



BEE Seminar

A practical seminar, which simplifies understanding of the BEE Codes of Good Practice and gives insight and tips into BEE Strategy Development

For the full details about this workshop and for online bookings go to www.ees.co.za



Introduction

Day 1 is a comprehensive short course for the BEE/HR Transformation Manager on the requirements of the Dti Codes of Good Practice for BEE, including theory, discussion, guidance and examples regarding the calculation of the BEE scorecards for EME, QSE, specialist and Generic enterprises.

Day 2 is aimed at those persons who have a good knowledge of BEE and the rules of the game (as well as Day 1 attendees), and who would like to get some insight into Best Practice BEE Strategies (of the different elements) and how to take things forward in their organisations.

About your expert presenters

MURRAY CHABANT is a Chartered Accountant and one of the founder shareholders of BEEScore. His responsibilities include implementation of BEEScore's BEE accreditation and management control systems, finance for BEE partnership deals and risk assessment for all BEEScore verification assignments. Murray has performed the BEE verifications of a number of businesses ranging from large listed companies to government organizations, construction, transport, mining, manufacturing and financial organisations.

JAN MUNNIK is regarded as one of the leading experts in EE Transformation in South Africa. He is the Managing Director of **EES-SIYAKHA** and facilitated the development of The **EES** Process and The **EES** Manual, which set an industry standard for the successful implementation of EE Transformation. **EES-SIYAKHA** has subsequently developed the most comprehensive EE Transformation process in the market, which not only ensures Top Management leadership, but also the implementation of "Best HR Practices", and effective change management. Jan has delivered papers at numerous conferences on EE and BEE. He consults to a number of prominent organisations and Government institutions. Jan also specialises in BEE strategy development, which he has facilitated for numerous clients in the private sector.

Quotes from previous BEE workshops

"Interesting, informative workshop. I was highly impressed." *Bongiwe Hamana, Johnson & Johnson*

"As a BEE novice, I found the seminar very informative and extremely valuable. The session was interactive and the insight I gained is very useful." *Nabakleya Heuvel, Homechoice*

"Cleared up a lot of the "guess work" in the requirements of the Codes. I feel much more confident in stating the facts to our board. The seminar has put us on the right track and in so doing has prevented time being wasted." *Diane Le Roux, Value Logistics*

"Got a clear/broader understanding of BEE, and the strategies which needs to be implemented to ensure effective BEE." *Motshidisi Moloisane, Teljoy*

"Excellent content with highly skilled facilitators. Extremely helpful in terms of practical implementation of BEE." *Juanita Arnold, New Clicks Holdings*

"The seminar has opened my eyes on BBBEE though I thought I was a Guru. The presenters are highly knowledgeable and can also transfer the knowledge very well." *Nova Shezi, Sasol Synfuels*

"I learned about the BEE scorecards in detail and that I can calculate and do a mini verification. Excellent!" *Mapula Phoshoko, Bestmed medical Scheme*

"I have a clear understanding of how everything falls into place. All questions were handled, very enjoyable! Was excellent." *Chantelle Boshoff, Value log*

"The course gave a basic understanding, which was good for people like me who are new in their transformation role. The speakers were very accessible, knowledgeable and informative about the course. I am able to take a lot of ideas back to improve our company's scorecard." *Boni Magudulela, Honeywell*

Course outcomes

At the end of this course you will have a detailed understanding of:

- ◆ The nature and requirements of each of the seven scorecard elements
- ◆ The requirements to be met for each scorecard element
- ◆ The targets to be achieved under each scorecard element
- ◆ The calculations required for each scorecard element
- ◆ How to calculate the BEE scorecard of an enterprise
- ◆ How to prepare your organisation for verifications
- ◆ How to develop your BEE Strategy and implement it

Workshop outline

DAY 1: Understanding how BEE works and what it is	Day 2: BEE Implementation and Management
<p>8:30 Introduction and welcome</p> <p>9:00 Overview of BEE Codes</p> <ul style="list-style-type: none"> ◆ Why BEE? ◆ How it is meant to work ◆ Rules of the Game 	<p>8:30 Complex BEE Issues</p> <ul style="list-style-type: none"> ◆ Complex structures ◆ Multinational Companies ◆ B-BBEE and the PPPFA ◆ Sector Codes <p>9.30 BEE Strategy and Implementation</p> <ul style="list-style-type: none"> ◆ Developing a BEE Strategy ◆ Equity Ownership
<p>10:30: Tea</p>	<p>10:30: Tea</p>
<p>10:45 Scorecard in detail</p> <ul style="list-style-type: none"> ◆ Ownership ◆ Management Control ◆ Employment Equity 	<p>10:45 BEE Strategy and Implementation (cont)</p> <ul style="list-style-type: none"> ◆ Employment Equity ◆ Skills Development
<p>13:00: Lunch</p>	<p>13:00: Lunch</p>
<p>13:45 Scorecard in detail (cont)</p> <ul style="list-style-type: none"> ◆ Preferential Procurement ◆ Enterprise Development ◆ Socio-Economic Development 	<p>13:45 BEE Strategy and Implementation (cont)</p> <ul style="list-style-type: none"> ◆ Enterprise Development ◆ Socio-Economic Development ◆ Preferential Procurement
<p>15:00: Tea</p>	<p>15:00: Tea</p>
<p>15:15 What next?</p> <ul style="list-style-type: none"> ◆ Verification and Verification Agencies ◆ Questions 	<p>15:15 Implementation (cont)</p> <ul style="list-style-type: none"> ◆ Building a BEE Scorecard ◆ Aligning your systems ◆ Managing your BEE revisited
<p>16:30 Evaluation and Closure</p>	<p>16:30 Evaluation and Closure</p>