

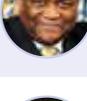
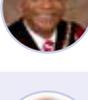
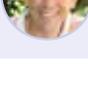
# ENDORSEMENTS



**PARTNERS FOR POSSIBILITY**

Putting school at the centre of community

Since the establishment of the **Partners for Possibility** initiative in 2010, the organisation has grown in stature and reputation. Our work has been endorsed by some of the country's most influential educational thought leaders.

 PAGE 1	 Professor Brian O'Connell	 Desmond Tutu	 Advocate Thuli Madonsela	 Pravin Gordhan	 Mohamed Enver Surty
 PAGE 2	 Kgalema Motlanthe	 Trevor Manuel	 Bonang Mohale	 Vassi Naidoo	 Dr Thabo Makgoba
 PAGE 3	 Jean de Villiers	 Professor Mervyn King	 Hixonia Nyasulu	 Moses Tembe	
 PAGE 4	 Irvin Jim	 Prince Mashele	 Professor Jonathan Jansen	 Dr Reuel J Khoza	 Thandi Orleyn
 PAGE 5	 Professor John Volmink	 Professor Adam Habib	 Lwazi Bam	 Brand Pretorius	 Clem Sunter
 PAGE 6	 Paul Harris	 Nicolaas Kruger	 Jay Naidoo	 Brian Schreuder	 Dr Franklin Sonn
 PAGE 7	 Panyaza Lesufi	 Professor Nick Binedell	 Mzukisi Qobo	 Edward Chr Kieswetter	 Adam Craker
 PAGE 8	 Sheila Camerer	 Tony Leon	 Rod Fehrsen	 Dion Chang	 Justin Spratt
 PAGE 9	 Billy Selekane	 Yusuf Abramjee	 Kuseni Dlamini	 Professor Derick de Jongh	
 PAGE 10	 Phuti Tsukudu	 Conrad Sidego	 Alan Hosking	 Pieter Twine	
 PAGE 11	 Graeme Bloch	 Dr Graham Power	 Lynda Smith	 Terry Meyer	
 PAGE 12	 Michel Joffe	 FW de Klerk	 Dr Mamphela Ramphele	 Arthur Preston	
 PAGE 13	 Justin Foxton	 Salah Elbaba	 Dave Duarte	 Varkey George	 Ian Mclachlan



**PfP's PATRON**

## **Professor Brian O'Connell**

**Former Rector and Vice Chancellor, University of Western Cape**

"It is clear that we all underestimate just how deeply our history has hurt people and institutions, but if our country is to have any chance of transcending that hurt and if our people are to take full ownership of our future then our schools must lead the way. I believe that Symphonia has it right and that partnership with our leaders in this critical venture, our principals, will create a new environment and release the kind of positive, confident energy, supported by knowledge that will put us on a new path. I support this project unconditionally and hope sincerely that the project will be supported: for all of our sakes."



## **Desmond Tutu**

**South African social rights activist and retired Anglican bishop**

"I am always moved by the number of people who are engaged in wonderful acts of transformation, of making a real difference in the world. When each of us does something good – where we are – it's these acts of goodness that together overwhelm darkness and change the world. I warmly commend Symphonia for South Africa for bringing together citizens committed to building our country through education – such as in the **PfP** programme. God bless you!"



## **Advocate Thuli Madonsela**

**Professor in the faculty of law Chair of social justice in the faculty of Law - University of Stellenbosch**

"Sometimes we focus on moaning, but there's far more nobility in taking the initiative and doing something about education. There is a very clear link between educational inequality and societal inequality, and the efforts of **PfP** are really about lighting a candle and improving people's lives. Business must be commended for its involvement in **PfP** and I encourage many others to become involved in the future."



## **Pravin Gordhan**

**Former Minister of Finance**

"In today's complex and fast-changing society, leadership is particularly challenging, whether in a school or any other institution. School principals are expected to be visionary and ethical role models who nurture and care for learners, educators and the community. **PfP** provides an indispensable bridge so that both principals and business leaders share these qualities, the responsibility of leading change at a school and to enrich lives. Through this process business leaders and principals develop new skills, insights and a passion for change."



## **Mohamed Enver Surty**

**Deputy Minister – Department of Basic Education**

"The Ministry of Basic Education recognises and appreciates the work that **PfP** is doing with school principals throughout the country. **PfP** is a useful programme for the improvement of the standard of basic education in South Africa. Additionally, **PfP** is in line with the National Development Plan (NDP) which calls for the Department of Basic Education to align the interests of all stakeholders to support the common goal of achieving good educational outcomes that are responsive to community needs and economic development."



