



BMF ANNUAL CONFERENCE

ANNUAL CONFERENCE • ACHIEVEMENT AWARDS GALA DINNER

Accelerating Social Transformation: **The New Black Economic Agenda**

PROGRAMME

Friday, 08 November 2024
Protea Hotel Johannesburg Wanderers



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FORUM FOR PROFESSIONAL METROLOGISTS
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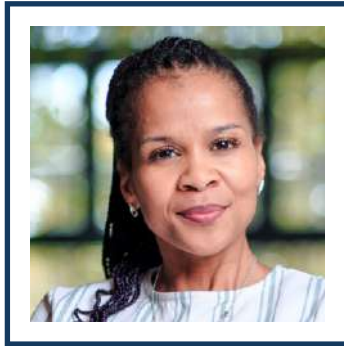
The foundation of the BMF can be traced back to 1976 when a group of black individuals came together as a support group to address the challenges of corporate structures in South Africa.

This later developed into a focus socio-economic transformation as an imperative aspect of the BMF, which could be achieved through the empowerment of previously disadvantaged demographic groups. The aim has always been to overcome a lack of growth for these demographics through the pursuit of socio-economic justice, fairness and equity.



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WELCOME NOTE



LILLY MOABI

Former Acting President, Black Management
Forum (BMF)

Welcome, everyone! Thank you for joining us today. We are excited to have you at our 48th annual conference themed: **"Accelerating social transformation- the new black agenda economic agenda"**. This will be an opportunity for us to learn from each other and grow together.

Over the course of the conference, you'll have the opportunity to attend thought-provoking sessions and connect with leaders who are passionate in addressing the challenges and opportunities for creating an inclusive economy where black leadership thrives. We are excited about the conversations that will unfold and the ideas that will be sparked.

On behalf of the organizing team, we thank you for being part of this incredible gathering, your presence enriches this event, we can't wait to see the impact that this experience will have on each of us.

Lets make it a memorable conference together!

CONFERENCE AGENDA

Programme Director: Zanele Morrison

07:30

Registration



08:45

Welcome Address

Mpho Motsei

President,
Black Management
Forum (BMF)



09:00

Keynote – Opening of the
Conference

Phumzile S. Mgcina

Deputy Minister,
Employment and
Labour



PANEL 1

**Overcoming the Barriers to Black Trade:
Navigating Anti-Competitive Trading Practices**

This Panel reflects on the anti-competitive practices in key economic sectors that hinder economic participation by black enterprises.

Facilitator: **Khaya Sithole**, Chartered Accountant, Academic, Consultant, Radio Broadcaster and Writer

09:30

Doris Tshepe, Commissioner, South African Competition Commission (CompCom SA)

09:40

Thulisile Phiri, Chief Executive Officer, The African Storyteller SA

09:50

Elias Monage, President, Black Business Council

10:00

Panel Discussion & Possible Resolutions

10:30

Tea Break

CONFERENCE AGENDA



PANEL 2

The Diversity, Equity, and Inclusion Debate: Bridging the Equity Divide in the Workplace

This panel will reflect on the gaps in meeting employment equity targets and offer insights into bridging the equity divide in the workplace vis-à-vis training and development, skills transfer, and upward mobility.

Facilitator: **Thembi Manyike**, Head: Talent Acquisition and Strategic Transformation, Santam Insurance.

11:00

Lungile Mahluza, Chief People Officer, Deloitte Africa

11:10

Vive Mlenzana, Acting Director-General, Department of Employment and Labour

11:20

Thembi Mbengashe-Mazibuko, Chief People Officer, Pick n Pay Group

11:30

Panel Discussion & Possible Resolutions

12:00

Lunch Break

ACCELERATING SOCIAL TRANSFORMATION: THE NEW BLACK ECONOMIC AGENDA



PANEL 3

Rallying Support for the B-BBEE Agenda: GNU and Transformation under the spotlight

This panel will explore some of the milestones of the BEE agenda over the last 30 years and the obstacles that need to be overcome to achieve broad-based black empowerment.

