



Quick Brief

A news update from the NBI on its programmes, business leadership and issues on sustainable development.

30 January 2018

Transformational Leadership for Change

Transformation

Noun | trans·for·ma·tion

A marked change in form, nature or appearance

The progress South Africa has made since 1994 in addressing inequality is remarkable. However, the challenges of disparity and inequity remain immense and require a collective commitment to realise marked change in our society. The latest [“Poverty Trends in South Africa”](#) report published by StatsSA, paints a concerning picture of increasing poverty and inequality, finding that in 2015 more than half (55,5%) of South Africans were poor and that the number of poor South Africans had increased from 2011 (53,5%). Additionally, South Africa’s high and structural unemployment reinforces inequality and is exacerbated by the generally poor quality of education at basic and tertiary levels.

While companies continue to contribute to addressing social transformation in numerous and varied ways, it may be time for a collective re-commitment to meaningful change. The challenges that remain suggest that we need to build on the successes, and find innovative ways to transform organisations. Thus, in 2018, the National Business Initiative (NBI) and its member companies are rolling out a transformation programme intended to move the private sector forward.

The transformation programme is underpinned by our National Development Plan (NDP) Action Programme and our Sustainable Development Goals (SDG) programme, including the work focusing on the business opportunity in contributing to the delivery of the SDGs and the opportunities for business in doing this.

Our vision: a South African business community contributing actively to social and economic transformation by creating jobs and economic opportunities and that identifies and addresses internal and external transformation challenges in order to ensure equity within the workplace and an organisational culture appropriate to this; as well as addressing the relationship between business and the rest of society in order to achieve increased equity.

Our objectives are to:

- Collectively craft a vision of a transformed South Africa and jointly identify priority areas for action within corporates and between corporates and society broadly;
- Collate and share company best practice and key learnings;
- Provide the means to assess progress in contributing to transformation; and
- Support companies in implementation of strategic, innovative programmes to drive transformation.

The NBI believes that business cannot succeed in a failing society and that business has a key role to play in building an equitable and prosperous society in which there is reduced inequality, a growing economy, increased access to more jobs, a high quality education system, an environment that supports the development and growth of small and medium enterprises, as well as sound environmental stewardship. Achieving this requires business to “walk the talk” and also requires that companies identify and comprehensively address challenges to transformation and see themselves as powerful societal change agents.

We look forward to walking this journey with you.

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Business Action for Sustainable Growth

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