## **Kgalema Motlanthe**

**Former President of the Republic of South Africa**

“Through **PfP**, an educational initiative, Symphonia has demonstrated the value of social partnership in tackling current national challenges, which include inequality, poverty and unemployment. As they say, education is the great equaliser and thus the surest way of helping us rebuild our society, guided by the vision of unity, democracy, non-racialism, non-sexism, justice and equality. I am convinced that this is an educational initiative whose time has come!”



## **Trevor Manuel**

**Former South African Minister in the Presidency for National Planning Commission**

“The National Development Plan is all about different parts of society working with government to increase capacity. The **PfP** programme is exactly what is needed to make the NDP real and take our education forward. I commend the initiative for what it does for education. But I also commend the initiative for how it develops business people and gets them into communities those business people would not necessarily get involved with. That has to help nation building as well. Well done **PfP**.”



## **Bonang Mohale**

**CEO of Business Leadership SA**

“I am personally honoured to be able to endorse this amazing 3+ years initiative, **PfP**, for its purpose of empowering our school principals, especially in previously disadvantaged communities. Isn't it amazing that those learners whose teachers have high expectations of them, always do well! Our beautiful country will rise or fall, not so much on the quantum of our resources, but on our ability to manage plan, lead, coordinate & organise. The principal, just like a business leader, can have up to 40% positive effect on the results of our learners. Only meaningful education can seriously address our stubbornly high and increasing levels of unemployment which lead to poverty and inequality. We need to urgently continue to 'grow our own timber' if we are going to be internationally competitive.”



## **Vassi Naidoo**

**Chairman Nedbank Group Limited**

“The key to inclusive growth, job creation, poverty alleviation and empowerment is Education. **PfP** mobilises active citizenship of business leaders with school principals to strengthen leadership and management capacity at schools... a true example of nation building!

I fully endorse the programme, not only because of what it does for education and skills development at schools, but for the development of business leaders as true ambassadors of business in the 21st Century. Nedbank is delighted to be working with **PfP**.”



## **Dr Thabo Makgoba**

**Anglican Archbishop of Cape Town. Chancellor, University of the Western Cape**

“Symphonia for South Africa's core aim of putting the school at the centre of communities is the only way South Africa's basic education challenges can be addressed. I fully endorse and support this initiative which resonates well with the vision of the Anglican Board of Education of Southern Africa (ABESA) of informing, forming and transforming communities in Southern Africa. I call on all South African businesses to give generously and to partner with Symphonia for South Africa as we together provide quality education for all children in South Africa.”



## Jean de Villiers

Rugby player and nation builder

“The majority of the issues we have in this beautiful country of ours stem from a lack of education. Many children don’t get opportunities to develop and learn and the playing fields are not equal. This programme provides a support structure that is essential to reduce inequality in our education system. Education, with mentorship and support for the difficult days, is what will get us through these tough times. This can not be solved by one person. It is a South African issue and need all of us to get involved! **PfP** provides that opportunity.”



## Prof Mervyn King

Chairman of the IIRC and of the King Committee on Governance

“The goals of responsible leadership, as reflected in the various King reports on corporate governance, are today perhaps more important than at the time they were identified. Organisations have a critical role to play in addressing the social ills created by years of institutionalised discrimination and I applaud **PfP** for bringing together business, civil society and government in a powerful programme that works at the heart of society – in schools and school leadership.

**PfP** has proven that the business sector can be a strong and positive agent of change and their programme not only touches the communities in which they work, but they change the hearts and perspectives of the business people participating.

I encourage business leaders to join in this powerful movement for change and make a difference in the critical education sector.”



## Hixonia Nyasulu

Former Chairman of Sasol Ltd

“Rarely have I come across a programme that so effectively builds educational capacity, while strengthening the very fabric of our society. By bringing together the leadership capacity, business acumen and networks of corporate South Africa and the grit, heart and shoestring innovation of school principals, **PfP** is creating great leverage in the education sector. Business leaders are sharing their knowledge and skills while at the same time learning how to deal with ambiguity, complexity and how to influence without direct authority. School principals learn invaluable leadership skills while making the school a place of learning for leaders who are courageous enough to cross a boundary to an environment so different from their comfortable corporate office. Reconciliation in South Africa will ultimately happen when people discover each other’s humanity and develop relationships across traditional boundaries as we see happen through programmes like **PfP**.”



## Moses Tembe

Deputy President of Durban Chamber of Commerce

“Truly transformative business leaders recognise that they, and their organisations, have a role to play in creating an inclusive and prosperous society. Rather than just spend money, these leaders are intellectually and emotionally invested in their corporate social responsibility projects. I commend **PfP** in creating a platform that allows these leaders to create lasting societal change and, in the process, be transformed themselves.”



