



FINANCIAL SECTOR CODE
FUNDAMENTALS BLITZCAMP
COURSE BROCHURE

1. THE PURPOSE OF THE FSC FUNDAMENTALS BLITZCAMP

This half-day course is designed to provide financial sector managers and employees working with B-BBEE and transformation related issues with an overview of the amended FSC compliance requirements. The course also offers an introduction to the ways in which compliance efforts can add business value and meet stakeholder expectations.

There are no entry requirements for the Fundamentals Blitzcamp other than that attendees need to work for financial sector companies. The class will also be of value to individuals who work in compliance, strategy and B-BBEE/transformation reporting and management.

The aim of the Fundamentals Blitzcamp is to transfer compliance knowledge through a practical and interactive learning experience. The course presenters will share best practice and case studies from the South African B-BBEE environment.

For delegates who complete the Fundamentals Blitzcamp we recommend the FSC Masterclass for building a deeper understanding of B-BBEE legislation, the amended FSC Codes and going beyond compliance issues pertinent to the financial sector.

2. ACADEMY VISION & CONTEXT

The ASISA Academy creates and delivers high quality solutions to meet the skills development needs of South African Savings, Life Assurance and Investment Management organisations. Our learning solutions are informed by and responsive to industry realities, delivered in an academically sound and practitioner-led manner. The Academy has a level 2 B-BBEE rating.

The Academy resulted from the need for a fresh approach to developing savings and investment management skills and achieving broader, more rapid transformation of the industry. The intention is take delegates' learning beyond that of their tertiary studies using an approach that responds to industry realities and is delivered by industry experts in an academically sound manner.

More than 5,300 people in the Southern African financial services sector have learned with the ASISA Academy since 2008 with more than 450 industry presenters involved.

3. THE PRESENTERS



Erosha Govender - *B.Eng ; PDBM*

Erosha is a BEE Specialist at Alternative Prosperity. She has held various positions within the BHP Billiton Group, most recently as Transformation Manager of the Manganese division where she was responsible for accelerating BBBEE and Transformation, external stakeholder engagement and internal and external communications. Erosha has extensive experience in the mining, metals and manufacturing sectors, which includes process optimization, project management, community development and socio-economic transformation within the South African context.



Anton van Geest - *B.Compt Hons*

Anton is Head of Transformation at Alternative Prosperity. He specialises in BEE compliance and strategy development in large companies including financial sector clients. Anton has been involved in the BEE verification and consulting industry since 2006. A Professional Accountant (SA), he also obtained a qualification in B-BBEE Management Development Programme at UNISA during 2012. He has worked as an audit and tax manager in various accounting firms in South Africa and the United Kingdom and as partner of an audit and accounting practice.



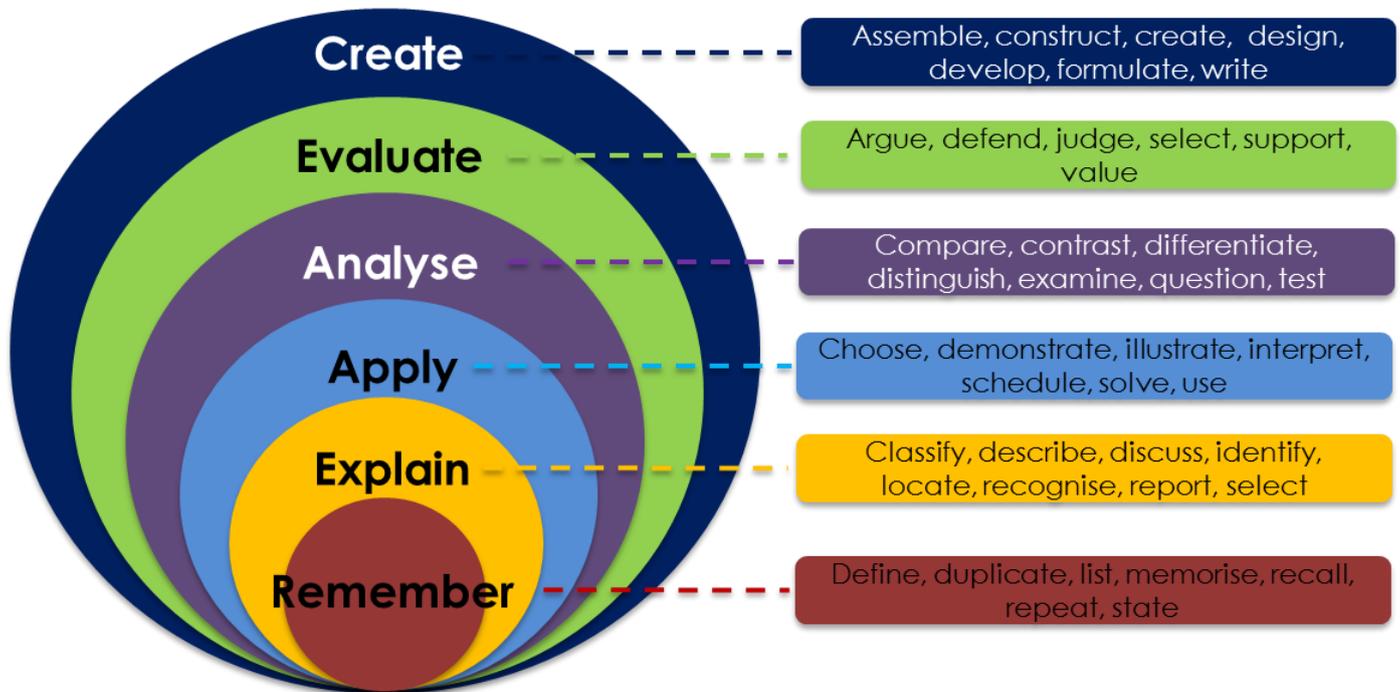
Rudolph Fourie - *CA(SA), M Dev Fin, BA Hons (Psychology)*