Facilitator: **Thuli Buthelezi**, Provincial Chairperson, BMF Young Professionals, KwaZulu-Natal

13:00

Tshediso Matona, Commissioner, Broad-based Black Economic Empowerment (B-BBEE)

CONFERENCE AGENDA

13:10

Dr. Eugenia Kula, Social Entrepreneur; Social Justice Advocate; Strategist; Governance, Transformation and Policy Expert

13:20

Duma Gqubule, Independent Economist

13:30

Panel Discussion & Possible Resolutions



#BMFConference2024

Accelerating Social Transformation: The New Black Economic Agenda



PANEL 4

Leveraging the Global Economy for Black Empowerment-G20 Outlook and Agenda

This panel will discuss globalized economies and the opportunities for emerging black business to leverage off rapidly growing economies in the global south to build sustainable futures.

Facilitator: **Dr. Shevonne Henry**, Founding Director, Margins - Push Boundaries

14:00

Busisiwe Mabuza, Chairperson of the Board, Industrial Development Corporation (IDC)

14:10

Dr. Ongama Mtimka, Political Analyst

14:20

Private Sector Panelist

14:30

Panel Discussion & Possible Resolutions

15:00

Tea and Coffee Break

CONFERENCE AGENDA



PANEL 5

The Impact of De-Regularization and Corporatization on the Black Economic Agenda: An analysis of the Operation Vulindlela and the future of SOC

This panel will discuss the processes of de-regularization and corporatization of state-owned enterprises and the impact on the black economic agenda.

Facilitator: **Akhona Mbadamana**, Chair, BMF Young Professionals, Western Cape

15:00

Yolisa Kani, Chief Business Development Officer, Transnet

15:10

Alan Mukoki, Chief Executive Officer, South African Chamber of Commerce and Industry

15:20

Daniel Lesetja Marokane, Group Chief Executive (GCE), Eskom Holdings SOC Limited

15:30

Panel Discussion & Possible Resolutions

16:00

Conference Closed

SPEAKER PROFILES



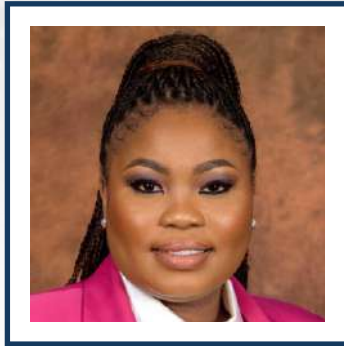
ZANELE MORRISON

Business News Anchor

Zanele Morrison is a true hyphenate: an experienced businessperson, leading change and transformation journeys for various organisations, with broadcast experience, public and stakeholder relations and expert conversationalist. Her fascinating journey thus far has taken her into boardrooms across the spectrum and helped develop Zanele's trademark insights, empathy and humour. With wit, warmth and a winning personality, she is the perfect person to host intimate interviews with leading figures in the corporate environment.

And there is plenty to talk about, which is where In Conversation with Zanele Morrison comes in. From the challenges facing Africa to the potential for sustainable growth, from personal journeys to lessons on leadership, it's time to truly give ourselves a voice in terms of who we are as African people within the economy.

SPEAKER PROFILES



PHUMZILE S. MGCINA

Deputy Minister,
Employment and Labour

Ms Phumzile S. Mgcina is a member of the 7th Parliament of the Republic of South Africa and Deputy Minister for Employment and Labour.

She brings extensive experience in the public sector, particularly in infrastructure transformation, political management, strategy development, policy formulation, and monitoring and evaluation. Ms Mgcina previously served as the youngest Council Speaker of the Amajuba District Municipality in KwaZulu-Natal, where she played a crucial role in coordinating local municipalities and ensuring the delivery of basic services through the District Development Model.

Her educational background includes a National Senior Certificate obtained in 2008, a Certificate in Public Administration earned in 2021, and an N6 in Public Management achieved in 2018. By mid-2024, she was pursuing a National Diploma in Economics.

Her work experience spans various roles, including as Accounts Clerk at the Emadlangeni Local Municipality from 2013 to 2018, Speaker of Council at the Amajuba District Municipality from 2019 to 2021, and Council Executive Committee Member at the Amajuba District Municipality from 2021 to 2024.

SPEAKER PROFILES



KHAYA S. SITHOLE

Chartered Accountant, Academic, Consultant,
Radio Broadcaster, and Write

Khaya S Sithole, is a chartered accountant, academic, consultant, radio broadcaster and writer.