## **Irvin Jim**

General Secretary of NUMSA

“Education is one of the most powerful ways of addressing the challenges of our highly unequal society. I commend **PfP** for bringing together civil society and business to make a meaningful and lasting change to the prospects of children across South Africa.”



## **Prince Mashele**

Commentator on South African politics and author

“Blaming the past for the problems we face today will never build a better future. The **PfP** initiative manifests the spirit of South Africans who are committed to building social bridges that will move future generations from a country of problems into a country that is filled with possibility. Education is the surest escape route out of poverty and underdevelopment, and the school is where it all begins. By focussing on improving the performance of schools, the **PfP** initiative has identified the key that will open our country’s ideal future.”



## **Professor Jonathan Jansen**

Professor at the University of Stellenbosch

“I challenge every company concerned with the future skills set of high school graduates to join the **PfP** programme in linking principals and corporate leaders in making schools better now, but also in improving our economic futures later.”



## **Dr Reuel J Khoza**

Former Nedbank Chairperson

“There can be no partnership more commendable than those who Partner for Possibility. Our political economy is bristling with potential for all manner of possibilities. It is catalytic agents such as **Partners for Possibility**, that render this real. This initiative has my whole hearted support.”



## **Thandi Orleyn**

Founder, Director and Shareholder of Peotona Group Holdings

“**Partners for Possibility** exemplifies the power of collaboration across boundaries. When business leaders leave their exalted offices to meet principals in schools and principals find their voice in the company of business leaders, it is a transformational experience for both. I am inspired by the reciprocal nature of this process. We should stop talking about social cohesion. We should do projects like **Partners for Possibility** and work together as citizens who all care about creating a South Africa that works for all. For our future and for the sake of all our children! It is these kind of projects that will enable us to create the South Africa we all dream about.”



## **Professor John Volmink**

Chair of UMALUSI Council

“The **PfP** programme, facilitated by Symphonia for South Africa (SSA), addresses some of the most important challenges of our time leadership in education, active citizenship and nation-building. What is inspiring about the **PfP** initiative is that it creates the opportunity for each of us as citizens of this country to play our part to tackle these challenges and to come together as a nation in a shared vision. Through this programme, SSA allows/dares each of us to be the hero of the story and make a real difference!”



## **Professor Adam Habib**

Vice Chancellor of the University of the Witwatersrand

“**Partners for Possibility (PfP)** are focused on transforming our world. They have correctly recognized that we cannot transcend our racialised past and resolve the historical disparities that we have inherited without us learning to partner one other. This is especially so in the educational arena. I therefore wholeheartedly support the innovative thinking and passion that has gone into joining top business leaders with the school principals who most urgently need access to their skills. The lessons about society’s needs, which are gained by business leaders through their interactions in this program, are equally important for advancing nation building. Well done, **PfP**, for breaking ground and benefitting future generations of South Africans.”



## **Lwazi Bam**

Chief Executive Officer, Deloitte Africa

“Our next generation of South Africans is vulnerable. These young and determined minds need not be. Rather, they need to be led by example. They need to be able to follow in real life footsteps; to walk a path that has harnessed strength in intellect, respect in attitude, and creativity in thought. Growth of our future base of leaders is very much down to education, making it one of our top priorities, if not the foremost focus area for us all. For professional services firms like ours, education is the difference between us continuing to be in business or not, it is the one ‘input’ that we cannot do without. The **PfP** initiative could, very well, hold the solution that we have been trawling to secure. At the very least, I hope this book serves as an encouragement to the many dedicated principals out there that are working against difficult odds to secure the future of our country.”



## **Brand Pretorius**

Director of Companies

“I identify fully with the aims and objectives of the **PfP** project. In my view it addresses one of the critical success factors in education in a practical and meaningful way. I am confident that this worthy project will, over time, improve the quality and effectiveness of education in South Africa.”



## **Clem Sunter**

Respected author and public speaker

“This project goes to the heart of what is needed to improve the performance of schools in South Africa. In my experience of 12 years at the helm of Anglo’s Chairman’s Fund, the principle variable in a school’s future is the quality of the principal. A good leader will automatically hold the teachers accountable for the results inside and outside the classroom and will inspire the entire community behind the school to provide the intensity of commitment which ensures excellence. I have no hesitation in giving my whole-hearted support to this initiative.”



## **Paul Harris**

**Co-founder of Rand Merchant Bank Holdings**

“Pfp create the opportunity for business leaders to give more than just money they get to contribute their knowledge and skills to help lead change in education. I strongly support the idea of partnering business leaders and school principals to help transform our education system.”



