



ENTERPRISE AND SUPPLIER DEVELOPMENT PROGRAMME

accenture

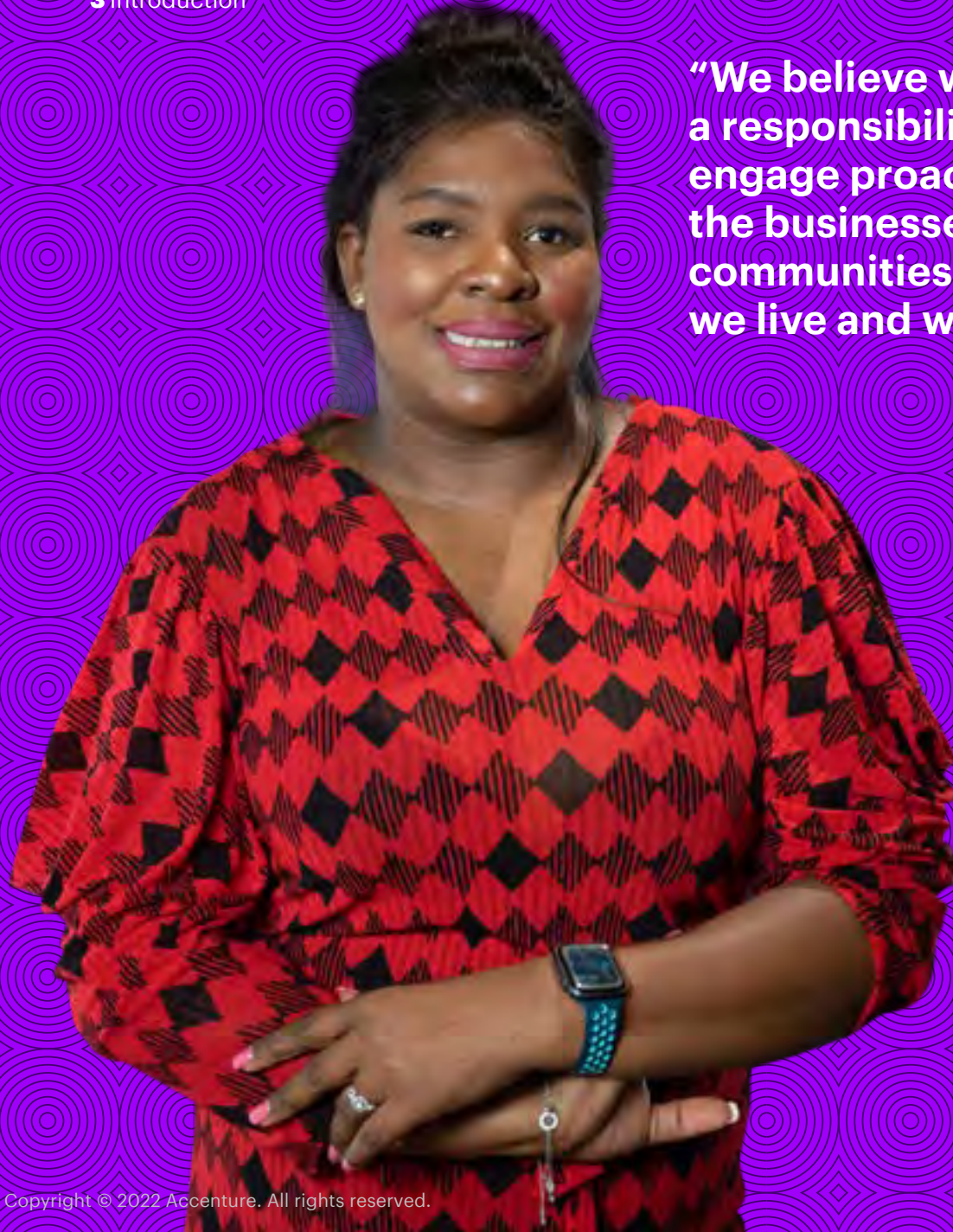
**Greater Than
a Check Box**

Accenture's Enterprise and
Supplier Development Programme

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“We believe we have a responsibility to engage proactively with the businesses in the communities in which we live and work.”

A blueprint for a more inclusive and empowered marketplace

We are the caretakers of our global business village. This role calls on us to lead and care for those who come after us and those who stand next to us. Diverse suppliers, which are often smaller businesses, have a large impact on the communities in which they operate. Treating diversity and inclusion goals as an essential part of a company's procurement strategy can help unlock value that far exceeds traditional supply chain cost savings, from boosting competitiveness and innovation to building consumer loyalty, attracting talent, and bettering society.

We believe we have a responsibility to engage proactively with the businesses in the communities in which we live and work. Throughout Accenture, we believe inclusive procurement practices create long-term value for our clients and our communities. Inclusivity helps us remain agile, disruptive and ahead of the market. One of the ways we do this is through the Accenture Global Diverse Supplier Development Programme (DSDP). Celebrating 15 years of existence, the DSDP started in the US in 2005 with aims of developing a global supplier inclusion agenda. So far the programme has extended into Canada, UK, Ireland, South Africa and India. Our DSDP goal is to increase the current 170 graduates to 250 by the end of fiscal 2023. With new DSD programmes set to kick-off in Australia, LATAM and Austria, Germany and Switzerland (ASG region) in fiscal 2022, we look forward to welcoming new diverse suppliers in the programmes.

In South Africa, we termed our programme the Enterprise and Supplier Development Programme (ESDP) to align to the local B-BBEE legislation. However, ESDP is so much more than a compliance exercise. The programme provides a blueprint for a more inclusive and empowered marketplace and we are achieving excellent results with the ESDP.

52%

ESDP SMEs have revenue of above R1M and SMEs have a combined annual revenue of R79.34M

7

ESDP SMEs have become Accenture suppliers through the programme in FY20

13%

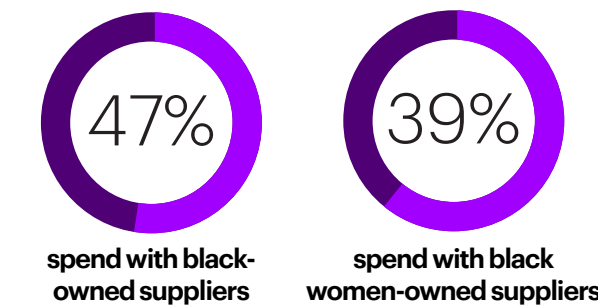
Increase in new client contracts and the SMEs service total of 81 clients combined

31%

In 2019/2020, the SMEs increased the number of employees by 31% and contributed 112 jobs of combined employment

Shared value success

The ESDP achieves shared value for Accenture, our clients, the SMEs and our communities.



In the fiscal year ending 2020, we invested over R65 million in development activities towards the 19 SMEs who are current participants of ESDP Class II. In the same period, our procurement spend with black women-owned enterprises in South Africa increased to 39%, again exceeding the B-BBEE target of 12%. Additionally, our spend with black-owned-SMEs was more than 52% against a target of 30%. Our procurement spend in South Africa with black-owned suppliers increased to 47% from 39% in the previous year, nearly reaching the target of 50%.

