



FINANCIAL SECTOR CODE

MASTERCLASS

COURSE BROCHURE

1. THE PURPOSE OF THE FSC MASTER CLASS

The FSC Master Class is delivered over one-and-a-half days and takes a deep dive into the amended B-BBEE legislation and the Financial Sector Code. The Master Class is best suited to individuals in the financial sector who deal with B-BBEE compliance and beyond compliance transformation on a regular basis.

The Master Class offers:

- An in-depth analysis and explanation of the amended FSC compliance requirements;
- Approaches that can be used to understand beyond compliance pressure points and opportunities;
- Mechanisms that enable participants to evaluate B-BBEE and transformation initiatives through a strategic lens.

The Master Class transfers knowledge through a practical and interactive learning experience. The course will share best practice and case studies from the South African B-BBEE environment.

The course will be particularly relevant to B-BBEE and transformation managers whose mandates include: ownership, management control, skills development, enterprise and supplier development, preferential procurement, access, consumer education and SED/CSI portfolios. The course will also be relevant to Risk and Compliance Managers and individuals who work in strategy.

No entry requirements are set for the Master Class. It however assumes a fundamental understanding of the B-BBEE legislation and FSC Codes. Attendees that do not work with B-BBEE and transformation on a regular basis are encouraged to first attend the one-day ASISA Academy FSC Fundamentals Blitzcamp.

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 over 450 industry presenters keeping the learning rooted in reality.

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.

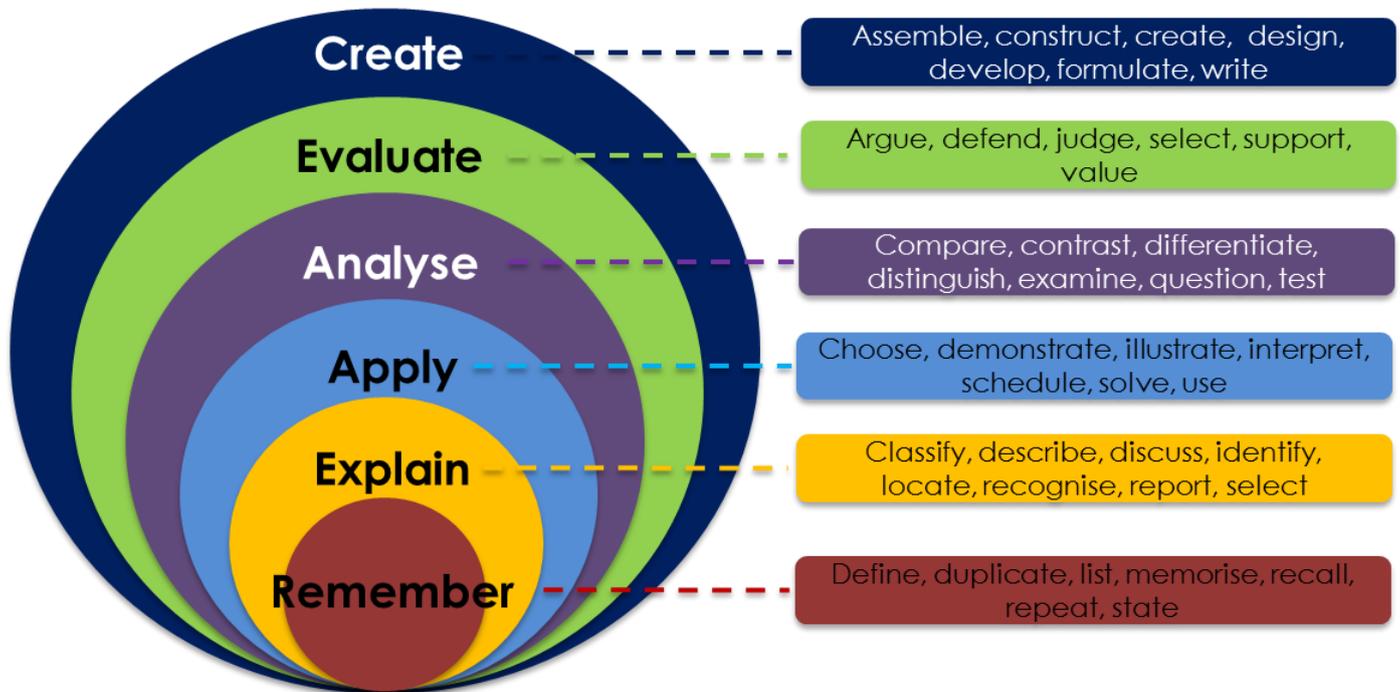


Rudolph Fourie - *CA(SA), M Dev Fin, BA Hons (Psychology)*

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 MASTER CLASS LEARNING OUTCOMES

The following table summarises each Learning Area and Learning Outcomes covered during the one-and-a-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"> • Explain the principles of B-BBEE legislation and the key objectives of B-BBEE • List the B-BBEE Regulations and requirements. • Demonstrate how the various pieces of B-BBEE and FSC legislation, codes and guidelines fit together. • List the key role players in the B-BBEE and FSC space and explain their mandates.
FSC Compliance Scorecard	<ul style="list-style-type: none"> • Explain the objectives of each FSC element. • Determine the key technical issues under each FSC element. • Identify opportunities to optimise FSC points under each element. • Explain ambiguities in the FSC Codes and formulate adequate compliance responses. • Perform key FSC calculations. • Explain how the verification manual is used.
Reporting Requirements	<ul style="list-style-type: none"> • Describe the annual reporting requirements to the Financial Services Charter Council and to the B-BBEE Commission.
Fronting	<ul style="list-style-type: none"> • Perform a basic fronting risk assessment and put in place mitigating practices
Beyond Compliance issues in the financial sector and a strategic approach to transformation	<ul style="list-style-type: none"> • Explain how compliance requirements, stakeholder expectations and strategic business objectives can be applied to B-BBEE and transformation. • Conduct an environmental scan for B-BBEE transformation pressure points and opportunities. • Evaluate FSC compliance activities through a shared value lens.

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