## **Nicolaas Kruger**

**Group Chief Executive: MMI Holdings**

“Supporting basic education is probably one of the most important strategic investments that any South African company can make. This sector is foundational to many of the challenges we face and it holds the key to a more prosperous, and equal society. In light of this, I firmly endorse the work that Pfp does in targeting educational challenges at its very root and doing so in a structured and long term way.”



## **Jay Naidoo**

**Co-founder and Chairman of J&J Group**

“Thank you for the hard work you are doing to build the ladder for education and training for our future generations.”



## **Brian Schreuder**

**Head of Department, Western Cape Education Department**

“I fully endorse the Pfp programme for the powerful effect it has in supporting and strengthening under-resourced schools in the Western Cape and across South Africa. As the first province to host Pfp schools, we saw the positive outcomes of the programme’s focus on school leadership and their respect for the inherent, although sometimes dormant, leadership skills at schools. We are happy to support this initiative as it is totally aligned to our efforts to strengthen school leadership. We also recognise that the programme’s impact spread over time to positively influence the teachers, children and to ultimately, place the school at the centre of its community.”



## **Dr Franklin Sonn**

**Renowned educational academic and business leader**

“There are several support groups formed to try and enhance excellence in education and constructively assist in bridging the gap between performing and underperforming schools in our education system. Unfortunately they don’t all have positive results. Symphonia for South Africa’s Pfp programme is conceptually sound. It produces positive results because it is carefully designed, well executed and managed. The energy and passion of Louise van Rhyn is in itself contagious. Because I am impressed with the educational framework and especially the strong leadership and devotion to task of Louise van Rhyn I happily wish it to be publicly known that I support the Pfp programme.”



**Panyaza Lesufi**  
MEC for Education in Gauteng

“If our education system was a four-legged table, two legs would be broken, and as a country we need to ensure that those legs are fixed. I’m proud to be associated with **PfP** through the 66 GDE Schools project. We have to stand up and do this thing together, and I really appreciate all of **PfP**’s support. In me you have a partner.”



**Professor Nick Binedell**  
Founding Director of Gordon Institute of Business Science

“**PfP**, led by Louise van Rhyn and her team, is a fantastic example of how individuals can make a difference in a critically important area. The creative idea of linking business leaders to principals in a mutually valuable way has had a remarkable impact. GIBS fully support this endeavour, contributing wherever we can and we hope that this project will continue to flourish and add to the many initiatives that will change the face of public education in South Africa for the sake of our country’s stability, prosperity and long term sustainability.”



**Mzukisi Qobo**  
Author and Associate Professor, South African Research Chair Initiative (SARChI) - African Diplomacy and Foreign Policy, University of Johannesburg

“There is growing recognition globally that the most enduring solutions to complex social challenges do not come from the government alone. Crucially, engaged citizens working in partnership with various sectors of society, including government, communities and corporate leaders are the ones who shape the trajectory of change. That is why I am thrilled to endorse **PfP**. I believe **PfP** exemplifies a civic brand of transformative leadership that is solutions-oriented and that is passionately driven to create lasting change in the education sector. **PfP** has demonstrated that shouting from the sidelines does not produce change. It is taking steps, however small, to grapple with one of the biggest challenges facing South Africa, that holds promise for desired change. They are, indeed, true partners for change and possibility.”



**Edward Chr Kieswetter**  
President of Da Vinci Institute, Investor & Businessman

“Education is central to changing the fibre of our society, creating self reliant & well functioning individuals, families & communities. At the heart of an efficient education experience is a competent principal and corp of teachers. **Partners for Possibility** understand this and has created an enabling means for leaders from amongst education and business to learn and grow together to give us hope and our children a better learning experience at school. I support this unique approach of **PfP**.”



**Adam Craker**  
Chief Executive Officer of IQ Business Group

“The best ideas in life become obvious with the benefit of hindsight, although only come to light through outstanding conceptualisation and execution. **PfP** unites government, business and society as partners to create a future for our children by advancing leadership in our education system. Our opportunity is not only to embrace the approach and its results across our school system but to leverage the same into how we grow and transform as a nation.”



## Sheila Camerer

Senior Member of South African Parliament, DA

“It is a pleasure and a privilege for me to endorse this excellent transformative initiative of **PfP**. As a grandmother of five young South Africans fortunate enough to be attending some of our country’s top schools I am deeply aware of the need to strengthen our schools on the broadest possible basis. This can only be done through leadership which is why this partnership project is such a great idea. I appeal to business leaders in all communities to support the **PfP** initiative and ensure that schools in all our communities become centres of excellence.”



