



**SOUTH AFRICA
CHALLENGE**

WORLD CHANGERS FOUNDATION®



South Africa Challenge 2018

Annual Report

The background of the entire page is a photograph of three young women standing outdoors in a grassy field. They are all wearing maroon hooded sweatshirts with the words 'SOUTH AFRICA CHALLENGE' printed on the front in a colorful, blocky font. The woman on the left has blonde hair and glasses. The woman in the middle has dark hair and is wearing sunglasses. The woman on the right has long brown hair. They are all smiling at the camera. In the background, there is a large, prominent mountain with a flat top, characteristic of the Drakensberg range in South Africa. The sky is blue with some light clouds.

Developing emerging leaders from Europe and South Africa

Since 2012, the South Africa Challenge has been taking emerging leaders to Durban, South Africa, for a two week personal development and leadership course. We work with high potential, entrepreneurial emerging leaders, who are passionate about tackling societal challenges.

Throughout the programme, they are challenged to develop their capabilities and leadership capacity to develop new products and services alongside our South African partner network.

This year, the Challenge took a step forward in becoming a cross cultural programme, with emerging leaders from South Africa joining the team. As we reflect on another successful Challenge, we are looking ahead to the exciting prospect of growing our programme in the near future.



South Africa Challenge 2018 Programme developments

Each year, we seek to build upon the success of previous Challenges, our key developments in 2018 include:

- Continuing to grow the programme and leading the largest team to date with 20 members, including two emerging leaders from South Africa.
- Offering increased opportunities to develop leadership capabilities. This year two 2017 participants returned as Team Leaders, alongside two other members of the alumni, to recruit the team, train individuals, and deliver the two-week programme.
- Increasing the number of universities in the UK and Europe we engaged with, to bring together students and recent graduates from Loughborough University (UK), Artevelde University College (Belgium), University of Surrey (UK), Lancaster University (UK), and BPP University (UK).
- Also broadening the age range of our participants to include participants further into their careers including in law, software development and management consulting.

We empower socially conscious and responsible leaders, to start the change we want to see in the world

South Africa Challenge has been grown and led by young people who understand the need to find profitable, sustainable, and innovative solutions to societal challenges; whilst recognising that other young people need a supportive platform from which to develop and test ideas.

South Africa Challenge brings together high potential entrepreneurial emerging leaders. Through an international experiential learning, personal development and leadership programme, we give emerging leaders the opportunity to research and test entrepreneurial solutions to societal challenges.

Our programme facilitates emerging leaders to;

- Enhance their self-awareness, enterprise and leadership skills through self-reflection and practical real life leadership opportunities
- Exchange skills, knowledge, and spark new thinking to find solutions for societal challenges both in South Africa and their own countries
- Build relationships and connections between South Africa and the rest of the world



Developing leaders, enhancing skills and challenging perceptions

Our programme enhances self-awareness and develops enterprise and leadership skills, through self-reflection and practical real life leadership opportunities

Through coaching, mentoring, and self-reflection group sessions, Team Leaders work closely with each participant to identify their personal development needs and goals.

Increasing self-awareness – including reflecting on values and leadership style; alongside developing cultural awareness, understanding of societal challenges, and developing new networks – gives participants the skills, knowledge, and networks necessary to begin exploring profitable, sustainable, and innovative solutions.

Cultural activities, visits to communities, and working with businesses and NGOs, exposes participants to another view of South Africa – something which tourists rarely see. Participants witness how economic inequality can affect a country's development and play a significant role in people's lives; as well as the influence of traditional cultures and historical racial segregation. What it also does is highlight the opportunities created by economic and community development.



Supporting high potential individuals to make a positive difference in their lives and the lives of others

Our South Africa Challenge experience has opened our minds to new possibilities, developed confidence, changed careers and been instrumental in starting businesses and projects

As a network we support each other to continue our personal development and leadership journey, as well as the growth of projects and ideas which have the potential to improve the social, environmental or economic prospects of our fellow participants and their communities.

Every Challenge is led by our alumni, who step forward as Team Leaders and mentors, growing the programme and continuing our work with partner organisations. This creates a further opportunity to develop practical leadership skills, after going through the programme.

In addition to taking participants from the UK and Europe to South Africa, we have always had the ambition for making the South Africa Challenge into a cross country cultural exchange programme.





South Africa Challenge 2018 Team

This year's team of 20 participants and Team Leaders was drawn from a mixture of students and professionals from 18 to 41 years of age. Students represented multiple universities including Loughborough University (UK), Artevelde University College (Belgium), University of Surrey (UK), Lancaster University (UK), and BPP University (UK). Other members are pursuing careers in charity administration, project management, higher education, law, software development and management consultancy. The team represented 10 nationalities including Zambia, South Africa, Germany, Iran, Slovakia, Belgium, Mozambique, Hong Kong, Italy and the UK.

