



## Presentation to SACHRA

Dr PW Senoamadi  
Past President of SACHRA

Building leaders who go beyond



# Content

- ☐ *First a confession*
- ☐ *The Founding of SACHRA*
  - ☐ *The When*
  - ☐ *The How*
  - ☐ *The Who*
  - ☐ *The Why*
- ☐ *Collaborative Opportunities with the SBL*
  - ☐ *YALI*
  - ☐ *Formal Programmes*
  - ☐ *Center for Business Leadership*



# *The Confession*

- ☐ *Memory is infallible and therefore liable to errors*
- ☐ *Had to talk to people with whom we founded SACHRA*
  - ☐ *Jacques Malan – Anglo Coal at the time*
  - ☐ *Pieter Korff – Also Anglo Coal*
  - ☐ *Phillip Molapo – Sasol Mining at the time*
  - ☐ *Pat Modisane – Anglo Coal at the time*
- ☐ *If anything or anyone is left out we can always fill in the gaps*

# *The When?*

*Four women who share a birthday and always celebrating it together choosing a restaurant.*

- ☐ *For their 40th birthday they go to the Lakeview restaurant because the waiters are cute and wear tight pants.*
- ☐ *For their 50th birthday they go to the Lakeview restaurant because the prices are reasonable and it has a good wine list.*
- ☐ *For their 60th birthday they go to the Lakeview restaurant because it's quiet and has a nice view.*
- ☐ *For their 70th birthday they go to the Lakeview restaurant because it's wheelchair accessible.*
- ☐ *For their 80th birthday they go to the Lakeview restaurant because they've never been there before*

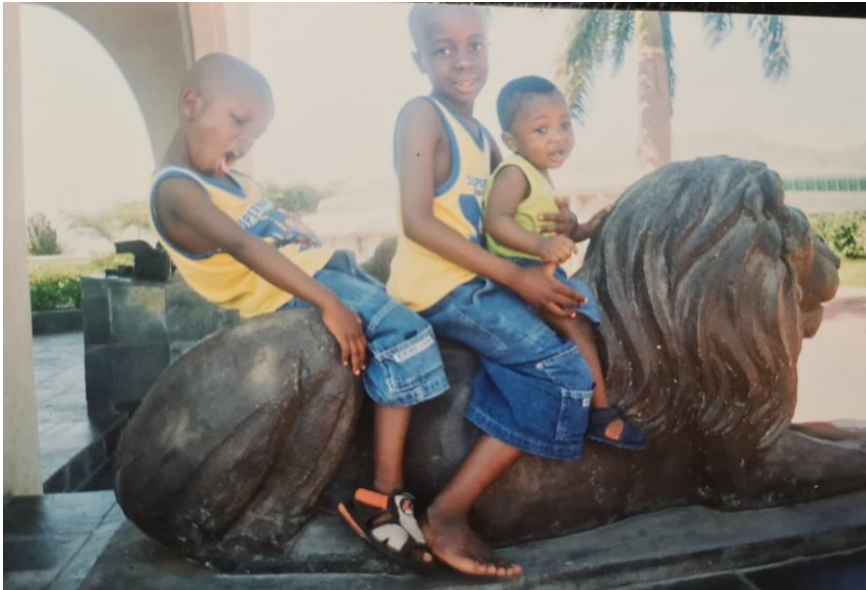


SOUTH AFRICAN COLLIERIES HUMAN RESOURCES ASSOCIATION



# *The When?*

*It is indeed a long time ago*



*First picture was taken at Royal Swazi Sun at the end of my presidency  
2003/2004 of SACHRA and the other 2019  
From bonchu nusus to opinionated know it all dudes*

*That's how far back we came – a very long time ago*



SOUTH AFRICAN COLLIERIES HUMAN RESOURCES ASSOCIATION



# ***The How***

- ☐ ***Three meetings at Kriel Colliery***
- ☐ ***Drafted the constitution***
- ☐ ***Elected the Council***
- ☐ ***Initially an exclusive club***
  - ☐ ***Mine HR Managers***
  - ☐ ***Training Managers***
  - ☐ ***ER Manager etc***
- ☐ ***Subsequently included other categories***
  - ☐ ***Graduates***
  - ☐ ***HR Practitioners***