## Tony Leon

Chairman of Resolve Communications, Founding Leader of the Democratic Alliance, formerly South African Ambassador to Argentina, Uruguay and Paraguay

“I am delighted to endorse **PfP** and making a small and positive difference in the battle to achieve good educational outcomes, one school at a time. **PfP** brings together leaders from South Africa’s high performing private sector and matches them with school principals in challenging environments. We all know, and research around the world proves, that the health of a school depends on empowered principals and good teachers. Our country spends more on education than practically every developing country in the world and yet we have dismal results. These partnerships can, in a meaningful way, change that trajectory and transform our country.”



## Rod Fehrsen

Semi-retired after a career as an industrialist across a wide range of industries, Non-executive Director, Coach and guide with a passion for people and strategy

“I have been passionate about leadership and learning for many years. The **PfP** programme combines both in a way that will uniquely build capacity for the future of our children and our nation. Their programme is a great help to developing both a managers and a school principals leadership skills precisely because it provides the opportunity to engage outside of their direct lines of responsibility.”



## Dion Chang

Founder of Flux Trends, Trend Analyst and Innovator

“**PfP** is the kind of public/private sector initiative we need, not only in South Africa, but also in the new world order we are transitioning into. It illustrates, and practises, an approach which is neither boxed nor siloed: a traditional mindset that is proving obsolete for the 21st century. In South Africa it demonstrates the active citizenry we desperately need to turn the idealism of our rainbow nation into a sustainable reality. If our country is to evolve and prosper, we can no longer afford to sit on the sidelines as passive bystanders, but need to actively participate in building the nation and society we all want to live in. **PfP** provides the foundation of this envisaged future.”



## Justin Spratt

Chief Growth Officer of Quirk

“Children really are the future. Louise and her team have formed an incredible initiative to invest and support the education of our nation’s children - investing in the very resource that will ensure better lives for all. I commend the hard work and tenacity of **PfP**. We have hope because of people like these.”



## **Billy Selekane**

**Internationally acclaimed inspirational Keynote Speaker**

“I have been a merchant of hope for more than 15 years, selling the power of possibility because I know just how important it is to have a nation which is focused, educated, responsible and visionary. When I encountered Louise and she introduced me to **Partners for Possibility** I knew there and then that there is hope not only for South Africa but also Africa. I believe that what they have created is an amazing process which will not only get business to share needed skills with educators, but that education will listen to what businesses need and be able to prepare the young minds for the world. I believe that this is the 2nd revolution that South Africa needed, to liberate the minds of the young and show them the power of possibility by bringing to them successful men and women, who at one stage sat at those desks and some on the floor. **PfP** is what the world needs and I am proud to be associated with them.”



## **Yusuf Abramjee**

**Social Cohesion Advocate, Play Your Part Ambassador, Anti-crime Activist and Consultant**

“**Partners for Possibility** under the leadership of Louise van Rhyn is doing sterling work. Our country has three main priorities:

1. Education
2. Education
3. Education

You are making a difference. The business community needs to support initiatives like yours which contribute significantly. Your results speak for themselves. Continue the good work and Lead SA.”



## **Kuseni Dlamini**

**Chairman of Aspen Pharmacare Holdings**

“**PfP** does outstanding work that directly and meaningfully unleashes the potential of principals in schools that need help the most. I can’t think of any other better way of making South Africa and the world a better place for all than ensuring that our schools effectively prepare the youth for impact and leadership in a globally competitive world.”



## **Professor Derick de Jongh**

**Director: The Albert Luthuli Centre for Responsible Leadership**

“No organisation or school can flourish without dedicated and responsible leadership and no intervention in under-performing schools will have a lasting change if there is a leadership vacuum at the school. Partners for Possibility brings together business leaders and school principals to address this leadership challenge, with fantastic results. I wholeheartedly endorse the work done by **PfP** and I believe in their capability to change our basic education sector for the better.”



## **Phuti Tsukudu**

**Owner, Tsukudu Associates**

“Pfp makes me think of the work of Barbara Max Hubbard, a wise woman whose pioneering work on us as co-creators rings true to Pfp. Pfp embodies most of the qualities, energy and consciousness that she talks about. The by being a co-creator one relinquishes the desire for power and celebrates authentic partnerships by bringing one’s unique genius with that of another.

At a practical level this results in deeper relationships, harmonious communities and synergistic solutions to collective challenges. What the testimonials attest to are these co-creation qualities in authentic partnerships.

Pfp demonstrates that solutions lie within and with those involved, not others whoever others may be. It places the locus of control internally and not externally, truly appreciating that we are the ones we have been waiting for. May this work be a beacon of hope for our children, who are the future.”