He provides inputs, commentary and analysis on various social, financial and economic issues for a range of publications and clients across the corporate landscape, academia and civil society. He writes regular columns for Business Day, Moneyweb and News24. He has also contributed book chapters on various issues relating to the socioeconomic and political developments in South Africa.

Khaya is a regular programme director and event MC for various corporate and non-profit sector clients across the insurance, banking, education and advocacy spaces. He also serves as the host for the SAICA TechTalk updates and the biannual JSE Investor Forum.

Khaya currently serves on the boards of Altvest (Pty) Ltd, the Association of Black Securities and Investment Professionals (ABSIP), the Institute for Social Dialogue NPC, MyVote Counts NPC and the Council of the Council for the Advancement of the South African Constitution (CASAC).

SPEAKER PROFILES



DORIS TSHEPE

Commissioner, South African Competition
Commission (ComCom SA)

Doris Tshepe became the Commissioner of the Competition Commission of South Africa on 01 September 2022. A former competition law practitioner representing clients in several significant competition cases, Commissioner Tshepe had been active in the competition field for many years and brings her wide experience on matters relating to the mandate of the Competition Commission. This includes deep insights into advising the government on competition law reforms.

She served on an Advisory Panel on the major amendments to the Competition Act, which was signed into law by South African President, Cyril Ramaphosa, in 2019. She served as the Managing Director at a prominent law firm, Cheadle Thompson and Haysom Inc (CTH) until 30 June 2018 and is a member of the Judicial Services Commission (JSC).

Furthermore, Doris provided advice on various labour legislation, including the Employment Equity Act, Labour Relations Act, and the Basic Conditions of Employment Act, including drafting various human resources policies including terms and conditions of employment, HIV/AIDS policies, electronic communications policies, and grievance and disciplinary policies. Doris was also intricately involved in the establishment of the Media Development and Diversity Agency, including advising it on various corporate governance policies and agreements with various funders.

SPEAKER PROFILES



THULISILE PHIRI

Chief Executive Officer,
The Africa Storyteller SA

Thuli is one of Africa's most seasoned business communicators and stakeholder relationship managers. With 26 years of experience in building, managing, and promoting brands across Africa, she has held senior roles in several multi-national companies including Petrochemical company, TOTAL and US Conglomerate, General Electric (GE).

In July 2017, Thuli founded The African Storyteller, a Pan-African Public Affairs consultancy that provides government, media and stakeholder relations, as well as investment conference management services to B2B companies.

The African Storyteller has worked across various key markets such as energy, financial services, healthcare, mining, infrastructure, and transportation in Egypt, Eswatini, Germany, Ghana, Kenya, Lesotho, Malawi, Namibia, Nigeria, Russia, South Africa, Tanzania, Uganda, USA, and Zambia.

In 2023 The African Storyteller launched The African Storyteller Podcast to showcase Africa's stories of economic growth by profiling leaders and brands that are committed to investing and growing in Africa.

SPEAKER PROFILES



ELIAS MONAGE

President, Black Business Council

Elias Monage is the founder of Arabela Holdings (Pty)Ltd, Afika Group 32 years ago and the Executive chair. He is a member of the BRICS Business Council and responsible for Energy and Infrastructure working groups. He is the Current President of the Apex Black Business Council in the Country and also the President of the SEIFSA (STEEL, Engineering, Industry, Federation of Southern Africa), the voice of the Steel and Engineering. He is an entrepreneur par excellence and well respected in Business circles and cut his teeth in the Metal and Engineering Industry. Furthermore, he is the Co-President of Russia/South Africa Business Council and Turkey. The Business Community gave him further responsibility for the coordination of trade and investments in the following countries and or regions UAE, RUSSIA, TURKEY, South America and SADC.

Monage is an accomplished business leader with strong negotiation skills, a visionary with proven track record and have served Business communities in various forums for the past three decades.

SPEAKER PROFILES



THEMBI MANYIKE

Head: Talent Acquisition and Strategic Transformation, Santam Insurance

In my role, I oversee the Group Talent Acquisition portfolio. I have headed up recruitment for 2 international companies, managed Graduate and Bursary recruitment for various organizations and managed Transformation for the Consulting business. A career recruiter.

