



CHANGE MANAGEMENT LEADERSHIP INITIATIVE launches in The Eastern Cape

"I have to sign off South Africa's import and export numbers every month. SA exports are high tech. We will lose competitiveness without an educated work force" Bob Head Acting CFO – SARS

We know that growing leadership and providing the platform for dialogue within our community, is critical if we are going to see any difference in the bottom line of our businesses in the next ten years. We need proactive, resilient leadership both in business and in education to create an environment in which to thrive.

278 School principals and business leaders are joining hands to improve education and get parents and communities involved in schools across the country through an innovative, award-winning leadership development programme. We have 18 of these leaders in East London, all of whom are defying the perception that education is a government problem. Jim Collin's famous Stockdale Paradox applies to us here.

You must retain faith that you will prevail in the end, regardless of the difficulties.

AND at the same time...

You must confront the most brutal facts of your current reality, whatever they might be.

Louise van Rhyen, a businesswoman and academic with a PhD in organisational change, started the Partnerships for Possibility programme in 2010 with the passion for using her skills and knowledge to help improve an education system in crisis. With declining levels of education, pupil disengagement and parent abdication we are almost in a corner. At a time when 20,000 SA schools are deemed to be failing and 80% of learners cannot read at grade level, school principals are being asked to lead the most critical turnaround project of our time, the majority of them are not equipped with the skills, knowledge or resources they require to lead major change process at their schools.

"The single most important turnaround factor in poor schools is the character, quality and drive of the principal. No question about that." Professor Jonathan Jansen, Rector and Vice-Chancellor, University of the Free State

This groundbreaking methodology provides the framework to develop leadership skills, empower teachers and facilitate change at schools by engaging the whole school community. - **Carey-Lyn Kurten (ERF Committee)**

How can you get involved and make a difference?

Our future in the Eastern Cape depends largely on the current ability of grade three learners to read, write and count. We need to support these 18 people in their commitment and start a second and third Leadership Circle where we tackle the Province one school at a time. A very special thanks to these pioneering businesses that are going to run with the pilot project in the Eastern Cape:

IGB	Gwyn Bassingthwaite
Vektronix	Thabisile Zikalala
Foxtec Ikhwezi	Brian Stokes
Real People	Gregg Barbour
Small Projects Foundation	Sonja Smith
	August Khuzwayo
	Mphindeli Myeki
	Nanga Magadla
Amanz'abantu Services	sponsoring Wynand Du Plessis
Lewis	sponsoring a Principal

Principals for Possibility – Schools Involved in the First Leadership Circle

Overton	Chalumna - Mzwandile Mbane
Zikhwaba	Newlands - Eric Vuyisile
Mzonkeshe	Newlands - Leonard Litye
Willow Park	Nandipha Gomba
RH Godlo	Mdantsane NU 6 - Vuyelwa Mpetla
Shad Mashologu	Mdantsane NU 11 - Mthetheleni Mnene
Fort Grey	Fort Grey - Pat
Gonubie High	Gonubie - Grethe Botha
Bhuluga Farm School	East Coast - Fanisile Matthews