## **Conrad Sidego**

**Director of Companies**

“Pfp is a great example of the transformation that we need in South Africa. We will strengthen the fabric of our society by these kinds of partnerships where leaders from different sectors work together in a spirit of contribution.”



## **Alan Hosking**

**Chief Strategist, Architects of Greatness**

“All parents, whether they’re at home in a shack or a boardroom, want the same three things for their children: a good education, good opportunities and a good life. Our nation’s future lies in the hands of our children, so our children need a good education to enjoy good opportunities and a good life. I salute Pfp for ensuring that more of our nation’s children get the education they need so that a benefit to one becomes a benefit to all.”



## **Pieter Twine**

**Passionate about education and the potential of our children.**

**General Manager – Woolworths Loyalty and MySchool MyVillage MyPlanet Fund Raising Programme.**

“The future of our country does not belong to the adults of today, we are purely the custodians until we hand it over to the children of today.

If we do not invest in capacity of those in leadership roles at our schools, help them gain the support and commitment of the communities around them, they will not succeed nor will our country.

We are proud to have Symphonia on board as a beneficiary of the MySchool MyVillage MyPlanet programme. Through the Pfp initiative we have helped our partner schools take ownership of their tomorrow, today.”



**Graeme Bloch**  
Education Expert

“Pfp speaks to the urgent and fundamental need to fix South Africa’s school system; and also speaks to the energy that exists in all sectors to work together on this national priority. Schools provide a unifying point to bring together parents, donors, religious teachers, pupils, to help our young people to fly and for our nation to be the best. Education is the tried and tested route out of poverty.”



**Dr Graham Power**  
Founder of the Global Day of Prayer and Unashamedly Ethical movements, Founder and Board Chairman of Power Group of Companies

“One of the diseases of our times is that of individualization (rather than community) and independence (rather than interdependence), resulting in isolated spheres protecting and securing their own interests. The answer to this problem and other social issues often lies within people coming together and holding hands. Our society needs more programmes such as Pfp that builds bridges between our separated societies. I fully endorse this key initiative that strengthens community – a place where we can take responsibility for our neighbours.”



**Lynda Smith**  
CEO of Refirement Network

“I am a social entrepreneur and passionate about education. It has been a privilege to be involved with this model as a board member since inception.

True change can only happen when ordinary citizens become involved and together with principals, teachers, learners and parents we start to make a difference to a community, one school at a time. The change seen in both hearts and minds of both the business leaders and principals is what will change the fabric of our society.

The added benefit of this model is that many other skilled individuals who are willing and able can engage as a result of leadership, relationships and systems in place. Parents are the primary educators of our children and the invitational style and process is helping ordinary parents to understand their role to engage and to be a co-partnership in the educational journey of our children.

Together we can change the story of our nation one child, one parent, one school and one business leader at a time. I encourage many more to become involved and to enjoy the journey. It will change your life forever.”



**Terry Meyer**  
Founder and Director of Leadership SA

“This innovative programme is a transformational and life changing experience for leaders. It is grounded in global best leadership development practice but is highly relevant to effective leadership in the context of South Africa. It also provides tangible benefits to schools and the communities they serve. For leaders who wish to move beyond traditional business school theory into the realms of personal transformation and experiential learning, this is best of breed.”



## **Michel Joffe**

**Operations Manager at Indox**

“The complex challenges in South Africa can only be solved by the leaders within these schools. The **PfP** programme loves and creates space for these leaders to find their own solutions, which impact thousands of people.”



## **FW de Klerk**

**Former President of South Africa**

“I applaud the **PfP** programme and its valuable contribution to the vision of achieving quality education for all South African children by 2022. I support the **PfP** programme because it enables successful businesses to share their financial and managerial skills with the school principals who do not have access to such resources. The partnerships that develop are making a significant contribution to the improvement of participating schools. They also represent an excellent example of the manner in which South Africans from different communities and walks of life are working together to build a better society. South Africa’s future success depends on our ability to transform key areas of our national performance, particularly education to ensure that all South Africans have the opportunity to participate in the economy and of benefiting from our new constitutional dispensation. I agree with **PfP** and the National Development Plan that the provision of decent education for all our people is one of South Africa’s biggest challenges. I therefore wholeheartedly endorse the **PfP** programme and applaud the contribution that it is making to the improvement of education.”



## **Dr Mamphela Ramphele**

**Medical Doctor, Businesswoman, Social Activist**

“Nothing matters in the life of a nation as much as education. If you look at history, the societies that have succeeded are those that value education, that invest in education. By investing I’m not talking money only. I’m talking time, energy, enthusiasm and high expectations of our children.”