Rudolph is a Director at Alternative Prosperity. Over the past eight years he has delivered transformation and sustainability strategies for a range of listed and multi-national companies, mainly in the financial sector. He holds a Masters in Development Finance from the Stellenbosch Business School where he lectures part time on social enterprise finance. Rudolph completed his articles at KPMG then went on to work at Sasol on its global natural gas projects.



4. APPROACH TO LEARNING

We work hard at the ASISA Academy to ensure every learning experience is as interactive as possible. To achieve this we draw on the expertise of some of the most experienced and specialised professionals in the industry and we limit the size of our groups. The following diagram captures the Academy approach to learning. We aim to achieve the bulk of our learning in the biggest circles.





5. FSC FUNDAMENTALS BLITZCAMP LEARNING OUTCOMES

The following table summarises each Learning Area and Learning Outcomes covered during the half-day course.

Learning Area	Learning Outcomes - By the end of the course successful delegates will be able to...
The B-BBEE legislation universe and Sector Codes	<ul style="list-style-type: none">• Broadly describe the aims of B-BBEE and the FSC, list the key pieces of legislation and name the role players.• Explain the status of the B-BBEE Sector Codes and specifically the FSC.
FSC Compliance Scorecard	<ul style="list-style-type: none">• Use the amended FSC Scorecard to score their organisation, specifically incorporating changes such as empowering suppliers and priority elements.• Describe the objectives of each element of the FSC Scorecard.• For each element in the FSC scorecard list the targets and weightings.• Provide examples of good compliance practice.
Fronting	<ul style="list-style-type: none">• Explain at a high level the concept of fronting risk.• Provide examples of practices that carry fronting risk.
Beyond Compliance issues in the financial Sector and a Strategic approach to transformation	<ul style="list-style-type: none">• Show key pressure points and opportunities in the amended FSC.• Apply compliance requirements, stakeholder expectations and strategic business objectives to B-BBEE and transformation.• Explain the shared value concept and apply it to B-BBEE and transformation.• Provide examples of transformation initiatives with strategic potential.

6. FEEDBACK FROM PAST CANDIDATES

Some comments from past Academy delegates about their experiences on our courses:



- “Today's session meant that I could consolidate everything that I had learnt over the days of the course. It has been very valuable. I am very excited about the knowledge I have gained. Great course!”
- “Overall it was definitely encouraging and I learnt new things once again. The course was good, and in my opinion it would be a great tool for all our staff members”.

- “What an excellent day! Learnt a tremendous amount from the brilliant speakers today. Could easily spend a day with each of them”.
- “Great lecturers from the industry that has a wealth of knowledge to share. Thoroughly enjoyed it!”
- “In a nutshell, the investment industry summed up in a week and getting top industry professionals to simplify complexity in our working environment was one of the most fulfilling things in my career, and am ready to apply all the concepts learned, from Excel to self-management and through to compliance to add value and simplify my life, most of all and those that I work with, and continue to question status quo”.
- “It’s a great course and should really be given a lot more attention to new comers to the industry”.
- “The program has broadened my perspective in terms of the actual industry - I am learning so much. It has been a great experience so far”.
- “Have enjoyed and found it very helpful and informative”.
- “Programme is fantastic, makes you apply your mind especially to the things you know but are ignorant of”.



- “It has been very valuable. I am very excited about the knowledge I have gained. Great course!”
- “The course was highly beneficial to me as a newbie in this industry. I would recommend that everyone who is unfamiliar with the big picture of the investment world do the course. Really great experience.”

7. CONTACT INFORMATION

For more information please contact the ASISA Academy on:

- Email: info@asisaacademy.org.za
- Landline: +27 21 673 1627