



Klaus-Jürgen Bathe Leadership Programme

NEWSLETTER
December 2023



MESSAGE FROM THE DIRECTOR

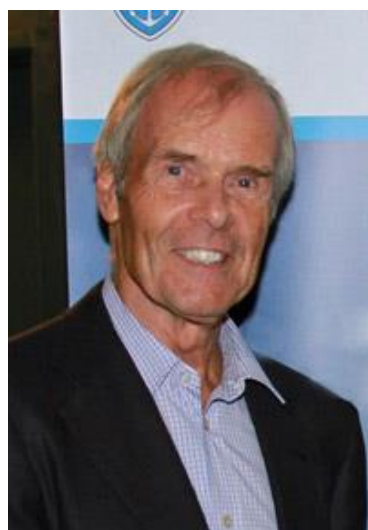


This year is the 9th since the first cohort of Klaus-Jürgen Bathe Leadership Scholars began their studies under the Programme. As the year ends, we share in the celebrations of those of our scholars who have just completed their degrees, and wish them all the best as they embark on new journeys in fulfilment of their aspirations. To mark our 10th anniversary, a KJB Leadership Conference is being planned for November 2024.

In this newsletter, you will catch up with the most recent activities of our scholars, and learn about their achievements. Broadening horizons and learning about the cultures of other people are important aspects of leadership development; you will read about how some of our alumni have been doing that. We have also had a distinguished speaker engaging with the scholars on what it means to be a good leader. Credit goes to Belisa Rodrigues for yet another informative edition of the KJB Newsletter.

Prof. Alphose Zingoni

Programme Director



"I love South Africa. To ensure a prosperous and peaceful future for all its citizens, the countries in Africa, as all nations worldwide, need excellent leaders. With good leadership, the dream of prosperity and peace for everyone will be realised."

Professor Klaus-Jürgen Bathe

- Founder of the Programme

LEADERSHIP YEAR-END LUNCHEON WITH PROF JANSEN

Leadership Luncheon with Prof Jansen

At the beginning of November, we celebrated the KJB Year End with a Leadership Luncheon held at the Southern Sun Newlands, with guest speaker Prof. Jonathan Jansen on a very contemporary and timeous topic "7 Lessons of Kolisian Leadership", referring here to the strong leadership demonstrated by Rugby Captain Siya Kolisi (and off the back of the World Cup Rugby win by South Africa).



Image above: **Prof Jansen engages KJB Scholars, and KJB Alumni in a leadership talk.**

About Prof Jansen:

Prof Jonathan Jansen is Distinguished Professor of Education at the University of Stellenbosch, President of the Academy of Science of South Africa, and a holder of an A-rating of the National Research Foundation. His recent books include "*The decolonization of knowledge*" (Cambridge University Press) and "*Corrupted: A study of chronic dysfunction in South African universities*" (Wits University Press). He was recently elected to membership of the American Academy of Arts and Sciences.

Kolisian Leadership Principles

Prof Jansen opened his leadership lecture with a revelation:

“At first glance, there is nothing about Siya Kolisi to suggest that he is a leader. When he speaks, he tends to mumble, talking into his mouth. At post-match news conferences, Kolisi comes across as taciturn, the first questions usually going to the more effusive coach, Jacques Nienaber. And you never see the Springbok rugby captain barking orders on the field or waving instructions with his hands. Yet Captain Kolisi is one of the most impressive leaders I have ever observed. Here are seven lessons of Kolisian leadership that I now share in my public speaking engagements...”



South Africa's Siya Kolisi lifts the Webb Ellis Cup with teammates following victory in the Rugby World Cup 2023 final match at the Stade de France in Paris, France.

Image: David Davies/PA/Backpagepix

In summary, he makes the point that leadership is embedded in sometimes the small things that we do, that no one overtly notices. Just like when Kolisi pays attention to his team mates or when celebrating a win, will always give credit to his team above himself.

- 1. Less talk and more walk** – actions, as they say, really do speak louder than words.

2. **Deflect rather than attract attention** – again, Kolisi tends to move the spotlight away from himself and onto his team instead.
3. **Big Picture thinking** – Kolisi understands that playing rugby is not merely “just a game”, but that making the nation proud has huge impact on society’s psyche and motivation.
4. **It's the connections – stupid!** Meaning, that Kolisi understands that relationships are the most important, even showing empathy to the losing side is important.
5. **It’s the team, not the individual**
6. **It is about overcoming divisions of race among us**
7. **You still have to figure out how to win!**

So there you have it, the 7 principles of "Kolisian Leadership" by Prof. Jansen!