# *The Who*

## ☐ *The founders were*

- ☐ *Jacques Malan – Inaugural President (2000 to 2003)*
- ☐ *William Senoamadi – President (2003 – 2004)*
- ☐ *Pieter Korff – President (2004 – 2005)*
- ☐ *Phillip Molapo – Council Member*
- ☐ *Andre le Grange – Council Member*
- ☐ *Pat Modisane – Council Member*
- ☐ *Allan Harty – Council Member*
- ☐ *Wayne Harris – Council Member*



# *The Who*

## *SACHRA Council At Pieter Korff's Presidential function*





# The Why

## In Lewis Carroll's Through the Looking Glass

- ❑ *Humpty Dumpty says “There’s glory for you!”.*
- ❑ *“I don’t know what you mean by ‘glory’” says Alice.*
- ❑ *Humpty Dumpty smiled contemptuously. “Of course you don’t – till I tell you. I meant ‘there’s a nice knock-down argument for you!’”*
- ❑ *“But ‘glory’ doesn’t mean ‘a nice knock-down argument,’” Alice objected.*
- ❑ *“When I use a word,” Humpty Dumpty said in rather a scornful tone, “it means just what I want it to mean – neither more nor less.”*
- ❑ *"The question is," said Alice, "whether you can make words mean so many different things."*
- ❑ *"The question is," said Humpty Dumpty, "Which is to be master---that's all."*

# *The Why*

*"Which is to be master---that's all."*

- ☐ *Share best practices*
- ☐ *HR need s to sit at the table*
- ☐ *HR is a vital part of the business*
- ☐ *Give a people management perspective to colliery associations*
- ☐ *Influence decision making of the various association*
- ☐ *Colliery HR issues are different from our sister organisation AMHIRP*



## HISTORY OF THE SBL

Building leaders who go beyond



## HISTORY OF THE SBL

- ❑ *1873 - as the University of the Cape of Good Hope*
- ❑ *1946 - first public university to teach in the world to teach exclusively by means of distance education*
- ❑ *1965 Unisa decided to introduce a Master of Business Leadership (MBL) under College of Management and Economic Sciences (CEMS)*
- ❑ *1969 the establishment of the SBL as an autonomous body within the university*