The key objective of Accenture’s ESDP is to increase the economic participation and growth of black-owned SMEs within our supply chain and the mainstream economy.

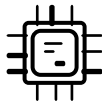
Access to commercial opportunities



R67 million

Procurement spent with suppliers who are present and past participants of our ESDP in FY20

Access to technology and innovation



R7 million

Worth of technology and innovation in the development of new solutions for ESDP SMEs

Access to expert mentors



R500k

Of mentorship hours from Senior Managers and MDs providing business guidance in FY20

Serviced clients



50+

Clients serviced by the SMEs across all industries



We understand that these suppliers might not be procurement ready, so we invite them into the programme to guide and support their business growth. Our ESD Programme provides six pillars of support: business and leadership training, mentoring, early payment to facilitate cash flow, business development support, access to the market through Accenture’s network, and collaboration. The development interventions are crafted for each individual business based on their outcomes from a business assessment

which identifies business gaps and developmental areas. The programme leverages Accenture’s resources such as its people, knowledge base, methodologies, technologies, and global network bringing the whole of Accenture in growing the participants.

This kind of investment is one that delivers maximum shared value. Through our ESDP we are growing business partners that we can take to market with us. Partners that can help us remain agile, disruptive and stay ahead of the market.

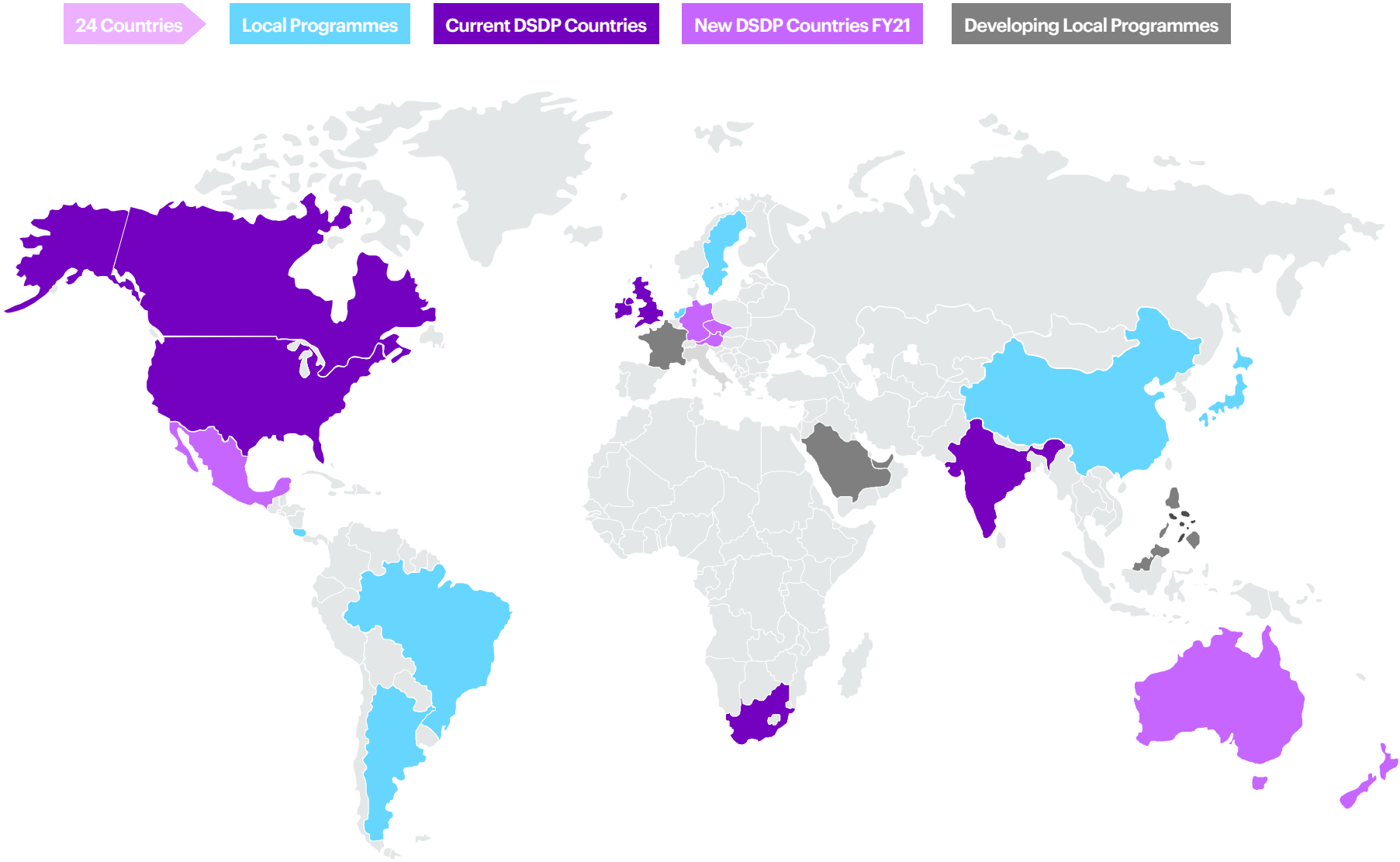
In turn, our company, clients, and communities benefit from their innovative contributions. Not only does the ESDP represent a strategic sourcing strategy for Accenture and our clients, but also strengthens communities by creating more businesses, jobs, and economic growth.

Welcome, enjoy reading the stories of determination and let us see our new graduates flourish in the world of business!

Sincerely,
Zandile Njamela
Enterprise Supplier Development Programme Lead



Accenture runs one of the leading supplier diversity programmes in the world – the Accenture Global Diverse Development Programme (DSDP). We are deeply committed to inclusive procurement practices, which we believe will create long-term value for our clients and communities. Our DSDP includes 24 countries, generates a broad choice of suppliers, as well as complementary skillsets from our project contractors and access to the most innovative, responsive and cost-competitive supply solutions for our clients and stakeholders.



United States Women – Ethnicity – LGBT – Disabilities – Veterans	Canada Women – Ethnicity – LGBT
United Kingdom SMEs – Women – Ethnicity – LGBT	Ireland Women – SMEs
South Africa Ethnicity – Women	India Women – LGBT
Australia Women – Ethnicity	Mexico Women
Austria Women – LGBT	New Zealand Ethnicity
Germany Women – LGBT	Switzerland Women – LGBT
Argentina Women	Japan Women
Brazil Women	Netherlands Women
Costa Rica Women	Singapore Women
Greater China Women – Ethnicity	Sweden (Scandinavia) LGBT
France Women – Ethnicity – PwD	Saudi Arabia Women
Philippines Women – LGBT	United Arab Emirates Women





**“We rise
by lifting
others.”**

Welcome to a new edition of “Greater than a checkbox” – a publication of the inspiring journeys of entrepreneurs in our ESD Programme. This year, we applaud 19 courageous South African ICT entrepreneurs and the amazing team of Accenture executives who’ve been helping them reach for their business dreams.

South Africa’s unemployment rate of over 30% has been exacerbated by COVID-19, and at Accenture, we embrace the significant role and responsibility we have in helping our country and our people get back to work.

