



# TRANSCEND TRAINING BEE CHAMPIONS COURSE

CAPE TOWN

BRINGING BEST PRACTICE AND STRATEGIC INSUDSTRY INSIGHTS INTO YOUR BEE LANDSCAPE



NQF level 5 | Credits 4  
SETA ACCREDITATION

# ABOUT THIS COURSE

Transcend's leading BEE training course is the best choice for you if you want to get transformation right. This practical and interactive course will equip you with deeper insight into the Revised Codes of Good Practice (RCoGP) as set out by the DTI in October 2013 in order to improve your scorecard level and increase your revenue.



**SETA ACCREDITATION**

NQF level 5 | Credits 4



**R3 450**

excl. VAT  
per delegate



**FULL  
DAY COURSE**

## THIS COURSE IS FOR YOU IF



You want to know what qualifies and what doesn't on your BEE Scorecard and what documentation is needed in order to be prepared for verification.



You want to improve your organisation's BEE scorecard level with the knowledge and skills to do so in a way that is sustainable and long-term.



You're responsible for BEE in your organisation and you are looking to expand your understanding of how the Revised Codes will affect you, i.e.

- MDs, CEOs, CFOs, CIOs, COOs
- Human Resource Professionals
- Preferential Procurement Professionals
- Any individual who has been appointed as the BEE Champion to take care of the BEE scorecard

### COURSE DATES



MAY



JULY



OCTOBER



NOVEMBER

WE'VE TRAINED

**OVER 7,500 +**

PROFESSIONAL DELEGATES



# WHAT YOU'LL LEARN

This engaging course is broken down to allow for adequate time in the rich course material as well as provide space for class engagement to drive the true value of the course by making the learnings applicable in each of the delegates context as they engage.



## SESSION 1

(1.5 hours)

The first session of the course will provide you with a practical foundation of transformation in South Africa with an introduction to BEE upon which lectures will apply legislative and best practice principles.



## SESSION 2

(3 hours)

The second session will give you an understanding of the legal context of Black Economic Empowerment (BEE) as we begin to unpack the scorecard pillars.



## SESSION 3

(1 hour)

The third session continues where the second left off with emphasis on where the interests of the group leads the discussion.

Course Includes:

- 2 x Tea breaks (20min)
- 1 x Lunch break (45min)

“WE WILL EMBARK ON YOUR BEE JOURNEY TO...”

## UNDERSTANDING BEE

- Understand of The Revised Codes of Good Practice
- Understand the macro-economic context of BEE in South Africa (the “WHY?” of empowerment)
- Gain a technical understanding of each of the pillars of the BEE Scorecard, including targets and measurement criteria (the “WHAT?” of empowerment)
- Understand Skills Development interpretations, learnerships, definitions of disabled individuals and how to maximize the human capital pillar of the scorecard
- Understand Preferential Procurement, the alignment to PPPFA, Empowering Suppliers and the new Enterprise Supplier Development
- Understand Employment Equity within the context of BEE

## PLANNING BEE

- Plan the implementation of BEE in the organisation

## IMPLEMENTING BEE

- Apply the calculations to build a current state scorecard
- Apply Enterprise Development best practice
- Build capacity to update the company's BEE position on an on-going basis
- Consolidate all the theory through practical exercises and case studies
- Collect all the necessary documentary evidence in preparation of a formal Rating or Verification

## CLIENT TESTIMONIAL

*“The trainer was incredibly articulate and detailed given the limited time to go through the programme. She was extremely patient and made every effort to ensure that we understood the course content, including those attendees who, by the look of things, were only sent by their organisations for purposes of compliance only. Even though, in my view, the course content was heavily loaded and could generally be extended over more days, she nevertheless ensured that her delivery thereof was impactful.”*

~ Lesego Ramathape | FleetAfrica



OVER A DECADE  
OF EXPERIENCE



SERVED OVER  
56% OF THE JSE  
TOP 50



OVER 500  
CLIENTS ADVISED  
ON BEE



LEADING  
CONSULTANTS

# ABOUT THE TRANSCEND GROUP

## OUR STORY

In 2005 a handful of people determined to support the emergence of BEE founded what was then known as Ownership Solutions. The business grew and evolved with the relatively young BEE industry, and in 2008 it merged with another consultancy to become 'Transcend'. Since then we have grown further to be a leader in the BEE arena – with an experienced and knowledgeable team of professionals driving sustainable transformation across the South African economy.

