



26 May 2021

Launch of the Transformation Blueprint for South Africa Companies

Why is it important to develop a Transformation Blueprint for South African Companies?

In response to the need for accelerated transformation across the South African private sector, the **National Business Initiative (NBI)** has just launched our **Transformation Blueprint** on 26 May 2021, as a guide for organisations as they map their transformation journeys.

South African society remains largely untransformed, mainly due to a lack of measures and interventions to resolve this long-standing issue. Transformation for companies needs to move beyond compliance to think critically about South Africa's historical context of systemic exclusion.

The result is an urgent need to address the issues of inequity and exclusion that continue to erode trust, hamper cohesion and limit business performance and innovation.

As a collective, we find ourselves still grappling to effect real change in the context of the continuing challenges of unemployment, inequality and poverty, which have worsened with the COVID-19 pandemic and resulting lockdowns. These recent shifts in socio-political and economic systems mean that businesses have had to respond to these challenges by considering how various identities collectively impact the world of work.

Developing a Guide for the Private Sector: The Transformation Blueprint

In response, the NBI's Inclusion Working Group set out to build innovative and collaborative approaches amongst member companies in addressing transformation challenges, with the aim of ensuring diverse and productive workforces.

Through the Inclusion Working Group, established in 2019, we convened member companies working in the social sustainability, transformation and diversity & inclusion space with the key objective of developing and consolidating a Blueprint to guide transformation in the workplace.

The Transformation Blueprint is the culmination of the Working Group's interest and engagements on a range of topics linked to inclusion and belonging that build on best practice. The Blueprint reflects current social complexities and

indicates how these complexities will impact businesses in their transformation agendas, now and in the future, from behavioural changes to policy amendments.

Key Insights from the Blueprint Report

1. **Understand your employees:** Continually assess your employees experiences of inclusion and belonging on an ongoing basis
2. **Implement inclusive policies and processes:** Thoughtful and appropriate people-centred policies are important to support transformation
3. **Representative leadership is crucial:** Leadership must be reflective of the society that businesses operate within
4. **Transformative workplace culture should be encouraged:** Transformation journeys are iterative and ongoing
5. **Clarity is key:** Companies must take a clear position and stance on their priorities and commitments to transformation
6. **Leadership capabilities must be encouraged:** Developing and rewarding leadership capabilities are key qualities of transformative organisations

In short, organisations must not be afraid to embrace change as it is at the centre of transformation. Organisational restructuring cultivates new cultures, enables innovative styles of management, different organisational patterns and improves efficiency, resulting in organisations effectively adjusting to the ever-changing environment.

For more information on the NBI's [Transformation Blueprint](#), as well as our [Transformation and Equity work](#), please contact Khanyisa Nomoyi (Project Manager: Social Transformation) at KhanyisaN@nbi.org.za



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The National Business Initiative (NBI) is an independent and voluntary coalition of South African and multinational businesses launched in 1995 by the then President, Nelson Mandela.

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