Skilling people is not good enough – we should skill them, and then put them into employment. This is why when we started this programme, our vision was that if we equip a number of SME suppliers with valuable skills, we’ll give them the opportunity to grow as companies, but most importantly, they’ll absorb a number of unemployed people in our country.

This is how we can impact lives.

As we conclude Class II of the ESD Programme, I am proud of the results achieved and the feedback from the beneficiaries. You can read more about it in this book. It is incredible to witness the growth of the programme, the ESDP team’s continued hard work and enthusiasm to make it a success, and the courage of participants who take on the unknown in driving forward the cause of small business in South Africa.

I say to every entrepreneur out there, big or small – we are in tough times, and there is no doubt COVID-19 has created havoc in our daily lives and our businesses, but we must stay resolute and create agility in our own spaces. You are the leaders of change that drive our economy tomorrow!

Do enjoy this compilation of great stories of success and survival and be inspired.

Positively yours,

Vukani Mngxati
CEO, Accenture Africa



Entrepreneur profile

Name	Mandla Ngcobo
Organisation	Accelerit Technologies
Role	Founder and CEO
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“I decided to go solo after working as a consultant at a telecommunications organisation,” says fun-loving and creatively spirited Mandla Ngcobo; “In this time, I identified gaps in the industry, particularly in providing high-speed internet to multi-dwelling units.”

From this need, Ngcobo founded Accelerit Technologies (Pty) Ltd, which is celebrating six years of operations, run by its 20 employees. The company offers a nationwide telecommunications network that provides fibre connectivity to student/multi-tenanted buildings.

“I wanted to help connect people. I want to ensure connectivity for everyone, and from anywhere. I saw that I could set up prepaid internet for units that house multiple tenants, such as student accommodation, on a prepaid basis. But what makes Accelerit particularly unique in the market is the fact that we absorb installation costs where we can, to ensure our services are financially accessible to more people!”

Today, Ngcobo’s company covers 10 000 users on its network.

“I was working on a project with Accenture when the Project Lead mentioned the Accenture ESD Programme, and it’s benefits, which led to me to join in!” tells Ngcobo; “It’s been great from a development point of view. We’ve learnt quite a lot with regards to managing an enterprise and its resources effectively.”

In addition, Ngcobo speaks about how he has met with his Accenture-appointed mentor every month, “Our mentor has been great in guiding our progress and has been an excellent sounding board to bounce ideas off.” Moreover, Accelerit Technologies (Pty) Ltd has been appointed as one of Accenture’s network providers.

Mandla’s vision:
I want to ensure that there is connectivity for everyone, and from anywhere.



Entrepreneur profile

Name	Nthekgo Moroaswi
Organisation	Invoke Solutions
Role	Founder and Managing Director
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Website	www.invokesolutions.co.za

As an enthusiastic self-starter, Nthekgo holds a Masters of Business Information Systems, and boasts nearly two decades of experience in IT, having had his start in academia before moving into consulting.

“I thrive on opportunities and chances to do new things!” he proclaims. It is this zest, and his passion for providing solutions to client problems, that enabled Nthekgo to grow his company to what now houses 14 staff members.

“After getting off the ground, I was able to hire support staff and other consultants that would continue to deliver to clients. This afforded me the opportunity to start focusing more on business development, while the employees continue to develop and work in the business as it grew from one offering and client to another.”

Today, Invoke Consulting is the proud owner of various business solutions including Invoke EXCO reporting which was nominated one of six aspiring innovation solutions in South Africa by Gartner in 2016. Invoke EXCO reporting combines quantitative data from a wide variety

of sources into reports and dashboards on a platform that allows you to add commentary to live data.

“I have always had a desire to solve business problems. Invoke Solutions is the vehicle that allows me to access other skills to offer comprehensive solutions. I am proud that I am working on building a legacy, something that will live on long after I am gone” says Nthekgo.

Of the Accenture ESD Programme, he adds: “I looked most forward to this as an opportunity to jointly deliver with Accenture, and to grow my cybersecurity offering. So far, I have been impressed by the programme’s holistic approach to business development.”

Nthekgo’s vision:

The journey to opening Invoke Solutions has been a steady one, I made the transition from independent consulting and contracting in the SAP ERP space to consulting through my own enterprise, Invoke Solutions.



Entrepreneur profile

Name	Portia Masimula
Organisation	Karisani IT
Role	Founder and CEO
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Website	www.karisani.com

“What propelled me to start a business,” begins Portia Masimula of software development house, Karisani; “is that I wanted to empower myself and others and start creating a legacy. But, more importantly, I wanted to create an enabling space for women and girls in tech and the larger business world.”

Karisani is a software development house specialising in MEAN stack and Microsoft technologies. In addition, the company also provides training on React and React Native application frameworks. Since inception, Karisani, which also develops custom web and mobile applications, have launched the Allo Doc app. Allo Doc is a medical teleconsultation platform and online physical appointment. The app connects doctors and patients, “In Africa, access to healthcare remains difficult and patients in rural areas always find it challenging to reach out to the right doctors. That’s where Allo Doc comes in - to make their lives simpler and better” adds Masimula.

Masimula and Karisani, which is headquartered in Cape Town, joined the Accenture ESD Programme in early 2019, which she notes has “led to us being named a SASDC certified supplier.”

“Acquiring our first client was the biggest challenge. It was difficult to gain trust from the big corporates, but we kept going with the little we had as a team” says Masimula – hard work which paid off when Karisani landed a deal with ESPN through Appy App, a major milestone for the company.

“I’ve already learned a lot so far in the ESDP with the supportive mentors I have been appointed, about myself as a leader and about how to lead a successful team. I have been amazed how many doors Accenture has already opened for Karisani.”

Portia’s vision:
I want to empower myself and others. But, more importantly, I want to create opportunities for women and girls in tech and the larger business world.



Entrepreneur profile

Name	Keabaka Ramantsi
Organisation	Kraalworks Trading
Role	Managing Director
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Self-proclaimed solutionist, Keabaka ‘KB’ Ramantsi matter-of-factly opens his conversation on starting his own business with the statement: “Entrepreneurship is the new normal. But, take heed – it is not an easy path.”

Ramantsi follows the ethos of ‘Learn, unlearn and relearn’, which is reflected in his journey to where it is now; “I’m restarting my life for the third time, and at the age of 50. This is the new working model – constant reinvention.

I resigned from my job two years ago as an executive and decided to pursue the digital solutionist path, because I believe that the Fourth Industrial Revolution is here – and the beneficiaries of this revolution are those who will be adopting a solutionist thinking mindset.”

Now two-years into owning and managing Kraalworks Trading (Pty) Ltd, Ramantsi has already created two application platforms, one in funerals and one in logistics, and is in the process of creating a third, Med2Fam, through the Accenture ESD programme. On this, he says: “The programme has provided me with a life-changing opportunity by giving me access to the best developers and mentorship network. Under ordinary circumstances, I would not be able to raise the requisite funding to build this app.”

The simple-to-use and data-light app supports preventative health behaviours, and is intended to allow people to have control over their medical records.

“The ESD team is amazing, accessible and very helpful” he adds, “And it’s nice to know that should I need, they are only a phone call, email or coffee chat away.”