KJB INTERNSHIP WRAP UP

KJB Scholars wrapped up their internship leadership experiences at the following institutions, and captured their leadership lessons in a daily reflective leadership log. We highlight 2 leadership lessons learnt:

1. Bonolo Mokoka– SAFIC experience



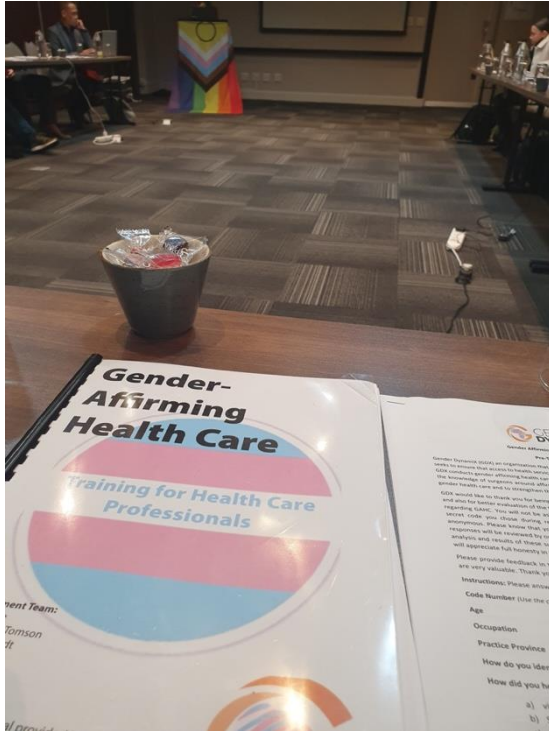
Safic is a leader in chemical and cleaning equipment and products for the Industrial, Commercial, Food & Beverage and Water Treatment industries.

“SAFIC CEO has been an exceptional example of what it means to be a great leader in this day and time and I will forever pull from the lessons that I learnt here”.

Bonolo acknowledges that the KJB Leadership Internship has given her unfettered access to what good corporate leadership looks like in practice.

2. Dango Mwambene – Triangle Project experience

Triangle Project is a Human Rights NGO, offering professional healthcare services to LGBTQIA+ communities.



“Today was really awesome. It was incredible meeting all Triangle’s staff. You can really tell that everyone respects each other as individuals and have trust in each other’s expertise/roles. When I spoke about it later with Sharon, she described Triangle as a “flat feminist structure”. It reminded me of the first KJB leadership bootcamp we had where we contrasted typical traditional notions of leadership vs the leadership we were trying to work towards. We described traditional leadership as patriarchal, hierarchical so I feel fortunate to observe queer, feminist activists enact alternative forms of leadership”

Other internship hosts included:

3. Jude Bukongo at the Sozo Foundation

The Sozo Foundation is a non-profit organisation, based in the impoverished Cape Flats community of Vrygrond, Cape Town. With a vision to see the community of Vrygrond living with dignity, purpose and hope, Sozo creates opportunities for holistic development through four key areas: Education, Skills, Enterprise and Entrepreneurship.

4. Tarisiro Katuruza and Tendani Mufeba at the Hout Bay United Football Community

welcomed two of our KJB scholars at different times of this year and performing very different roles (coaching versus admin support).

Hout Bay United Football Community (HBUFC) is a non-profit organisation that provides opportunities to local communities, gets kids off the streets, provides coaching, life skills and football abilities, and develops successful top class football culture and teams bringing pride to people of Hout Bay.

KJB LEADERSHIP CONFERENCE ANNOUNCEMENT



KJB SCHOLAR ACHIEVEMENTS

In this edition we congratulate not one, but three of our KJB scholars, for winning awards in recognition of their outstanding leadership achievements.

Department of Student Affairs (DSA) : Student Leadership Award



The DSA department awards these Student Leadership Awards at the end of the year to students who demonstrated outstanding leadership during the course of the year.

Awarded to **Jude Bukongo (KJB Scholar 2022)** and his team members of SAICE -UCT Team in recognition of their leadership.

Faculty of Health Science Surgery Prize



Inae Kim (KJB Scholar 2022), was awarded the “*Faculty of Health Science Surgery Prize*” for the final year MBChB student who has shown greatest promise in surgery in the final MBChB exams.

Global Surgery Research Advocacy Implementation (RAI) Leadership Programme Fellowship Award



Vuthlarhi Shirindza was awarded the “*Global Surgery Research Advocacy Implementation (RAI) Leadership Programme Fellowship Award*” at the UCT Global Surgery End of Year Function this past weekend as the best undergrad RAI fellow in the division.

KJB DIRECTOR A-RATED BY THE NRF

At the NRF Annual Awards Ceremony in Durban (Zimbali Resort) on 31 August 2023, Prof. Zingoni (KJB Director) was formally presented with a certificate and a glass trophy for becoming an A1-rated researcher. The A-rating is only awarded to researchers who are acknowledged by their peers as leading international scholars in their respective fields. The event was quite something to remember. Minister Blade Nzimande (Higher Education, Science & Innovation) was there to officiate among other dignitaries and UCT colleagues.