Through the years Transcend split into two areas of speciality – Transcend Capital, which focuses on ownership advisory and transaction structuring, and Transcend Corporate Advisors, which focuses on advisory across the rest of the BEE scorecard, as well as training. In more recent years, as an enterprise development venture, a Black-owned talent management business - Transcend Talent Management has joined the Transcend stable.

With the close co-operation and the resultant synergies of the Advisory, Capital, and Talent businesses, clients receive a bespoke BEE solution that addresses not only compliance but true transformation that makes business sense.

## OUR MISSION

South Africa faces significant inequality, high levels of unemployment, and challenges to economic growth. With transformation being complex and emotive, our mission is to play a key role in facilitating meaningful and sustainable BEE strategy development and implementation that will have mutual benefit for our client and society as a whole.

## OUR VALUES

- Value creation
- Service excellence
- Integrity
- Fairness
- Nation-building

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# ABOUT THE TRANSCEND GROUP

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## ADVISORY

### BEE ADVISORY, TRAINING, AND STRATEGY DEVELOPMENT

**Transcend Corporate Advisors** is a leading BEE consulting and strategy advisory firm that offers a suite of transformation services and solutions to South African corporates and multinational companies.

- BEE Training
- Current State Modelling
- BEE Strategy Development
- Human Capital Support
- BEE Monitoring Support
- Value Chain Support in Best Practice Preferential Procurement and Enterprise/Supplier Development
- BEE Capacitation Resources

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## CAPITAL

### STRUCTURING AND IMPLEMENTATION OF BEE TRANSACTIONS

**Transcend Capital** is a boutique corporate finance business specialising in structuring and implementing value-adding, sustainable BEE transactions for SA corporates and multinational businesses.

- BEE Transaction Implementation
  - Optimal Group Structuring
  - Strategic Partner Selection/Introduction
  - Sale of Assets
  - Employee Ownership Schemes (ESOPs)
  - Broad-Based Ownership Schemes
  - Equity Equivalent Programmes
- Black Industrialist Solutions
- BEE Ownership Advisory
- Valuations

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## TALENT

### EXECUTIVE SEARCH THAT FINDS THE RIGHT PEOPLE FOR THE RIGHT POSITION

**Transcend Talent Management** is talent and placement agency specialising in top tier transformation talent and leadership coaching support. We partner with our clients in providing niched talent solutions.

- Integrated Talent Management Services
- Talent Acquisition and Related Services:
  - Executive Search
  - Talent Mapping
  - Contingency Recruitment
- Succession Planning and Leadership Development



# YOUR TRUSTED ADVISOR

We are a trusted advisor to leading multinationals and SA corporates. Some of the clients we have helped in the last decade include:



## CLIENTS WHO HAVE BENEFITED FROM OUR TRAINING

- Anglo American
- BHP Billiton
- ABSA
- Jet Demolition
- Department of Agriculture
- Telkom
- Alexander Forbes
- Anglo
- Imperial Group
- Barloworld
- BMW
- Grindrod
- De Beers
- Discovery
- Liberty Life
- Mutual & Federal
- Nedbank
- Old Mutual
- Oracle
- Parmalat
- Standard Bank
- First National Bank
- Group 5
- SASOL
- Murray and Roberts
- IDC
- NEF
- Xstrata
- Mvelaphanda
- Siyanda Coal
- Sun International
- Woolworths

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# CONTACT

Equip yourself with the best industry knowledge to ensure that you are geared to getting transformation right in a way that makes business sense for you. Book now with Brian:



**BRIAN HENDRIKZ**

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Brian.Hendrikz@transcend.co.za

telephone | +27 11 442 2433