Keabaka’s vision:
Simplify. Digitise. Democratise.



Entrepreneur profile

Name	Pindile Matrose
Organisation	Matdin Consulting
Role	Founder
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Pindile Matrose, founder of Matdin Consulting, speaks about his decision to start up his own enterprise, “I am a self-driven individual, and I have always liked learning about new industries and their technologies. I pride myself in being a patient and inquisitive human being. This helps me persevere on projects and achieve workable solutions that other people might have given up on.”

To fulfill his passion for technology and its growth, Matrose opened Matdin Consulting six years ago through the observation that there were abundant opportunities opened up by the rapid-paced and fast-growing technology landscape.

“Since we’ve opened our doors, one of our biggest milestones to date have been signing a contract to provide IT security services to one of the biggest insurance service providers in the country.”

Further to this, Matrose and Matdin Consulting have proudly developed the fully customisable and proactive DeskAlert app, which allows clients to communicate internally with their staff on security awareness campaigns.

When asked about Accenture’s ESD Programme, Matrose adds, “I have thoroughly enjoyed the Henley Business School Africa programme. In addition, some of the discussions I have had with the programme’s stakeholders have resulted in real changes to business management within my organisation.”

Pindile’s vision:
I am invested in working with my clients to give them the most tailored solutions to suit their business environments.



Entrepreneur profile

Name	Arthur Mahlangu
Organisation	QH Consultants
Role	Owner, Director and Consultant
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Website	www.qhconsultants.co.za

“I live by the words of Albert Einstein; ‘No problem can withstand the assault of sustained thinking’” opens QH Consultants Founder, Arthur Mahlangu. At 29 years old, Mahlangu has lived in five townships around Gauteng, is a well-versed problem-solver, and has been working on his start-up for more than two years.

“Our app, BizTweak, has been devised to ensure that other entrepreneurs do not make the same mistakes I made and that they have access to tools that I did not so that they can progress quicker. For entrepreneurs, it helps to know what they don’t know.”

To do this, BizTweak offers self-assessment tools that look at your business structure and concept to provide users with a comprehensive health check.

Further to this, Mahlangu beams on what makes his app different; “Our approach to solving problems is what will make our application stand out.

It creates the opportunity for jobs, market access opportunities, and a secondary market that can integrate our platform to other existing platforms that can add value.”

“We are aware that no idea is original, but the execution always is.”

From what he expresses as multiple engagements with Accenture, Henley Business School Africa and the Lesedi Strategic Services Team while a candidate in Accenture’s ESD Programme, Mahlangu comments that he has grown his network – to include other entrepreneurs who fit the target of his app, as well as potential clients and collaborators.

“The knock-on effect of [my learnings] is clearly seen in the business.”

Additionally, he says; “I have experienced a lot of personal growth and have gotten to know myself better through sessions like self-mastery, and the knock-on effect of that is clearly seen in the business.”

Arthur’s vision:
QH Consultants aims to leverage technology to solve problems that exist within the small business sector.



Entrepreneur profile

Name	Percy Mkhwebane
Organisation	Stickfire Media
Role	Founder
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Website	www.stickfire.co.za

StickFire Media is a media monitoring firm that makes the access of media possible for research and validation purposes, focusing specifically on the main and particularly non-streaming communities that are in far-flung areas.

Now four years old, Stickfire Media was founded by Percy Mkhwebane, who cites his desire to have opened his own company as “to prove a point that an African can own and run a media monitoring company both locally and globally”.

Moreover, Mkhwebane adds; “I am and always have been incredibly passionate about finding industry solutions.”

As an Accenture ESD Programme beneficiary, Mkhwebane explains; “Each day, I’m learning something, even if sometimes what I am learning just affirms what I had already believed.”

“I’ve also been given Ntombi Mhangwani as a mentor, whom I happen to know for several years as we’ve crossed paths before. Her humanity and spirit to help at great lengths has been motivational. But what I have taken most from this experience is above all, a new sense of confidence.”

Percy’s vision:
I opened Stickfire Media to prove a point that an African can own and run a media monitoring company.



Entrepreneur profile

Name	Madimetja Mogoba
Organisation	Xsemble
Role	Director
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Website	www.xsemble.co.za

Madimetja Mogoba is no stranger to the start-up space, in which he professes; “I had opened up several enterprises in different market sectors. Some were run successfully, and shares sold off while others made huge losses.”

However, his latest venture, ICT company Xsemble, he asserts, is a reflection of his true passion; “I am particularly passionate about finding ICT solutions that assist us in better understanding the utilities industry and efficiencies that can be made.”

Having gained experience in the energy efficiency industry and being part of a team that provided inputs into the development of a utility software system to track and allocate payments for building utilities, Mogoba realised a software gap in providing consumption pattern insights was apparent.

“At Xsemble, we offer smart AMI (Automated Meter Infrastructure) solutions through our app Uxview, that allows users to view energy consumption in 30-minute increments, highlighting and tracking any abnormalities.”

On the road to creating a sustainable business that will be a leader in its field, a goal which Mogoba has set for Xsemble, was Accenture’s ESD Programme: “I discovered the programme online and joined to sharpen my knowledge in areas where I felt I was lacking. Accenture has already brought us close to new opportunities, they have done regular check-ins with me and have ensured I have ample access to my mentors.”

And, while Xsemble’s app was already on track to incorporate new features (such as the inclusion of multiple utilities), Mogoba adds; “We’ve done a lot of brainstorming with our mentors on how we can improve the app, which has been extremely beneficial. We now need to move from concept to implementation!”

Madimetja’s vision:

How green can one go by looking at usage patterns and seeking interventions to improve on consumption?



Entrepreneur profile

Name	Ntokozo Mkhize
Organisation	Zela House
Role	Managing Director
Email	solutions@zelahouse.co.za
Website	www.zelahouse.co.za

“I wanted to open my own consultancy from the day I walked into my first consulting job” admits Ntokozo Mkhize; “That was in 2007. I looked at their working model and I said, ‘I’ll replicate this for myself one day’.”

“So, over the years in corporate South Africa, I was learning things, constantly intrigued by how things are done, and always keeping an eye out for opportunities” he goes on; “There were a few attempts at some business ideas but they fell flat.”

“I knew I’d need a business partner who would complement my skills. But the friend I had in mind was never ready, or he wasn’t hungry for it enough. So, I eventually started on my own in 2015.”

And while Mkhize modestly admits he is not sure where the zest to open his own business came from, he is now over half a decade in to owning his own enterprise Zela House, an end-to-end data solutions firm that deals largely with data analytics, BI, data integrations and statistical models to help clients extract value from their data.

As an Accenture ESD Programme candidate, Mkhize has already begun working with the Accenture Microsoft Team, but says that his regular bi-monthly mentor meetings have been a highlight: “My mentor has been able to help me navigate my way around Accenture.

In our meetings, we’ve discussed ideas to move the business forward. As someone who runs a business alone, it’s great to have someone to bounce ideas off, someone to guide me and to have honest conversations with about things happening in the business.”

Ntokozo’s vision:
Before opening my own company, someone gave me a chance. I want to give that same treatment to people in my organisation.