2020 - 2021, **Senior Manager: Talent Acquisition** **Senior Manager: Talent Acquisition Auditor-General of South Africa**

The key focus was to fulfill a key and integral role in the organization's pursuit of its goals by providing the business with best-in-class support, coaching and the outstanding programme management of all levels of recruitment and occupational levels. From bursary students to executive and senior management hires. By establishing and managing strong relationships with key hiring managers and stakeholders, external partners and stakeholders, to promote and contribute to clear and effective processes, hiring practices and strategies, interview design and planning, candidate experience and selection and offer negotiation. Manage the EVP and Employer brand while ensuring a consistent approach to the engagement of all who consider AGSA an employer of choice.

SPEAKER PROFILES



LUNGILE MAHLUZA

Chief People Officer,
Deloitte Africa

Lungile is a Director with 17 years of consulting experience. Before being appointed as Chief People Officer, Lungile was Chief of Staff to the previous Deloitte Chief Executive and led the Deloitte Africa Strategy Unit.

Her Consulting experience covers strategy design,, business model design, organisation design and implementation, project management and strategic change management.

Lungile has worked across a number of industries including Financial Services, Health Care, Technology Media and Telecommunications and the Public Sector.

Prior to her consulting career, Lungile was the IT Administrator at World Vision Swaziland where she was responsible for IT strategy and oversaw the day-to-day running of the IT department..

SPEAKER PROFILES



VIWE MLENZANA

Acting Director-General,
Department of Employment and Labour

I am a seasoned executive with General Management Experience in both private sector and public sector experience. My areas of interest are financial markets regulation and international taxation.



THEMBI MBENGASHE-MAZIBUKO

Chief People Officer,
Pick n Pay Group

SPEAKER PROFILES



THULI BUTHELEZI

Provincial Chairperson,
BMF Young Professionals,
KwaZulu-Natal

A highly motivated and driven legal professional committed to continuous learning and growth. Passionate about creating meaningful impact in the spaces I navigate. I'm a work in progress, always seeking new challenges and opportunities to contribute. With a love for the law and a dedication to empowerment, my journey is far from over—it's only just beginning.



DR. SHEVONNE HENRY

Founding Directors,
Margins - Push Boundaries

SPEAKER PROFILES



TSHEDISO MATONA

Commissioner, Broad-based Black
Empowerment (B-BBEE)

Mr Tshediso Matona is a seasoned public servant of 27 years, 16 of which served as Director-General. He was the Secretary of Planning in the National Planning Commission in the Presidency, South African Government, from 2015 - 2021. Currently, Mr Matona is the Commissioner responsible for promoting compliance with Broad-based Black Economic Empowerment law. He served as Director-General of the Department of Public Enterprises (DPE) from January 2011-2014; Department of Trade and Industry (now DTIC) from 2005-2010. He was the Chief Executive of power utility Eskom from October 2014 to May 2015. He served as a trade diplomat at SA's Embassy to the United Nations (UN) and World Trade Organisation (WTO) in Geneva, Switzerland from 1996 to 1998. He holds Bachelor's & Honours Degrees in Economics and Political Studies from the University of Cape Town, a Masters in Development Economics from the University of East Anglia (UK), various certificates on International Trade (Switzerland); Executive Leadership & Management; Infrastructure Development from Harvard University's JFK School of Government (USA); and on Catalysing Change for Sustainable Development from Stockholm University (Sweden).

He is a fellow of the Chartered Governance Institute of Southern Africa and has served on several boards of state-owned companies and non-profit organisations, including in the position of board Chairperson. He serves as Executive Director of Mindosa.

SPEAKER PROFILES



DR. EUGENIA KULA

Social Entrepreneur; Social Justice Advocate; Strategist; Governance, Transformation and Policy Expert

Dr Eugenia Kula is Social Entrepreneur, Social Justice advocate, Strategist, Governance, Transformation and Policy expert with a Doctorate in Corporate Governance and an MBA in Entrepreneurship and Strategy from Oxford Brookes, UK and has various Executive certificates from global institutions like ITC-ILO- Italy; HIDA-Japan, Costrad - Ghana, Geneva Institute of Leadership and Public Policy- Switzerland to cite just the few. She has significant impactful experience in Government, SOE, NPO and Corporate Governance and Strategy development experience. She has served in SOEs, Private companies, Sport Association Board (Cricket South Africa), Apex Business Member Organisation (BUSA).