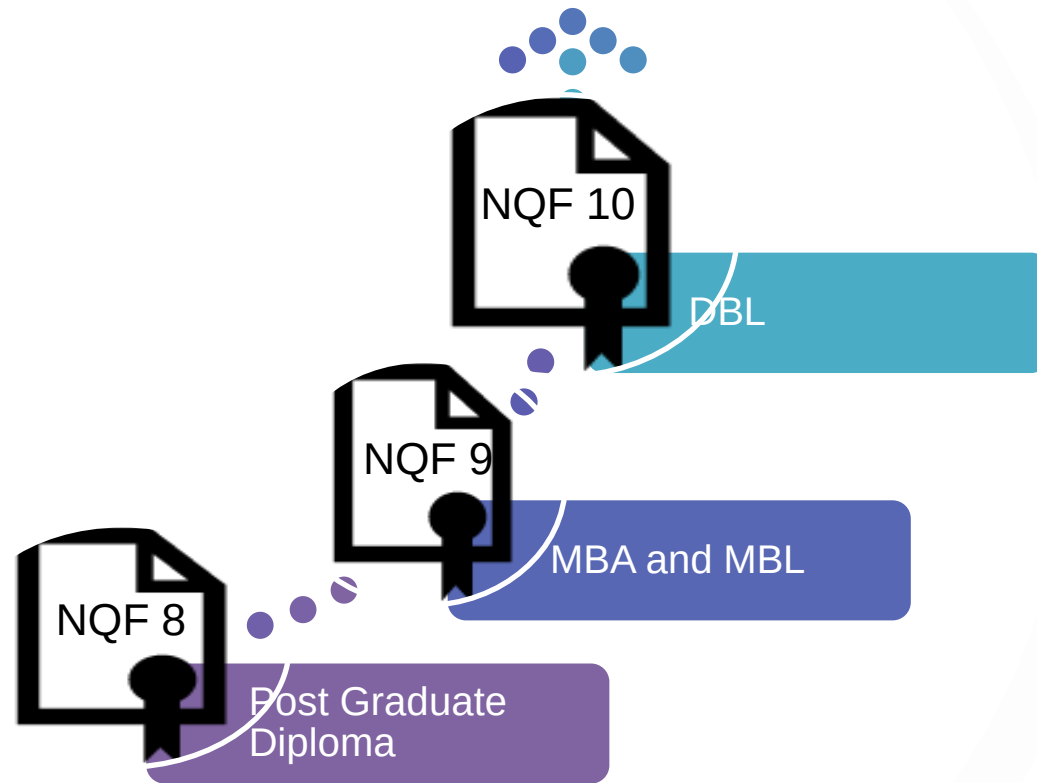


## HISTORY OF THE SBL *salient features*

- ❑ *The only university in South Africa that provided all people with access to education, irrespective of race, colour or creed*
- ❑ *A vibrant and rich history - world-class institution that has been building Africa's future for 141 years*
- ❑ *A range of study choices, certificate programmes and degree programs to to over 400 000 current students*
- ❑ *Massive and impressive database of alumni in the most senior levels of society across the world*
- ❑ *Rooted in South Africa and the African continent*
- ❑ *One of the top business schools in South Africa*
- ❑ *SBL has produced more than a third of all the MBL/MBA degrees awarded by South African universities since its inception*
- ❑ *More than 150 of the MBL graduates appear in the Who's Who of Southern Africa*