Entrepreneur profile

Name	Marilyn Radebe
Organisation	Soma Solutions
Role	Founder
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Seasoned veteran in the startup and entrepreneur space, Marilyn Radebe moved to work for herself more than a decade ago: “One of my clients required data analysis and told me he thought I was just the person for it. The only stipulation was that I would need to register a company in order for them to pay for my services. And so, Soma Solutions came into being.”

11 years and 18 employees later, Soma Solutions, which initially offered SAP consulting as Radebe’s main strength, now casts a broader net to include multiple digital solutions, including custom applications development, Oracle, IT managed services, server, data recovery, database and back-up support.

Radebe does admit that she is an impassioned and devoted South African, who is passionate about tech, and dedicated to the advancement

of women and youth. In fact, she goes on to say that; “One of the prominent reasons I wanted to start my own company was to create a woman-owned ICT business, because those are few and far between.”

More recently, Radebe and Soma Solutions have joined the Accenture ESD Programme, in which she has been working alongside the Accenture, Henley Business School Africa and Lesedi Strategic Services teams on her online platform SmartSaver, a goal-based savings platform that allows customers to leverage savings from the collective buying power of the platform. This means consumers (including those who lack the discipline) can save for items such as stationery, uniforms, bulk groceries and household refurbishments.

“Accenture has been providing us with the support to develop our online platform. Our allocated mentor fully supports and understands what we are trying to achieve with SmartSaver and has been great at removing stumbling blocks and providing assistance when engaging the bigger Accenture community” she concludes.

Marilyn’s vision:

I wanted to start my own company to create a woman-owned ICT business, because those are few and far between.



Entrepreneur profile

Name	Maxwell Goba
Organisation	Secure Max Solutions
Role	Founder
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Website	www.securemaxsolutions.co.za

Seeking to fulfill a need that hit close to home, Maxwell Goba founded Secure Max Solutions two years ago after his car was broken into: “After the incident I started thinking about what could have prevented the situation. I couldn’t stop thinking about it. So, a few weeks later I wrote my idea down. Two months later, I registered my company.”

Since then, Secure Max Solutions was created and is in the process of launching Secure Max, a car security app that allows car owners to be linked with their vehicles by tracking, receiving notifications if there is any tampering on the car, shutting the starter off to prevent theft.

Upon joining Accenture’s ESD Programme, Goba says: “At that first event, I listened to Zandile Njamela who heads up the programme. She spoke about how Accenture had impacted and helped many SMEs, and at the time, I literally saw myself as one of the upcoming successful beneficiaries of Accenture.”

In his experience of the programme, Goba adds that he has found it to be informative, having learned about the Fourth Industrial Revolution, how to navigate volatile markets, the importance of collaboration, of research - and more.

“In all, my experience working within Accenture’s programme has been good. I have learned a lot in terms of running a successful company!”

Maxwell’s vision:

I’ve learnt that it’s important to know your target market and to gain an understanding of the market before trading.



Entrepreneur profile

Name	Veronica Motloutsi
Organisation	SmartDigital Solutions
Role	CEO
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Website	www.smartdigital-solution.co.za

Veronica Motloutsi is a digital expert and one of the leading digital transformation executives in South Africa who boasts experience across multiple sectors such as ICT, Energy, Health, Mining, Retail, Financial Services and Logistics.

It was not long before Motloutsi branched out on her own to try her hand at starting up SmartDigital Solutions. The company, which is 100% black female-owned and operates from its offices in Zimbabwe, aims to help clients fulfill their digital ambitions by leveraging the benefits of the Fourth Industrial Revolution.

Despite her stature at the forefront of digital, Motloutsi laments on some of the hardships she

has experienced: “As a small start-up company, our biggest challenge is access to market, considering the fact that we are in a space where the industry is male-dominated.”

In terms of her participation in Accenture’s ESD Programme, she goes on to list some of the most beneficial support she has received from Accenture, Henley Business School Africa and the Lesedi Strategic Services Team: “I have really enjoyed the business coaching, mentorship, and assistance.”

“But more so, the Lesedi Strategic Services Team’s segment has been insightful. I have enjoyed learning about myself through the Personal Mastery segments, which has helped me develop a narrative of what I want and where I see myself. It’s been quite a journey of introspection and reflection.”

Veronica’s vision:
Accenture’s ESD Programme has helped me develop a narrative of what I want and where I see myself.



Entrepreneur profile

Name	Tumediso Lobelo
Organisation	Tulo Vation
Role	Owner
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Website	www.tulovation.com

After 12 years in corporate, of which most were in the ICT space and with big names in the industry, Tumediso ‘Digital Queen’ Lobelo decided to take the leap into entrepreneurship. And so, Tulo Vation was born, a start-up providing cyber security training and consulting services.

As a digital advocate, speaker, facilitator, innovator and astute professional, Tumediso is truly an all-rounder in the ICT sphere, holding an Honours Degree in Information Systems, a Management & Leadership certification and various courses related to IT and business leadership. In her years before Tulo Vation, Tumediso has worked with both private and public sector clients, and with hardware and software.

Tumediso, who lives by the three simple words: passion, love and impact, has always been passionate about leveraging technology and education to positively impact and transform people’s lives; “I’ve always wanted to create an

impact – to leave a legacy of building platforms and solutions that will educate people and empower them to live a fulfilling life.”

With Tulo Vation in its second year, Tumediso was invited to join the Accenture ESD Programme, which she says has “been an amazing journey so far! Through this, I have been enrolled in a Leadership Course at Henley Business School Africa, where I am learning how to be a better leader. I’ve also been assigned an Accenture mentor, Prathna Singh, who has been a great guide and support, and who I believe is truly invested in my growth as an individual, and also as a business!”

“Some of the biggest challenges to starting up as an entrepreneur are finding the cash flow and picking the right partners. For me, being part of the Accenture ESD Programme has not only given me the opportunity to work with Accenture executives who have proposed new ways of thinking about my business model and value proposition, but more importantly - has granted me access to market.”

Tumediso’s vision:
I’ve always wanted to leave a legacy of solutions that will educate and empower people.



Entrepreneur profile

Name	Bulelwa Koyana
Organisation	Siyakha Consulting
Role	Founder
Email	bulelwa@siyakhaconsulting.co.za
Website	www.siyakhaconsulting.co.za

Perpetual optimist and believer, Bulelwa Koyana tells how she got into entrepreneurship to serve her dream of creating a legacy: “I have always had a strong desire to create a business that will leave a legacy. I approached a colleague at the time to join me, and the rest is history.”

Today, Koyana is the proud founder of Siyakha Advisory Services previously known as Quadron Strategic Partners (QSP), a strategic consulting and business development organisation that helps business to approach market.

Upon hearing about Accenture’s ESD Programme, Koyana joined with the hopes of utilising it to grow her organisation and develop herself, areas which she says have been broadly covered through the Henley Leadership course. Additionally, she adds; “Other than the benefit of learning through the Accenture and Henley Business School Africa’s ‘Leaders Learn Programme’, we’ve been allocated a seasoned and experienced mentor who ensures that he is always accessible to us, and we’ve really received some valuable input.”

Bulelwa’s vision:
I have always had a strong desire to create a business that will leave a legacy.