## **Arthur Preston**

**Principal of Elkanah House Primary School**

“The **Partners for Possibility** initiative has provided me with greater insight into the challenges faced by some of my colleagues in the state sector. It has also provided me the opportunity to see the value of business insight and experience in the education sector. However, the greatest joy for me has been to observe the deep understanding and relationship which develops between the principal and his/her business partner. The increased respect for and understanding of each other’s realities has played a large role in the success of the initiative. I believe these partnerships, which cross social, economic and cultural boundaries, give hope for a brighter future for our country’s youth.”



## Justin Foxton

Co-founder of The Peace Agency

"I would like to take this opportunity to state my support for the **PfP** project. This goes to the very heart of some of our most pressing social concerns and tackles them in a realistic, sustainable and results-driven fashion. So often in our modern world we see well meaning projects spring up that have neither the wisdom nor the focused intentionality to have lasting impact. This project is not one of those. It is founded on excellent thinking, broad vision and hard work and I believe that it can and will play a significant role in the future development of our communities. By placing schools, our children and youth at the epi-centre of the process of healing and transformation, this project is acknowledging that change must happen, not only from the top down, but from the inside out."



## Salah Elbaba

Chief Executive Officer of SMSweb

"We are happy to endorse the **PfP** project. As a business we focus on connecting schools to parents using technology, we have seen the actual benefits of what happens when parents are made aware of what is happening in a school, and how that improves the education of the learner. Your project takes this to a new level, and enables not only parents but all the people involved in a school community (learners, parents, educators and the local community) to come together and make a difference."



## Dave Duarte

Educator and thought leader

"Bringing business and school leadership together is just brilliant. All leaders need support and development, and school principals especially, because their role is so incredibly important yet complex, challenging, and often under-resourced. Thank you, thank you to everyone involved in **PfP** for your investment in our country's most important growth sector, Education."



## Varkey George

Social Entrepreneur

"What a wonderful idea it is to partner schools and corporates to work together towards a better future for the young of South Africa. There is so much that the corporate world can learn from our schools and so much the schools can learn from corporate. This mutual learning is leading to mutual support. Corporate management systems can enhance school management systems and better school management systems lead to better teaching and learning which further leads to a better workforce for the corporate. **PfP**, a Symphonia South Africa project, is encouraging, supporting and implementing this programme. What a brilliant idea!"



## Ian Mclachlan

Former Principal at St Stithians College and education thought leader

"I think **PfP** is a wonderful idea, built on sound development science. I would encourage all businesses, who care about the future of South Africa, to get involved."

## Endorsements from PFPs

---



### Wendy Luhabe

Economic activist and social entrepreneur

“In a world where there is a chronic leadership vacuum and pockets of excellence, I am inspired by this home-grown, innovative and sustainable solution which places education at the centre of community. We invite you to join us in creating new possibilities, new partnerships, collaborative and experiential approaches for leadership development in a changing environment that requires a new intelligence. This is essential for us to leapfrog South Africa to realise her full potential.”



### Itumeleng Kgaboesele

CEO Sphere Holdings

“PFP gives us as business people a platform to assist in the education sector, which is in crisis, with the skills and networks that we have. I find it especially appealing that the partnership between a business person and school principal is structured as an equal partnership in which both parties can learn from each other. PFP has had a significant impact on my life and the school where I am assisting and I fully support their work in improving basic education in South Africa.”



### Oresti Patricios

Chief Executive Officer of Ornico

“The experience I have had working with PFP and partnering with Solomon Mawela, the principal of Gordon Primary School in Alexandra Township, has changed me forever. This remarkable principal has taught me to be a better human being and to understand the circumstances that some of the learners have to deal with. Lack of food and lack of educational guidance from parents are two of critical factors we needed to address.

“My intervention has been minimal. I was there to listen, as he is the one who knows best how the system works and what’s best for his learners. At the beginning of the year we worked together to set certain goals for the school, first among which was learning outcomes. In 2012, from Grade 1 through to Grade 6, in Maths, isiZulu, English and seSotho, the average results were a failing grade, in the region of 16% to 40%. By 2013, all had improved, some by over 20%.

What did it cost me? Not much. A little time mostly, which forced me to schedule my life better, but the excitement and motivation I received from being part of this was priceless.”



### Jane Tsharane

Principal: Makgatho Primary School, Atteridgeville

“As an alumnus of the programme, I experienced all that it had to offer. I joined the programme and believed that I would further develop my leadership skills, but I was skeptical of being partnered with someone whom I did not know. That changed however and over time my business leader-partner and I formed a very strong bond that lasted for much longer than our formal year together. I would encourage any principal to join the PFP programme.”