# Formal Qualification Product Mix







# Centre for Business Leadership

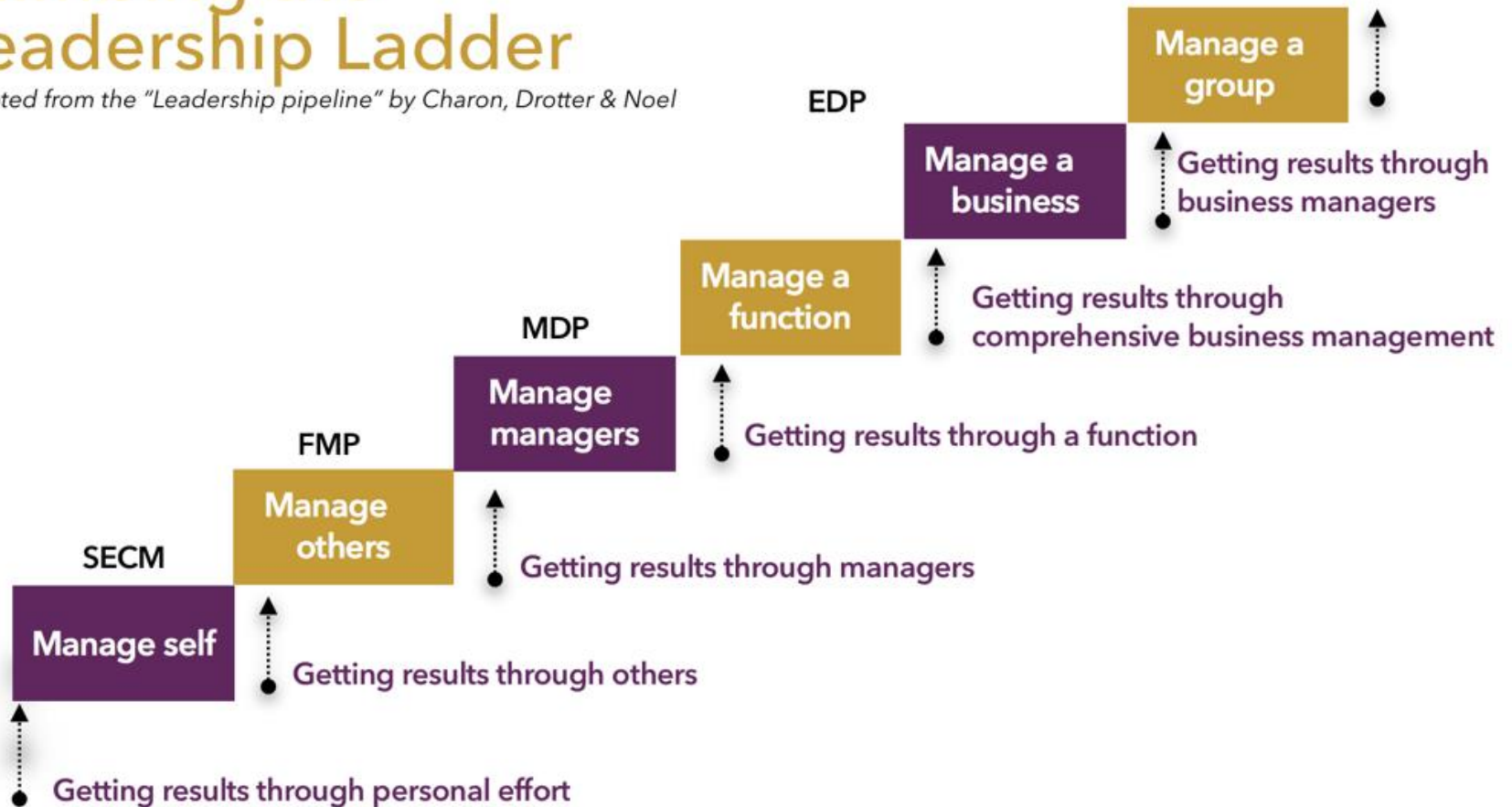
Building leaders who go beyond





# Climbing the Leadership Ladder

*Adapted from the "Leadership pipeline" by Charon, Drotter & Noel*



# ExEd @ SBL new programmes

- New short learning programmes developed in consultation with client and sectoral experts
- Content is packaged in workshop modality then presented to various role-players to determine fitness for purpose
- Next stage is the development of the short learning programme in terms of
  - Content and curriculum architecture
  - Design and delivery modality incl. NQF level
  - Assessment and certification requirements
- Timeline for developing and approval of new SLPs is about 6 months, anticipated delivery in the 2<sup>nd</sup> semester 2018





YALI REGIONAL  
LEADERSHIP CENTER  
SOUTHERN AFRICA • PRETORIA

# YALI Regional Leadership Centre Southern Africa (YALI RLC-SA)



**USAID**  
FROM THE AMERICAN PEOPLE



**USAID**  
FROM THE AMERICAN PEOPLE



  
The MasterCard  
Foundation

UNISA   
university  
of south africa

UNISA   
university  
of south africa

# What is YALI?

Young African Leaders Initiative (YALI) was launched by the US Government as a signature effort to invest in the next generation of African leaders.

1. Mandela Washington Fellows – 6 weeks program in the US
2. YALI Network – free online courses
3. Regional Leadership Centers – funded by USAID, MasterCard and Dow Chemicals
  - a) YALI Regional Leadership Center, Southern Africa based in Pretoria – Unisa – serving English and Portuguese speaking communities
  - b) YALI Regional Leadership Center, East Africa based in Nairobi – Jomo Kenyatta University – serving English speaking communities
  - c) YALI Regional Leadership Center, West Africa based in Accra – Ghana Institute of Management and Public Administration (GIMPA) – serving English speaking communities
  - d) YALI Regional Leadership West Africa – based in Dakar CESAG Business School – serving the French communities
4. YALI Africa - Resource Mobilization Vehicle for the four RLC's
5. Target – 18 – 35 years