Entrepreneur profile

Name	Dickson Willie
Organisation	Technishen
Role	Owner and Managing Director
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Website	www.technishen.com

Born-to-be entrepreneur, Dickson Willie started his first business at the tender age of 13 as a photographer, before getting into IT; building and installing computers. In 2017, Willie launched his own start-up, Technishen, a pay-as-you-go and on-demand IT service provider app.

“Technishen provides on-demand business-to-business (B2B) and business-to-consumer (B2C) IT support services via a web and mobile platform. The platform acts as a decentralised service desk. Users can reach providers within a 10km radius. Technishen verifies and vets all IT technicians so that customers are assured of good service when and where they need it” he explains.

One would not expect less from a self-proclaimed problem-solver like Willie, who notes; “I love playing with ideas and bringing them to life. I see

everything from a vantage point of possibilities and how it can be scaled for a positive impact within wider society. Every single endeavour I enter into is centered on problem-solving which results in a profitable business enterprise with impact.”

In his entrepreneurial undertakings with Technishen, Willie cites some of his biggest milestones as his partnership with GIBS MBA Cohort groups, being selected as a finalist for MTN App of the Year Awards in 2019 and having graduated from both YCombinator and the Founders Institute.

Now, as a beneficiary to the Accenture ESD Programme, Willie has had the chance to undertake courses with the Henley Business School Africa: “The programme has been really eye-opening for me and my team, it has impacted and will continue to impact the way we do business within the society we operate in.” he says.

Dickson’s vision:

I see everything from a vantage point of possibilities and how it can be scaled for a positive impact within wider society.



Entrepreneur profile

Name	Ngwanamatloa Matloa
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Entrepreneur profile

Name	Phaswa Mokone
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Role	CTO
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“Our aim is to illustrate to our clients that with a little bit of technology you can make a big difference in society. I love technology and seeing how I can break boundaries and how I can impact the lives of my community. I love the endless possibilities!”

— MOKONE

ABOT Technology, which seeks to fill the notable gap of black-owned software companies, is a data-first and people-centric software development company that seeks to improve their clients’ bottom line through predictive business intelligence.

The company has created two of its own applications. Express Plus, a content management system (CMS) which not only assists companies with digital marketing, but provides data management

capabilities geared to provide better insight into their data, and Joon, a centralised repository for ESD Programme managers to be able to effectively manage their programme, which was initially launched at the Hope Factory.

“I have always wanted to make a difference and stand out. I hated fitting in. I wanted to start my own business because I love helping and sharing information with others.”

— MATLOA

Mokone and Matloa joined Accenture’s ESD Programme in 2019 after hearing about it from the WeConnect International programme, to widen their network and expand their client base. “So far, we’ve loved engaging with Henley Business School Africa team, the Lesedi Strategic Services team, some of the Accenture staff and the other SME companies that are on the programme,” says Mokone.

ABOT’s vision:
The reason we decided to start ABOT Technology was because my business partner, Phaswa Mokone and I wanted to make a difference in the technology sector” says Ngwanamatloa Matloa, co-founder of ABOT Technology which she further explains means “A Bit of that Technology.”



Entrepreneur profile

Name	Edith Maphisa
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Entrepreneur profile

Name	Carl du Plessis
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“I have always been an entrepreneur and had always dreamt of starting a software development house,” professes Edith Maphisa.

In this line, she joined a small development house in 2004, which serendipitously led her to meet her current business partner.

Together, Edith and her team started up Fuse IT, a bespoke software development company with a focus on enterprise, high-volume and complex solutions across web, mobile and voice platforms.

Since kicking off, Fuse IT has launched the Fuse Fabric app - a back office, low code platform that enables the building of solutions that support business users – which sees over a

million transactions every month. It’s an in-house application that allows us to deliver cost-effective quality solutions in an efficient manner.

Fuse IT also builds solutions based on the customer’s frameworks, technologies, methodologies and infrastructure.

Over and above this success, Fuse IT has seen its fair share of achievements; from building a solution used by the South African Post Office like the Third-Party Payments solution used for payments of TV licenses, traffic fines and car registration renewals, to the newly launched SASFIN mobile banking application, a billing solution for Seacom, including telematics solutions for the likes of MixTelematics, Parmalat and AFSOL. It’s great to have our brand associated with all these amazing solutions.

On joining Accenture’s ESD Programme, Maphisa notes; “It’s also nice to know that if I am ever stuck with anything, I have a support team that I can always call on.”

I believe I was also perfectly matched to my allocated mentor, who I can engage with while navigating the challenging and sometimes lonely journey of being an entrepreneur.”

“It has been an amazing journey. The programme speaks about ‘Greater than a check box’ and it really lives that truth. There is so much heart in it.”



Entrepreneur profile

Name	Thabo Moloko
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Website	www.gatestamp.co.za

Entrepreneur profile

Name	Tebogo Moloi
Organisation	Gatestamp
Role	Co-CEO Head – Digital and Platforms
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Website	www.gatestamp.co.za

As a strategic and analytical thinker, Thabo Moloko has the type of personality poised for entrepreneurship; “I decided to go into business myself as a means to contribute to re-engineering how the African market consumes products or services using the internet.” It was serendipitous then, that Moloko would partner up with Tebogo Moloi, a techy and serial entrepreneur and now co-founder of Gatestamp, a web-based ticketing app. It was a meeting of minds and opportunity, which has culminated in four years in business.

“I wanted to contribute to re-engineering how the African market consumes products or services using the internet.”

— MOLOKO

However, Moloko claims that the journey to opening Gatestamp came with its own set of obstacles as a black-owned business existing in a white-dominated industry presents various challenges.

“Market leaders that have entrenched relationships with major venues have forced us to be more creative in our strategies.

Limited development capacity and failed go-to-market model attempts have been part of the journey. However, we now have scalable models in which we hope to make significant inroads into the market. **Building a business is much like building yourself as a human being.”**

— MOLOI

To date, Moloko continues to be the product manager at the company. He is also responsible for the businesses strategic vision. Our value proposition in the experience economy is to package and curate experiences that can be presented and sold to new markets more effectively and efficiently.

On the ESD Programme, Moloi adds that the experience has taught him about leadership; “I’ve learned that building a business is much like building yourself as a human being. You can’t lead others if you don’t lead yourself.”



Entrepreneur profile

Name	Maboe Maphaka
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Website	www.mcsholdings.co.za

Entrepreneur profile

Name	Raesibe Maphaka
Organisation	MCS Holdings
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Maboe Maphaka, a qualified Engineer and seasoned business professional, is no stranger to the electricity distribution industry. With an extensive background of over two decades in the industry, Maphaka had set himself up as a guru in the space, before resigning from a long-term career at Eskom to take the leap into entrepreneurship; “After working for Eskom for a long time, I identified a need within the municipalities, where these municipalities were unable to pay Eskom and other utility service providers due to their inability to effectively collect revenue and manage losses.”

“This led me to establish my own business with the primary objective of assisting municipalities with their revenue assurance, losses management and infrastructure development challenges in the energy and water space.”

“I concluded that for South Africa to win the service delivery battle, especially on energy and water, municipalities will have to be properly capacitated and/or assisted.”