This team sought to tackle unemployment and lack of career guidance in schools, entrepreneurship skills development, Java programming training, the stigma and misinformation around autism, and accessibility to safe drinking water.

South Africa Challenge 2018 involved Mellissa Brown, James Tsim, Eva Kullova, Dennis Löhmann, Raoul Patel, Danny Morton, Ilse Cocquyt, Gail Nzama, Gregory Janssens, Anne-Sophie De Wilde, Yan Luk, Elaina Hui, Simi Petrova, Francesca Van Damme, Diba Tavakolizadeh, and Thibault Lejeune; with Helen Ots, Leah Simmons, Lorenza Arnaboldi, and Pamela Bijl as alumni Team Leaders.

South Africa Challenge 2018 Highlights

Our participants hit the ground running as soon as they land in South Africa, meeting with our network of partners to pitch, share, and shape their ideas. Learning about the local environment and culture is key to understanding the context in which they are aiming to operate in, so every year we schedule in a mixture of cultural exchange activities and visits to communities.

This year's programme saw the team meeting several NGOs, learning about the local culture, taking part in networking events, all in between researching and testing solutions for tackling their chosen societal challenges. In the following pages we showcase the team's projects and achievements.





Project #1: Tackling accessibility to safe water

Water is an essential human necessity and South Africa is facing a severe water crisis. Danny, Diba, Francesca and James decided to devise a solution to tackle the issue of accessible and safe drinking water for households in KwaNdengezi. Before traveling to South Africa, the team compiled a list of potential solutions, narrowing it down to providing affordable water tanks to households.

However, when they arrived in South Africa they observed that more households than expected had water tanks, but that this water was unsafe to drink and therefore mainly used for farming. They decided to look for solutions to purify the water, and found that Moringa Tree seeds are a simple, sustainable, coagulant for water purification. They conducted further research with various Moringa farm owners to explore the idea; and whilst they discovered many uses to Moringa Trees and examples of efforts to empower communities to grow and export this plant, they discovered that it is not effective in eliminating bacteria such as E-Coli.

On reflection, the team found that there were several initiatives being worked on, however there was a lack of awareness and information sharing. The team pivoted to focus on bringing together the community's stakeholders to co-create a solution. They held a Water Innovation Networking Event inviting individuals, organisations, and entrepreneurs who shared their commitment to finding solutions to the water crisis. During this event the team shared their research and initial ideas, with the aim of starting a hub of experts and activists to look for sustainable solutions to providing safe and accessible drinking water to the community of KwaNdengezi.



Project #2: Raising awareness of Autism

Yan set out to raise awareness about Autism among teachers and children in public primary schools, as she identified through her research and conversations with local partners a lack of awareness and stigma surrounding Autism in South Africa.

As schools were closed for winter holidays, Yan had to think of an alternative to effectively raise awareness regarding what Autism is, how to identify it, and where to access advice and support. Through connections made at our annual networking event, Yan formed a relationship with a national radio host and convinced her that this issue was important enough to warrant air time on her show. Alongside recording a powerful radio interview to raise awareness, Yan designed a leaflet containing basic information on Autism, as well as useful resources for parents looking for additional support.



Project #3: Career guidance

Gail, Gregory, Raoul and Simi identified that the youth in KwaNdengezi did not have access to adequate support for making career decisions or information on which skills will be required to secure future employment.

After confirming the need for career guidance and linking with local organisations, including a further education college, they designed a motivational and interactive workshop aimed at helping people learn about their strengths and weaknesses; as well as career path and education options and job opportunities available to them.

The team succeeded in delivering this workshop to over 100 young people aged 18-35.





Project #4: Business planning courses

Anne-Sophie, Elaina, Mellissa and Thibault wanted to use their interests in business and entrepreneurship to design a skills-based course to grow and strengthen local businesses.

Working with a group of aspiring entrepreneurs and business owners, the team began designing a diagnostic tool to analyse the strengths and weaknesses of each business idea and the participant's current needs. Discovering that many of the people they spoke to did not have a written business plan, they designed and ran a short practical course where participants were guided through the basics of business planning and steps to take to being to test their ideas. They also held a clinic with business owners to provide individual support in other skill areas.

Project #5: Developing JAVA programming skills



Eva and Dennis identified a need for IT education, which can help people prepare skills for the 'fourth industrial revolution', which are in high demand in the Durban job market. They decided to organise a JAVA Programming training course and tested the need for it by sharing their idea with several local businesses and NGOs.