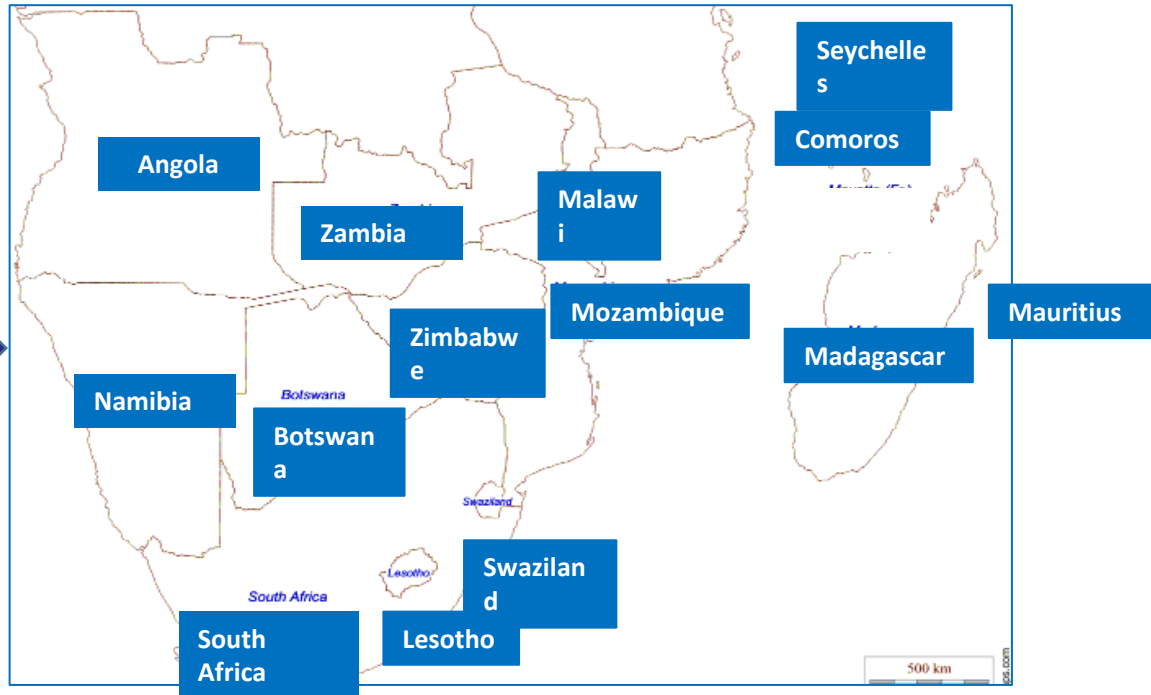




YALI REGIONAL  
LEADERSHIP CENTER  
SOUTHERN AFRICA • PRETORIA

# Geographic Coverage

14 Southern  
Africa Countries



**USAID**  
FROM THE AMERICAN PEOPLE



**USAID**  
FROM THE AMERICAN PEOPLE



**The MasterCard  
Foundation**

**UNISA** | university of south africa

**UNISA** | university of south africa

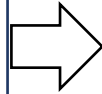


**YALI REGIONAL  
LEADERSHIP CENTER**  
SOUTHERN AFRICA • PRETORIA

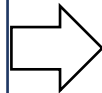
# Programs

## YALI RLC-SA HYBRID PROGRAM STRUCTURE – 5 WEEKS

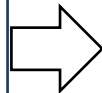
**CROSS CUTTING ISSUES**  
(2 Weeks - Online)



**Business and entrepreneurship development**  
(3 Weeks – in-person)



**Civic Leadership (3 Weeks – In-person)**



**Public Management and Governance**  
(3 Weeks, in-person)



**USAID**  
FROM THE AMERICAN PEOPLE



**USAID**  
FROM THE AMERICAN PEOPLE



**The MasterCard  
Foundation**

**UNISA**



**UNISA**





# THANK YOU

Building leaders who go beyond

