



TRANSCEND TRAINING
BEE CHAMPIONS COURSE
2025

ABOUT THIS COURSE

Transcend's leading BEE training course is the best choice for you if you want to get transformation right. Getting Transformation right is about ensuring initiatives with positive outcomes and have impact on a deeper level than just the BEE scorecard. This course guides BEE champions to sustainably achieve transformation.

This practical and interactive course will equip you with deeper insight into the Revised Codes of Good Practice (RCoGP) effective from December 2015 in order to improve your scorecard level and increase your revenue.



R3 800
excl. VAT
per delegate



**FULL
DAY COURSE**

THIS COURSE IS FOR YOU IF



You want to drive real transformation in your organisation and make transformation visible in your organisation



You want to know what qualifies and what doesn't on your BEE Scorecard and what documentation is needed in order to be prepared for verification.



You want to improve your organisation's BEE scorecard level with the knowledge and skills to do so in a way that is sustainable and long-term.



You're responsible for BEE in your organisation and you are looking to expand your understanding of how the Revised Codes will affect you, i.e.

- MDs, CEOs, CFOs, CIOs, COOs
- Human Resource Professionals
- Preferential Procurement Professionals
- Any individual who has been appointed as the BEE Champion to take care of the BEE scorecard

**COURSE DATES -
Jan - June 2025
(both face to face)**



MARCH



MAY



WHAT YOU'LL LEARN

This engaging course is broken down to allow for adequate time in the rich course material as well as provide space for class engagement to drive the true value of the course by making the learnings applicable in each of the delegates context as they engage.

> SESSION 1

CONTEXT & SOCIO PILLAR (1.5 HOURS)

The first session of the course will provide you with a practical foundation of transformation in South Africa with an introduction to BEE upon which lectures will apply legislative and best practice principles. This will include a context for BEE and socio- economic development.

SESSION 2

VALUE CHAIN (2.5 hours)

This session looks at each company's relationship with small businesses and suppliers. This will be examined through the pillar enterprise & supplier development.

> SESSION 3

HUMAN CAPITAL & OWNERSHIP (3 hours)

This session includes the pillars of skills development, management control and Y.E.S. This forms part of the Human Capital continuum. Lastly, this session will include ownership.

Course Includes:

- 2 x Tea breaks (20min)
- 1 x Lunch break (45min)

WE WILL EMBARK ON YOUR BEE JOURNEY TO...

○ UNDERSTANDING BEE

- Understand of The Revised Codes of Good Practice
- Understand the macro-economic context of BEE in South Africa (the "WHY?" of empowerment)
- Gain a technical understanding of each of the pillars of the BEE Scorecard, including targets and measurement criteria (the "WHAT?" of empowerment)
- Understand Skills Development interpretations, learnerships, definitions of disabled individuals and how to maximize the human capital pillar of the scorecard
- Understand Preferential Procurement, Empowering Suppliers and the new Enterprise Supplier Development
- Understand Employment Equity within the context of BEE

○ PLANNING BEE

- Plan the implementation of BEE in organisations

○ IMPLEMENTING BEE

- Apply best practice in the various pillars
- Build capacity to update the company's BEE position on an on-going basis
- Collect all the necessary documentary evidence in preparation of a formal Rating or Verification



ABOUT THE TRANSCEND GROUP



WE ARE A GROUP

The Transcend group is a market-leading multi-disciplinary group of businesses that specializes in transformation solutions at each step of an organization's B-BBEE journey. Although three entities, we seamlessly integrate as we serve and delight our clients.

➤ **Transcend Corporate Advisors** ("Transcend") is a transformation consultancy which specializes in practical empowerment initiatives that make business sense. We have a special competency in assisting companies develop and communicate a strategic, value-based view and strategic development.



➤ **Transcend Capital** is a specialist corporate finance advisory business that focusses on structuring and implementation of B-BBEE Ownership transactions. Transcend Capital has advised on over 150 transactions for a broad spectrum of clients since 2006 and has extensive experience in structuring value-adding, sustainable transactions for multinational businesses, as well as assisting with strategic partner selection.



➤ **Transcend Talent Management** is a specialist talent and placement agency for Black businesspeople - helping clients find top talent, and top talent find positions in which they can flourish.

Transcend Corporate Advisors is the contracting company for the work described in this proposal.



OUR COMMITMENT TO TRANSFORMATION

Transcend is currently a level 1 B-BBEE contributor with 57% Black ownership, and 12% Black Women ownership.

Notwithstanding our continuing transformation efforts within the business, Transcend plays a significant role in building a strong narrative for B-BBEE in South Africa. As part of our delivery methodology, we focus on more than compliance and emphasise sustainability and growth as key components of transformation.



Over the last 11 years, Transcend has invested heavily in scholarships and SETA accredited training that has helped to build a significant pool of BEE Champions, who are skilled and equipped to drive transformation in their spheres of work.

Transcend has, and will also continue to support small business both through skills transfer and active involvement through shareholder participation.

WE ARE A TRUSTED ADVISOR

Transcend takes great pride in our diverse client base, which includes many of South Africa's most respected corporate brands evenly spread between domestic corporates and multinationals. Our public-sector exposure is significant, and we have advised some of the most respected Black investment houses.

We also pride ourselves on the strong relationships we build with clients, and the fact that many new clients are via word of mouth referrals.

CLIENTS WHO HAVE BENEFITED FROM OUR TRAINING

- Anglo American
- BHP Billiton
- ABSA
- Jet Demolition
- Department of Agriculture
- Telkom
- Alexander Forbes
- Anglo
- Imperial Group
- Barloworld
- BMW
- Grindrod
- De Beers
- Discovery
- Liberty Life
- Mutual & Federal
- Nedbank
- Old Mutual
- Oracle
- Parmalat
- Standard Bank
- First National Bank
- Group 5
- SASOL
- Murray and Roberts
- IDC
- NEF
- Xstrata
- Mvelaphanda
- Siyanda Coal
- Sun International
- Woolworths
- Thungela

CONTACT

Equip yourself with the best industry knowledge to ensure that you are geared to getting transformation right in a way that makes business sense for you. Book now with Kealeboga:



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