## **Bob Head**

**Former CFO (SARS)**

“Of course education is important and everyone here has noted it. but I am a participant with an amazing school in Atteridgeville. And what has it done for me?”

- Understanding of all communities - from both a business and management perspective.
- Influencing skills have definitely improved - I only have influence, no power.
- I am more open to other points of view.
- Listening skills have grown not least because I am confronted by a very different set of circumstances.
- You value other people and what they are trying to achieve. From the Principal to the people protecting our vegetable plot.
- I can make change happen in a totally alien environment.
- Humility. There are some brilliant, talented and amazing people out there.
- It has enabled me to take people to the township that would not otherwise go - truly one South Africa.

If you want to help fix education and you want to fix yourself then **DO IT**. Do not just talk about the problems. Get stuck in and help.”



## **Louise Brits**

**Managing Director - Mandevco Consultants**

“**PfP** is a truly life changing experience, for you as the business leader, for the school principal and for the children at the school. The programme is designed to take you out of your comfort zone and stretch your capacity as leader, while supporting you and your principal partner with regular coaching sessions and formal training. I applaud **PfP** for the way in which they allow for each partner to play to their strengths and for each partnership to focus on the issues that their specific school face. We ARE the leaders we are waiting for.”



## **Thomas Holtz**

**CEO: Multotec Manufacturing**

“This endorsement was written four years after I started the **PfP** program, and I continue to benefit from the journey my partnering principle and I started together. Initially I was not certain that there was anything that I could learn or even offer my partner. The well facilitated process of getting to know each other and setting some clear objectives for the benefit of the school’s pupils was very rewarding and meaningful.

Although the most important objective was to assist the school principal, the benefit I gained was quite unexpected and in so many different ways. I gained access and respect in the work that the principle does and learnt to influence without control and listen deeply to the issues without always giving advice. The course work and the partnership has assisted me in developing a more inclusive and participative management style.

I truly believe that every manager that is serious about leading and managing in South Africa will benefit from this and at the same time get into the world that many of our people live in and make a real difference.”



## **Dave Morris**

**Retired Head of Business Improvement, Anglo American**

“While our attempts to improve education in South Africa should include help at all levels, I believe that the biggest impact lies in creating an effective and efficient basic schooling system. This is best done by the people who lead and manage schools. School principals are the true heroes and heroines of our future and they need all the help they can get, both to improve their management and leadership skills and simply to feel our support. There is enormous capability in the business world to contribute in these areas. As an active partner with a school principal under the **PfP** programme I can say without reservation or qualification that this is the approach that will set us on the right course and I urge all business leaders to learn about and join the programme.”

## Endorsements from **International Thought Leaders**

---



### **Nancy Kline**

Published author of *Time to Think*

“Sometimes there emerges in the world an idea that moves humanity forward inexorably in our lifetime. **PfP** is exactly that. What the participants are achieving with each other reaches into the lives of people far afield as well, inspiring us, encouraging us, helping us to know that the unleashing of independent thinking in every human mind matters and is possible. I honour you from the bottom of my heart for changing our world, steadily, visibly, forever.”



### **Peter Block**

Published author of *Flawless Consulting*

“The **PfP** effort by Symphonia is absolutely unique in its ability to bring schools, community and the business sector together as true partners caring for our children. It is based on the gifts and strengths of all parties. Unlike many efforts, it does not treat the school as broken, the business sector as all-wise, or the community as disinterested. It changes the lives of each person who engages in the process in the direction of faith and hope in our collective future. The subtle design of the partnerships that Symphonia has constructed is a model for all similar efforts to heal the wounds of our cultures and make a smart investment in creating a real future for the next generation. This program is true genius.”



### **Dr Philip Mirvis**

Senior Researcher of *Global Network for Active Citizenship*

“**PfP** supercharges leaders with an extraordinary development experience. Engaging coursework, personal coaching, and a peer learning community set the stage for you to be immersed in a service learning assignment in schools where you must grapple with complex, multi-faceted issues and work with a multicultural mix of school leaders, faculty and students. Top global companies today develop their next generation leaders through service projects. **PfP** provides the guidance and support needed to promote real learning and to prepare you for challenges in your own organization and community.”



### **David Wilcox**

Chief Executive Officer of *Reachscale*

“My organization ReachScale identifies highly innovative social enterprises. We selected Symphonia because their model engages corporate and school leaders to create a custom solution for each school based on the combined assets of the company, leaders, school and community. This is a much better solution than most CSI programs and enables leaders and students to walk together.”