition centre of the University of Pretoria's Gordon Institute of Business Science (GIBS), TWIMS offers the GIBS MBA (manufacturing specialisation). Page 5

Jacque Bhana says that coaching can be a valuable way of getting leaders to reflect on the dynamics impacting on their business and how to move forward successfully. Page 10

One company pioneering drone technology in South Africa's security industry is Mi7 National Group. Page 11

Searchworks' managing director writes that following the FIC Act guidelines will help businesses protect their reputation, while reducing their risk. Page 12

Anneme Coetzee comments on "The paradigm of conscious leadership in the modern business world." Page 13

To conclude David White offers surfing's wisdom in business and life. Page 16 ■



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SONA 2024 NEEDED A YOUTH REALITY CHECK

In what may be his last State of the Nation Address (SoNA) depending on the outcomes of the imminent National Elections, President Cyril Ramaphosa's speech appears to be an early celebration of anti-corruption reforms, downplaying the effect of state capture on youth development, education and empowerment in South Africa (SA), a leading youth development organisation says. During his address, Ramaphosa told the hypothetical success story of Tinswalo, a young girl who overcame generational inequality and poverty thanks to the services and opportunities provided by the government throughout her life.

"The reality in the communities we serve, is that for every Tinswalo, there are millions of children and young people still let down by the systems in which they are told to place their hope. Corruption, state capture and ethical erosion in private and public institutions have hindered what would otherwise be sound youth development policies," says Onyi Nwaneri, Deputy CEO of Afrika Tikkun Group.

"While progress has been made, so much more needs to be done. SA is nowhere near resolving the ceaseless triple challenges of poverty, inequality, and unemployment," says Nwaneri.

In his speech, Ramaphosa lauded the success of initiatives

such as the youth Employment Tax Incentive (ETI), the Skills Development Levy (SDL), the National Skills Fund (NSF), the Youth Employment Service (YES) and the National Youth Services Programme, but this is against the devastating backdrop of 4,6 million unemployed youth (43,4%) in the country.

Private-Public partnerships

"We applaud the efforts of private-public partnerships and initiatives that have ensured that young people gain access to skills and employment opportunities, but there is scope to broaden these initiatives," Nwaneri says. Afrika Tikkun proposes mandating that final year students transition to a one-year youth service immediately after graduating, deployed according to qualification across private, public and civil society organisations to add value, gain work experience and fight for a chance to be absorbed within the year of service in whatever organisation they are placed, earning at least minimum wage during this period. By exploring a collaborative/partnership approach with all sectors of society (private, public and civil society) enabling other actors to play a larger role in the development of policies and initiatives to end unemployment, SA can get closer to solving the skills gap challenges in the country.

Corruption, accessibility and lack of infrastructure impede youth education and employment.

Funds intended for infrastructural and youth development programmes have historically disappeared through corrupt practices, negatively affecting those battling to get quality education when there is no electricity or a tender for chairs for classrooms gets misappropriated.

"In the day and age of digitisation, solvable infrastructural challenges are hampering access to quality information and affordable internet connection. Reliable infrastructure is going to be the deciding factor in how fast we can close the gaps that are allowing our youth to fall through the cracks of a broken education system" says Nwaneri. Reliable Universal broadband, as was promised at least a decade ago, would help alleviate the need for children to walk many kilometers to school, and enable them to finish their secondary education she adds. Although this year's matric results were positive and deserve to be celebrated, SA's education and literacy rates are not globally competitive, and the current education system is not producing quality graduates whose skill level matches industry demand. "Our workforce is not competitive in the global arena," highlights Nwaneri.

As a result, the country is producing wealth at a rate that is far below its potential to the detriment of millions of young people who deserve a fighting chance at becoming productive, self-sufficient members of

society. "We need to change our attitudes towards education, skills development and work experience, placing a focus on potential. Skill providers need to consult more with employers in the private sector to ensure they are enabling skills that match the needs of the market, locally and globally," Nwaneri argues. Employers need to change mindsets, attitudes and hiring practices especially in relation to youth. Focus should be on whether the prospective hire has the requisite skills, values alignment and are likely to add value to the company. The rest will follow.

SA must collaborate and rebuild the country we call home

As the country braces for a watershed election year, Afrika Tikkun urges South Africans at large to hold private and public institutions accountable, speaking out against corruption and the dereliction of the systems built to secure constitutional democracy.

"Every individual, institution, organisation, and community have a responsibility to rebuild a country we are proud of. We are all builders of a country, the collective calls home. The time is now to embrace our role and to restore our beautiful country, and its children and youth, to their rightful place in the global economy," Nwaneri concludes. ■

For more information go to www.AfrikaTikkun.org



Onyi Nwaneri, Deputy CEO of Afrika Tikkun Group

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