They partnered with the KwaNdengezi Education Centre and delivered a 4-day training course in Java programming for eight local professionals and IT technicians, which received excellent feedback. The duo is continuing their teachings through an online community called 'Durban Developers'. They intend to re-use their material and their learnings from this experience to replicate the course in other settings, for example, in their home countries of Germany and Slovakia. Eva and Dennis also plan to return to South Africa next year with more instructors to deliver courses.



What did our participants have to say?

Supporting our participants to become more self-aware, increasing their confidence, motivation, and goal setting ability; alongside increasing their understanding of their own values, vision, and leadership style, are outcomes we strive to achieve.

Surveying our participants on what they felt the experience had changed for them, their comments highlight the impact of the experience.

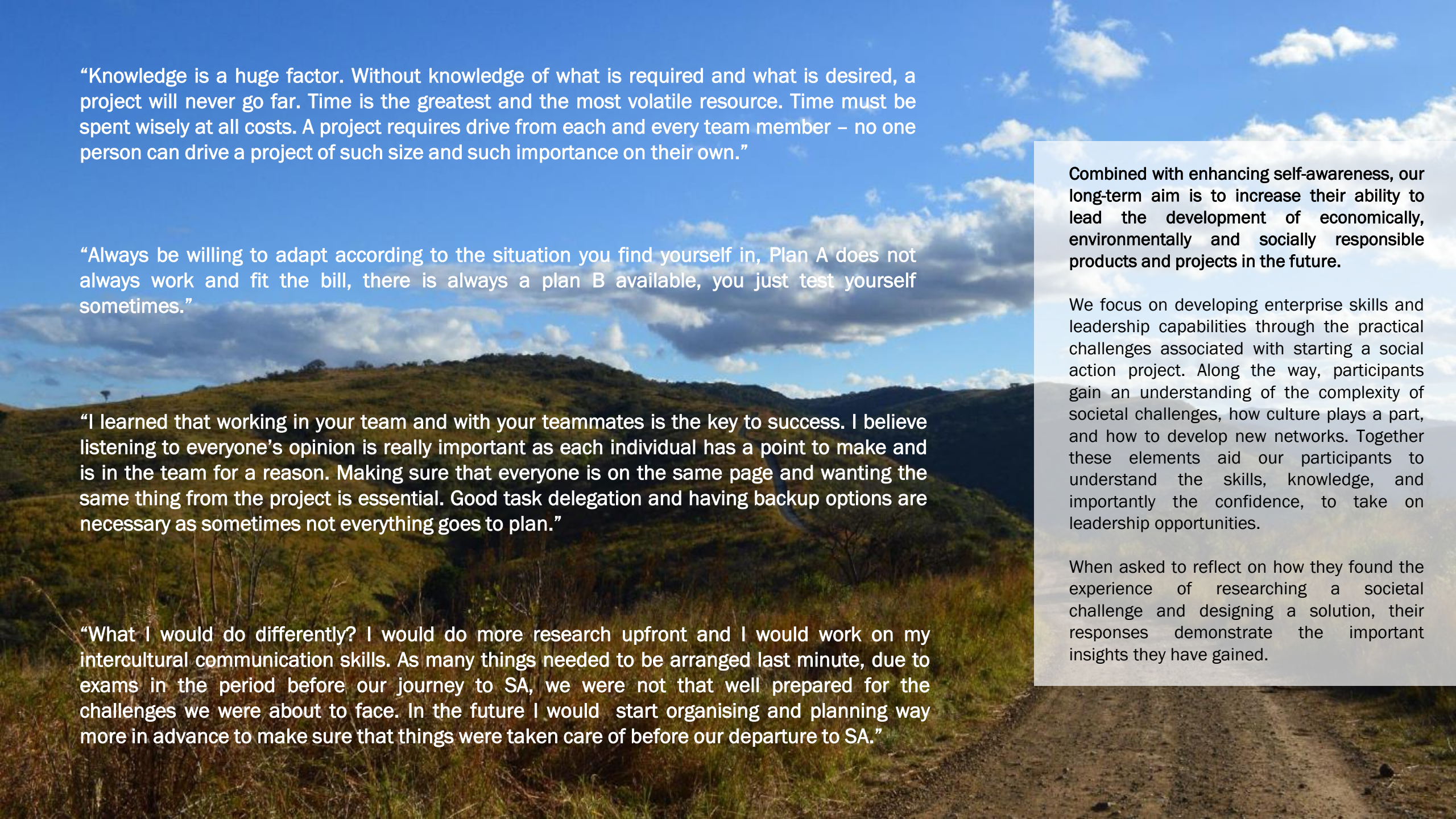
“The South Africa Challenge has re-enforced my desire to become an entrepreneur and equipped me with hands on experience of how contacts from networking events can be used to leverage ideas.”