— MAPHAKA

From this, Maphaka’s brainchild MCS Holdings came about in 2012 and began trading in 2016. Today, MCS Holdings is a 100% black-owned level 1 B-BBEE contributor consulting and infrastructure development company, with head offices in Bryanston, Johannesburg. To date, the company has been contracted to develop a revenue enhancement strategy for one metropolitan municipality, and have also been appointed to programme manage a smart metering and revenue enhancement project for a mid-size municipality. The company is also assisting a few municipalities on tariff modelling and cost of supply studies. On the systems documentation and training front, the company has a number of clients across the various sectors, including financial, retail, resources and public, offering training development and delivery and end user support.

“I first heard about the Accenture ESD Programme through some friends I have that work there,” says Maphaka. “In my time, I have learned a great deal from the Personal Mastery sessions and the personality type assessment. From a company perspective, I benefited from the immersive entrepreneurship session.”

On his mentor, Maphaka states; “My mentor sessions have been very useful, as together we have garnered an even more acute understanding of my business and have identified my blind-spots, and we have started workshoping strategies together to close the identified gaps.”





Zandile
Njamela
ESDP LEAD



Kenneth
Robinson
STAKEHOLDER



Kgomotso
Lebele
PROGRAMME
SPONSOR



Linda
Basson
STAKEHOLDER



Nedra
Dickson
GLOBAL SPONSOR



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Shehnaz
Ismail
MENTOR



Diane
Graham
MENTOR



Etienne
Steyn
MENTOR



Peter
Sinclair
MENTOR





Most, if not all economies will be sustained through small businesses, and we know for sure this is the case in South Africa. Firstly through investment, secondly by incorporating them into our own supply chain, and thirdly, by trusting them and trusting ourselves and the programmes enough to take them with us when we go to market.

The Enterprise Supplier Development Programme (ESDP) is a business imperative for Accenture, to contribute to the wider business context that we operate in. It is not mere compliance, but rather an extension of the business where we enable and empower the next generation of business people to come up through the ranks and to add value to the industry.

This is our third intake since the pilot of the programme in 2015, and I must commend this group of SME participants in particular for soldiering on during a very rough patch of the pandemic. The entire final year of the programme was right in the middle of the pandemic, and yet they persevered through it.

The programme consisted of two types of SMEs, the first group have been tech start-ups. Some of them came with an idea, no business, and we took that idea and assisted them to develop a product that they could go to market with. They are now active contributors of digital transformation, and as Africa's digital accelerator, we are excited to have been part of this. The second group of SMEs, are ones that are aligned to our essential capabilities, and we selected them with the vision to partner with them in our

client engagement. They are more mature businesses, who come with skill and capability of their service offering. Through the programme, we've guided them with business strategy, business compliance, exposure to a wider network for commercial opportunities and invested in the training and upskilling of their management team for business continuity.

Our SMEs this year were supported more intentionally through Accenture Technology with the development of websites and apps. We hosted design-thinking workshops to support the whole journey from analysing their business case, designing the solution, to developing the actual solution, testing and then deploying it. They also had the opportunity to work with Accenture Interactive to develop a go-to-market strategy to launch their innovative solutions.

Mentorship has been an integral part of the success of the programme. We linked them to a mentor, an Accenture Executive in the same line of delivery, so they got visibility of what's happening in that particular space, and they got the information first-hand. The mentor also becomes a gateway into the world of Accenture.

Furthermore, this year we invested in a partnership with an internationally recognised academic institute to provide our SMEs and their management team with an accredited business management course, and partnered with Lesedi Strategic Services to provide sound business coaching for personal mastery and team cohesion.

The graduation of our SMEs from the programme becomes the trigger point or an impetus for a longer relationship, either to succeed as a business on their own, or to succeed as a potential business partner. In that sense, we put a lot of value in the skills that the SMEs have been equipped with.

We believe that our ESDP graduates will walk away with positive reflection points, some saying that "...in 2019-2021 during the pandemic, somebody believed in me and in my business, and therefore, I soldiered on." We are our brother's and sister's keepers. This is the legacy that I hope we will impart on this group of SMEs.

Above all, this programme is about resilience and authenticity that links to an individual business person, who then graduates from the programme as a far more rounded business person going forward. Our participants were given lessons in personal mastery and leadership management because it is not only about the business but also about the individual.

We are grooming SMEs that are going to be sustainable long-term and that definitely contribute to the economy. We are starting here, giving positive outcomes to socio-economic challenges that we have because SMEs are the employers of the future, and the future is now.

53 Stakeholders **Kenneth Robinson**

“I’ve worked for the ESD Programme for a number of years and I have always felt that this is not just good for entrepreneurship, but also good because we interact with people who are trying to build businesses. We really want to help – it is part of being a consultant.”

“I help small businesses develop by suggesting what mechanisms and facilities are available and how best to approach the process.”

One of those whose modesty is outshined only by their quality, who seem to have more to share, more time for others, endless energy for charitable projects and for investing in the next generation, Accenture’s MD of Resources, Kenneth Robinson is a rare character indeed.

“I’ve mentored several small businesses over the years. And right now, outside of Accenture’s programme, I’m mentoring Nkonki, a black-owned accounting firm and I am assisting a black retiring partner from E&Y set up, or rather, buy a manufacturing business. We’re investigating how best to approach the purchase, taking into consideration all the factors, including his favourable BEE status.”

“I’ve found I can help small businesses acquire contracts with large entities (state-owned or corporate), many of whom support purchasing from black-owned companies. There are often interesting mechanisms in place to help a small business secure the working capital they need to deliver on a contract, but until one knows about them, one can’t make them work in one’s favour. I do my bit by suggesting to small businesses what facilities are available, when I find out about them.

There are some basic pillars Accenture can help a small business put in place, regarding standards, templates, paperwork and processes. Rather than have them go without processes, they may as well copy our approach, obviously tweaked for their requirements.

Why do I continue to raise my hand to mentor? I’ve found I probably learn as much as the mentee. It’s a chance to refine my knowledge and gain an up-to-date and practical understanding.”

Kenneth’s top tips for mentors:

- Know what you can teach and what you can’t. If you don’t understand company law, don’t fake it. Do the research or consult an expert.
- Keep it punchy and accessible. I have a curriculum called ‘20-things,’ which gives the small business some idea of how long the road ahead is. I also do a talk on presentation skills titled ‘the good the bad and the ugly’...that always gets a laugh.
- Ask questions, engage their brains, gauge their knowledge. I was astounded to discover that none of the latest batch of analysts could tell me what “quantitative easing” was!
- Give them choices - work with them to address the issues they want to discuss, rather than try to force them into a one-size-fits-all approach.

“Mentoring gives you a slice of life that you wouldn’t see otherwise. At Accenture, all of our clients are Fortune 500 Companies. Now you’re dealing with a different challenge altogether, and it’s quite stimulating to apply your skills creatively in this way.”





“Through our ESD Programme, we not only train the SMEs but we also go with SMEs to clients. We employ some of the SMEs as suppliers or vendors and receive services from them.

If you look at the programme through a full, circular economy point of view, it is important for us as Accenture in South Africa to be involved with the SMEs – it is the right thing to do as well.”