She is an independent, pragmatic strategic thinker and decision maker who is engineered change processes in SA. Eugenia has authored a Chapter in an Act 22 of 2019, founded a Social Enterprise, and is the brainchild behind the Cricket for Social Justice and Nation Building (SJNI) concept that led to the first of its kind public hearings in Cricket SA. As a member of business community, she pioneered development of Women on Board Training, she has served in BRICS structures from 2013 then, and in 2016 she represented South Africa in the UN Women CSW 60 and presented on Women Empowerment. She is developmental and passionate about education

SPEAKER PROFILES



DUMA GQUBULE

Financial Journalist, Analyst, Research
and Advisor

Duma has spent more than two decades as a financial journalist, analyst, researcher, and advisor on issues of economic development and transformation. He was educated at Waterford Kamhlaba School in Eswatini and Aberdeen University in Scotland where he studied economics. He first worked as a financial journalist for most of the country's leading publications. His work was recognised and he later worked for the Black Economic Empowerment Commission, chaired by President Cyril Ramaphosa. He was co-author of the commission's landmark report in 2002, which paved the way for the current Black Economic Empowerment (BEE) laws and policies. He was editor of the book: "Making Mistakes, Righting Wrongs: Insights into Black Economic Empowerment," which reviewed the country's economic transformation policies during the first decade of democracy. In 2022, the BEE Commission gave him a spearhead award for his work in this area.

A heterodox economist, he is part of civil society campaigns for Universal Basic Income (UBI) and a job guarantee and a transformation activist. He is a research associate at the Social Policy Initiative (SPI) and does research on youth unemployment for Youth Capital. He is a Business Day columnist, public speaker and commentator on issues related to economic development and transformation.

SPEAKER PROFILES



BUSISIWE MABUZA

Chairperson of the Board,
Industrial Development Corporation (IDC)

Busi Mabuza currently serves as the Board chairperson of the Industrial Development Corporation (IDC) of South Africa; which is the largest development finance institution in sub-Saharan Africa.

Prior to her appointment as the IDC Board chairperson, Ms Mabuza served as a Non-executive director on several corporate boards. She's a respected business leader whose prior professional experience in asset management and private equity is reflected in her passionate service to private sector and government led initiatives aimed at transforming South Africa's economic and social landscape.

Busi holds an MBA from the New York University's Leonard Stern School of Business and a BA Mathematics and Computer Science from Hunter College, City University of NY.

SPEAKER PROFILES



DR. ONGAMA MTIMKA
Political Analyst

Ongama Mtimka is a senior researcher, political analyst, lecturer, and nonprofit organisation executive based at Nelson Mandela University in Gqeberha, South Africa. He is a sought-after conference speaker who draws from his extensive eighteen-year multidisciplinary experience to explain political economic dynamics that have an impact on a country's democracy and investment climate.

He features regularly on national and international broadcast media platforms, such as Newsroom Afrika, CNBC Africa, eNCA, SABC, Sky News, ABC News, BBC and Voice of America, RT, Al Jazeera English, and NewsCentral in Nigeria, as well as Power FM, Talk Radio 702, and SAFM, among others. He has written and given commentary on major national and international publications including the Business Day & Financial Mail, News24 Online, Reuters, New York Times, and Sputnik News. He writes for leading publications presents regularly to boards of JSE-listed companies on SA politics. Ongama has rendered research consulting services to organisations like the United Nations Development Programme (South Africa and South Sudan), the Swedish International Centre for Local Democracy, and various local and international organisations seeking to improve their service offering.

SPEAKER PROFILES



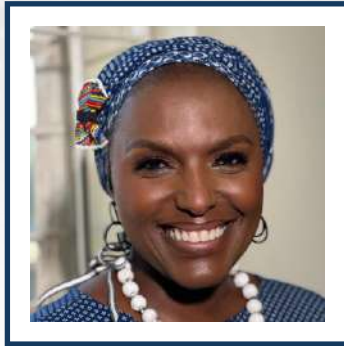
AKHONA MBADAMA

Chair, BMF Young Professionals,
Western Cape

Akhona is an accomplished business consultant and a passionate leader in South Africa's financial services industry. Currently serving as the Chairperson of the BMF Young Professionals (YP) in the Western Cape, she is committed to empowering young professionals and fostering leadership in the business community. In her role with one of South Africa's largest insurers, she oversees strategic and emerging markets within the Independent Financial Advisor's division. With a strong technical background in Investment Management, Akhona has built a successful career across multiple sectors, including private banking with Investec and stockbroking with Sinayo Securities. Her extensive experience in managing complex financial services and products, combined with her strategic insight, has established her as a trusted advisor and leader in her field.