“It has definitely influenced me to do what makes me happy, its changed my outlook towards life, I am a much more positive person and the personal growth from the two weeks in South Africa would not be possible anywhere else in my opinion, so with all I have learnt I plan on now building on the platform that has been set and reach my goals for the future.”

“It has influenced me so far as that I haven't sat one day doing nothing, every day is a blessing and SAC made it clear to me that wasting time is a waste of life. I'm not sure how SAC did but anyway. It did.”

“I feel smarter. Also, I got more routine in improving myself. I am reaching for higher goals now and feel more self-confident doing so. I feel more awareness for what others feel. I stepped out of my comfort zone, made an impact, have a new project, a story to tell and want to travel more again.”

“I have learnt a lot about myself, my new strengths and weaknesses. I also have discovered the deeper understanding of who I am and why. I have learnt so much about how the others actually differ from who I am not in a negative way but in a way that them being different also helps me in the weaknesses that I have. What I learnt about my country is how much of opportunities are out there it just needs people like us (SAC) to help the people be aware of it.”



“Knowledge is a huge factor. Without knowledge of what is required and what is desired, a project will never go far. Time is the greatest and the most volatile resource. Time must be spent wisely at all costs. A project requires drive from each and every team member – no one person can drive a project of such size and such importance on their own.”

“Always be willing to adapt according to the situation you find yourself in, Plan A does not always work and fit the bill, there is always a plan B available, you just test yourself sometimes.”

“I learned that working in your team and with your teammates is the key to success. I believe listening to everyone’s opinion is really important as each individual has a point to make and is in the team for a reason. Making sure that everyone is on the same page and wanting the same thing from the project is essential. Good task delegation and having backup options are necessary as sometimes not everything goes to plan.”

“What I would do differently? I would do more research upfront and I would work on my intercultural communication skills. As many things needed to be arranged last minute, due to exams in the period before our journey to SA, we were not that well prepared for the challenges we were about to face. In the future I would start organising and planning way more in advance to make sure that things were taken care of before our departure to SA.”

Combined with enhancing self-awareness, our long-term aim is to increase their ability to lead the development of economically, environmentally and socially responsible products and projects in the future.

We focus on developing enterprise skills and leadership capabilities through the practical challenges associated with starting a social action project. Along the way, participants gain an understanding of the complexity of societal challenges, how culture plays a part, and how to develop new networks. Together these elements aid our participants to understand the skills, knowledge, and importantly the confidence, to take on leadership opportunities.

When asked to reflect on how they found the experience of researching a societal challenge and designing a solution, their responses demonstrate the important insights they have gained.

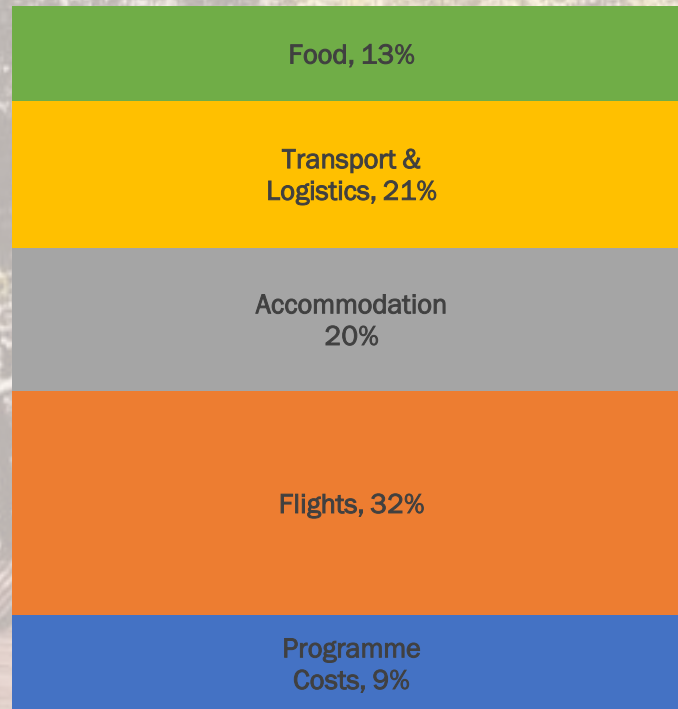
South Africa Challenge 2018

Financial breakdown

South Africa Challenge 2018 Income and Expenditure breakdown



Income breakdown



Expenditure breakdown



Thank you to all our supporters

A thank you to all our current partners and sponsors, for without your support, dedication, and hard work, South Africa Challenge 2018 would not have been made possible.

Our partners



Our sponsors



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2012



2013



2014



2015



2017



2018