“We embarked on the ESD Programme a number of years ago from a B-BBEE perspective, but also aligning to a global agenda regarding supplier inclusion and diversity. It is important that strong supply chains include minority-owned and female-owned suppliers to strengthen and expand the supply chain.

It is one way we can solve a multitude of problems we have in South Africa – huge unemployment, low growth rate and a declining GDP.

By growing the number of participants in the economy, and by strengthening new entrants in the market, we can meet certain B-BBEE and supply chain diversity criteria and contribute to the growth of South Africa.”



“What I think the ESD Programme allows us to do is help a business that is going to employ people in the community.

Not only are you helping to grow small businesses, but you are putting people to work and, as the new generation comes in, they not only want to see a diverse workforce, but they want to see their supply chain diverse too.

That is the value add to the business. I think everybody should start an ESD Programme, but make sure you understand what the business wants so that you are bringing in the right suppliers that can enhance your own business strategy and values.”



“ESDP is key to helping build the capacity of small businesses, as well as leveraging Accenture’s work to connect them globally.

We have a passionate group of people around the world, our ESD is in several countries including Canada, the US and India, and launching in Australia, Mexico, Germany, and other countries.

This is clearly a key part of what we think is right to helping develop that network of like-minded businesses.”



“I am very proud to have mentored the ESD group. I believe that it is one of the key areas in South Africa that needs to do its bit.

If one just looks at the statistics in general, SMEs are really responsible for a good portion of employment in our country.

It is absolutely crucial that large organisations support them. For me, the overall ESD Programme is important

and the overall goal is; how do we enable people to set up successful businesses?

Companies such as Accenture have the opportunity and skillset to really enable these organisations. We identify their gaps and with the power of Accenture, across our various business units, we set out to help bridge those gaps in a short space of time.”



“Small businesses are extremely crucial in South Africa. There are businesses with fewer than 50 employees that contribute to 60% of employment in the country and, for that reason, it is important for us to invest in small businesses and do our bit to contribute to the economic growth of South Africa.

Over the years, we have invested in a number of SMEs and shaped solutions to bring their ideas to life. It has honestly been such a privilege to be a part of this programme and be able to walk this journey with our SMEs, to really understand their challenges and turn those challenges into opportunities.”



“I really think that the ESD Programme is important as it gives entrepreneurs a voice in the market, gives them the support they need in order to do what they do. And, for us as Accenture, it is great.

In my personal capacity, we use ESDP suppliers for RFPs and it just gives our existing and potential clients that extra value Accenture could not bring themselves. The advice I would like to give to SMEs is surrounding soft skills; it’s about being brave and asking for advice.”



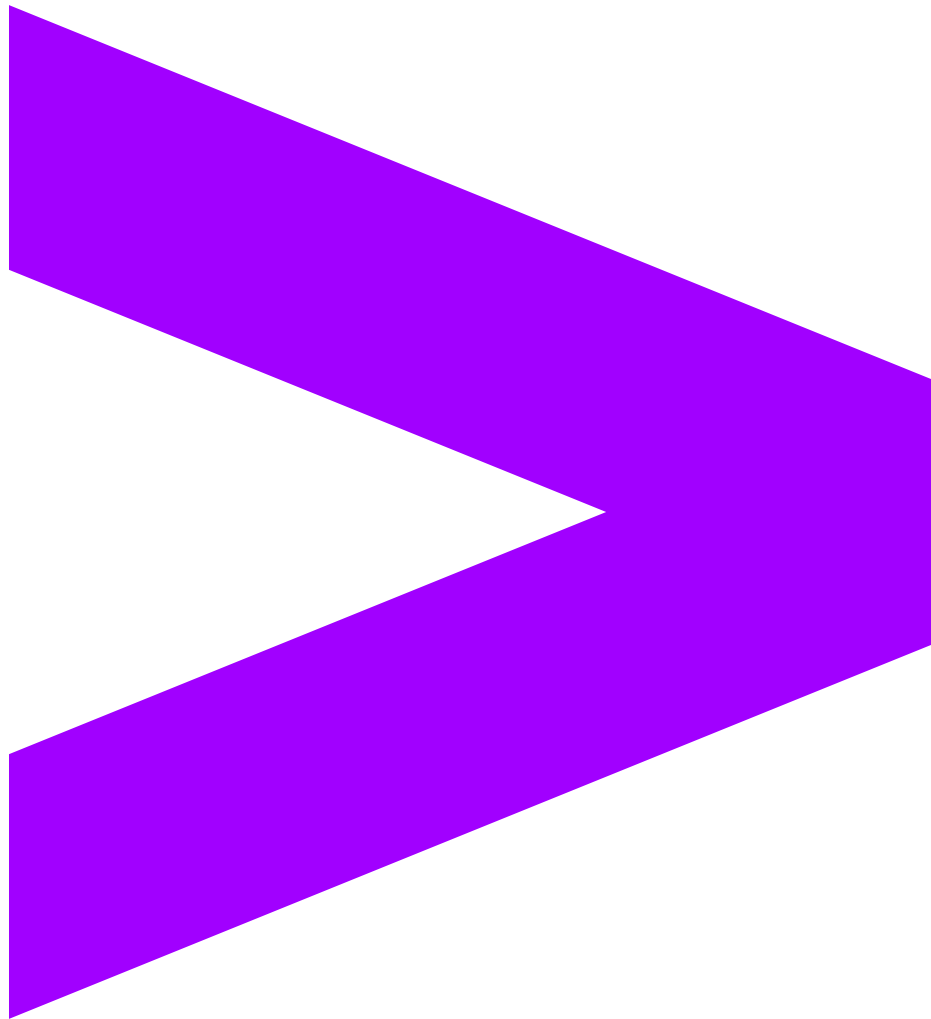
“The ESD Programme has a huge amount of value to both Accenture and the mentees.

Specifically for the mentees, our ability to impart knowledge on our understanding of the clients, how to think about their problems, how to articulate those challenges and how to go about the simple process of proposal writing, contracting, how to think about pricing – these are all aspects we discussed in the various sessions we conducted together.

I think that assists in putting robust proposals together to win work and generate cash flow. One thing we realised during our journey is how turbulent business

can be and how, during COVID-19, there is opportunity for growth. We help with cash flow, presence in the market and, just by having that resilience and planning, it starts to show.

Often the challenges that they face are the ability to get that first break, to build that first client relationship and credentials. If we could assist our mentees through that process, by giving them the opportunity to work with us, to demonstrate the rigour we supply, the processes we follow, that would be a great opportunity for them.”



Accenture is a leading global professional services company, providing a broad range of services and solutions in strategy, consulting, digital, technology and operations.

Accenture is a global professional services company with leading capabilities in digital, cloud and security. Combining unmatched experience and specialized skills across more than 40 industries, we offer Strategy and Consulting, Interactive, Technology and Operations services — all powered by the world's largest network of Advanced Technology and Intelligent Operations centers. Our 569,000 people deliver on the promise of technology and human ingenuity every day, serving clients in more than 120 countries. We embrace the power of change to create value and shared success for our clients, people, shareholders, partners and communities. Visit us at www.accenture.com.