Akhona is deeply passionate about mentorship and believes in the concept of "paying it forward." She has led initiatives for young people, through Milpark SC under the ABSIP umbrella, and has facilitated meaningful discussions on gender equity and disparity through ABSIP Women in Focus. Her dedication to inclusivity and empowering underrepresented voices, especially women in financial services, has been a hallmark of her career.

SPEAKER PROFILES



YOLISA KANI

Group Chief Business Development
Officer (GCBDO), Transnet

Ms. Yolisa Kani is Transnet's Chief Business Development Officer (CBDO) and is responsible for identifying and pursuing new and diversified business opportunities locally and within the Africa region as well as increasing Private and Public Partnerships. In her role as CBDO, Ms. Kani works closely with all Transnet Operating Divisions to lead and support business growth, expanding Transnet's footprint domestically and internationally through private sector partnerships and managing key stakeholders on behalf of Transnet.

SPEAKER PROFILES



ALAN MUKOKI

Chief Executive Officer, South African Chamber
of Commerce and Industry

Alan Mukoki has had many years' experience working as a senior executive, board level executive and non-executive director for various major private and public entities in South Africa, including, amongst others, Khula Finance, Business Partners, Peoples Bank, Land and Agricultural Bank, Nedbank, Denel.

Alan is a founder member of Pacific Atlantic Capital and Hloma BCI Investments, both companies have been involved in the identification and acquisition of BEE opportunities in various sectors.

Alan studied banking, strategy, finance, and the management of mega projects at the University of Oxford, where he graduated with both the Postgraduate Diploma in Financial Strategy, as well as the Master of Science (MSc) in Mega Projects Management. He is a Certified Associate CAIB (SA) and Fellow (FIBSA) of the Institute of Bankers in South Africa. Alan also completed the (MAP) at Wits, the (SEP) at Wits University, the (SEP) at Wits/Harvard, the Postgraduate Diploma in Company Direction from GIMT, the Executive Development Programme University of New York and the Advanced Management Programme (AMP) at Harvard Business School. He was appointed as CEO of the South African Chamber of Commerce and Industry in July 2015.

SPEAKER PROFILES



DANIEL MAROKANE

Group Chief Executive (GCE),
Eskom Holdings SOC Limited

Daniel (Dan) Leseja Marokane is currently the Group Chief Executive (GCE) of Eskom Holdings SOC Limited., a 100% state-owned company of over 40 000 employees, generating close to 90% of the energy supplied to a wide range of customers in South Africa and the region, by transforming inputs from the natural environment, such as coal, nuclear fuel, diesel, kerosene, water and wind into energy. Eskom has a total of 30 power stations with a nominal capacity of 46 788MW.

Dan is a seasoned turnaround expert, a charismatic and inspirational leader, with a proven track record of disciplined execution in operational, strategic and change leadership roles in large organisations. He has led operations across the oil, gas, power/energy and manufacturing sectors where he has overseen procurement budgets of over R100 billion and capex budgets of R60 billion annually, achieving cashflow improvements of R3 billion over a two-year period and facilitating asset disposals of R6.5 billion. Prior to taking the helm at Eskom, Dan led staff complements of up to 35 000 people.

Dan holds a BSc in Chemical Engineering (UCT) an MSc Petroleum Eng (London) and an MBA (UCT). He is passionate about people, helping them realise their inherent value and full potential, which is critical to driving performance.



BMF

DEVELOPING MANAGERIAL
LEADERSHIP

The BMF strives to provide its members with access to the necessary tools to develop managerial and leadership skills through workshops, conferences and programmes.

We are positioned as a thought-leader through contributing to the public and producing solutions for the problems faced in South Africa.

Our goal is to advocate for transformation in the social and socio-economic sphere and this includes lobbying for legislation that seeks to change the economic outlook in corporate South Africa and the broader society.



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Developing Managerial Leadership