Prof. Zingoni (centre) receiving an engraved trophy and a certificate from Dr Fulufhelo Nelwamondo, CEO of the NRF (right), and Dr Phil Mjwara, Director-General of the Department of Science and Innovation (left).

KJB ALUMNI SPOTLIGHT

KJB Alum wins top award at Deep Tech Startup



Denislav Marinov (KJB Alum 2018) pictured centre stage, won the best Deep Tech, Science and Innovation Startup award for his manufacturing tech startup, Amnova, at the prestigious Africa Arena Grand Summit on 6 December 2023.

Denislav competed against industry leading startups from across Africa and came up on top with their cutting edge industrial large format 3D Printing technologies. The award saw Denislav take home a \$10 000 cash prize sponsored by deep tech investor, Savant.

Meet the Southern African Rhodes Scholars-Elect, 2024

Ten outstanding young graduates from Southern Africa have been announced as the Rhodes Scholars-Elect for 2024. We are pleased to see that Dr Sebesho (KJB Alumnus) is among the 10 selected this year!



LEAGO SEBESHO (Gauteng Regional Finalist, SA-at-Large Scholar-Elect 2024)

Leago (26) is a junior doctor and aspiring clinician-scientist presently in the final stages of her internship at Chris Hani Baragwanath Hospital. She successfully earned a Bachelor of Medicine & Surgery from the University of Cape Town in 2021.

Her achievements include being honoured with the Bongani Mayosi Academic Prize and Foreman Prize, both of which commend her academic excellence, dedication to community upliftment, and substantial contributions to student affairs. Within the university community, Leago held leadership roles in various structures, notably serving as the Deputy Chairperson of the Health Sciences Students' Council and as the Convenor of UCT Student Parliament. In 2019, she received both the Abe Bailey Scholarship and **Klaus-Jurgen Bathe Leadership Scholarship, recognising her leader-ship qualities and dedication to fostering sustainable change in Africa.**

Leago is deeply committed to youth development and empowerment. She has facilitated a youth development programme in rural Eastern Cape through which young learners get taught computer skills, reproductive health, career opportunities and personal development. Her overarching vision is to contribute to the improvement of health outcomes in Africa by making a meaningful impact on the African health sector through her research endeavours.

Ultimately, she aspires to influence health policy, with a particular focus on issues affecting vulnerable communities. In her leisure time, Leago can be found engrossed in a novel, or avidly following sports.

Alumni Travel Bugs: balancing work and life

Our alumni are not all work and no play! Two of our alumni have shared their travel experiences this year, and the value of intercultural exchange in their leadership journeys.

Ryan Hudson (KJB Alumnus 2015) We now visit Ryan Hudson, who took an extended 4 month backpacking experience across Asia from Sept -Dec 2022 as well as ticking off several local South African bucket list travels earlier this year, and shares with us his learnings:



"I sometimes muse over how much more rejuvenated I am for work when I manage to take a good chunk of time off, rather than just 1-2 weeks during December. I always return with a desire to be productive, to create a complex spreadsheet, or something!"

Taking extended time off work requires, of course, a lot of good fortune, and I am thankful that I had the opportunity. I spent several months ticking off bucket list items in South Africa and wafting around like a lost breeze in the Stans of Central Asia. This period was aimed at gaining life experience that cannot be explored in my usual career.



I obtained my paragliding licence, completed a couple of endurance trail races, summited a 5,400m Himalayan peak, and poked my head through a hole in the Tajikistan-China border fence.

Having learned Russian to engage with locals, I hitchhiked through snow at 4,600m in Tajikistan, enjoyed the beauty of the Afghanistan border, traversed the mountains in Kyrgyzstan on horseback, and climbed unassisted in the Nepali Himalayas.

Feeling incredibly rested and excited about the world; I am looking forward to the next adventure, which I will share soon!"



We wish you all the best in your new role as Strategy Associate at [Old Mutual Limited](#), they are surely very lucky to have you as part of their team!

Another alumnus, **Liz Mubari (KJB Alum 2020)** from Kenya, shared with us her most recent travel experience, with a similar mood in mind:

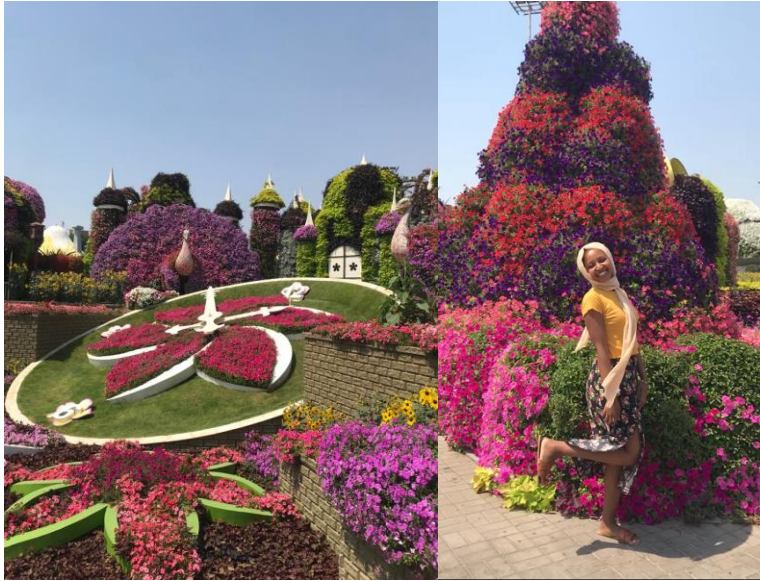


"Visiting South-East Asia was on my bucket list from as far back as 2021 when I was still at university. I wanted to experience the diverse culture and amazing food. However, for so long I was scared to do it alone.

This year in September, I finally got the courage to solo travel and it turned out to be a very life-altering experience for me.

*I saw the first live robot waitress in Malaysia. I hiked up Batu Cave temples in the rain **(image on left)**; anyone who has hiked in the rain knows how exciting that can be. I experienced culture shock when I saw frogs being served on the restaurant menu. I was blown away by the technology advancement in Singapore; experiencing augmented reality for the first time was mind-blowing. Locals in Bali often stopped me because they were so fascinated by my*

hair that they wanted to touch it. I saw black sand that glittered on a beach. I met so many diverse people, laughed so much and ate the best food.



Besides Southeast Asia, I've gotten to travel to some of the prettiest beaches in Zanzibar and seen the largest flower garden in Dubai. I also have a 3-week road trip planned to over 5 African countries in December. I am glad I did it even when I was scared."

Images show Liz in the flower gardens of Dubai.

REFLECTING ON 2023 AND KJB IMPACT



At the end of November, KJB Scholars attended the last of the Daring and Sharing spaces with Mutsa, the KJB Leadership facilitator. This was an opportunity for all KJB scholars to connect virtually for the last time in the programme and reflect on the two years gone by.



*"I just wanted to say, I'm so, so, so, so grateful for this opportunity with this KJB group. I think we were meant to meet in life and grow together and learn to not give up. I've gained so much from this experience... I never knew how intentional you had to be about your leadership journey, and I think Mutsa, you really taught us that, modelled it back to us in so many ways. And I will never forget this experience. It's definitely been one of my highlights of university learning and growing with an amazing group of people. So Yeah, that's what I wanted to say. Thank you to everybody. You've all taught me something." **Dango***

"I think I just wanna say Thank you so much, too. The group it's so easy to come into spaces and choose to not be vulnerable, but everyone has chosen to be vulnerable in these past 2 years. And I think that's what made this space and this relationship so safe and I really really appreciate that.

And I think I've grown so much personally, and even us as a group. So I'm really so excited for all of your futures, and I know that you will all do amazing wherever you go, whether it's next year in the years to come. But it was really so great, such a pleasure to learn from all of you.

*Thank you to ma Tammy and Belisa in their absence as well. And when we're on the mountain I saw you guys as well. You were part of that support system. You were all there in different forms and shapes. So I love you all so much. And thank you so much for everything." **Vuthlarhi***



"During our time together, we spent time looking at the concept of leadership from different perspectives while focusing on an Afrocentric approach. With the help of our host, we, the KJB students worked on redefining leadership and looking at what sustainable leadership look like. What stood out the most for me during our time, was the constant reminder on the importance of leading from a place of rest and selfcare.

I was personally impacted by this experience when I started applying what we were learning into my daily living, and I could see fruitful change in my personnel and professional life " **Jude**

"It's so beautiful that we've built something that's so hard to end." **Bonolo.**

"One thing I recall is how, when I felt like I was at my lowest and everyone shared their stories made feel like I was part of the family, which I am and it helped so much in my confidence in a lot of things...so thank you all."
Tendani



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Tammy Matose, **(KJB Administrator) far left**, receiving a handmade tote gift from **Toni (KJB Alum) second from the right**, who created end of year gifts for each KJB Scholar and for the programme secretariat that she had made.

From Left to Right: Tammy Matose, Belisa Rodrigues (KJB Programme Manager), with KJB Sholars: Yazini Xinindlu, Tendani Mufeba, Toni Ojo-akinkunmi, and Vuthlarhi Shirindza.