

Learning by heart

School principals and business leaders are showing the power of collaboration in a **programme that has benefited 180 South African schools** so far. Sanlam staff members are also involved – for good.

Since 2010 Symphonia for South Africa – a registered non-profit and public benefit organisation – has been supporting and developing school principals across the country by partnering business leaders with principals in collaborative, co-learning relationships in Partners for Possibility.



Adele Latchman

‘The Partners for Possibility approach is to focus on principals and their leadership development,’ says Adele Latchman, CSI Manager, Group Corporate Affairs. ‘The principals are able to lead change at their schools by leveraging their learnings on the programme, specifically those focused on building community, and thinking through issues with their business partner,’ she says.



Ainsley Moos (left) and Yul Cupido.

Ainsley Moos and HJ Kroneberg Primary School

To Ainsley Moos, Head: Group Communication, Partners for Possibility is a noble cause. ‘Given our national challenge to increase the quality of education, I am excited about the potential socio-economic benefits that could come our way.’

Ainsley is involved with HJ Kroneberg Primary School in Kensington, Maitland. The school turned 60 last year, and has about 550 learners and 20 teachers. It covers Grade R to Grade 7.

He describes the school principal, Yul Cupido, as committed and someone who serves with pride and perseverance. ‘The principal and teachers have managed to achieve an average pass rate of 90%.’

Ainsley spends about one hour a week at the school. ‘We’re busy crafting the key building blocks for a medium-to longer-term plan. So we need adequate time to decide how to achieve the most important deliverables.’

They use the Balanced Scorecard approach management tool by Norton and

Kaplan, Ainsley says. ‘Given the enormous and wide-ranging challenges the school faces, we need to focus on the things that will take the school forward.’

‘More importantly, those priorities should be aligned to ensure that the sum of each impact delivered translates into real opportunities to improve the quality of education offered to each child.’

The next step is to share the broad strokes with the school management team to refine some of the proposed building blocks.

The programme is a rare

experience, Ainsley says. 'School principals and teachers are special people - they have to consistently deliver top-notch results with extremely limited resources. The fact that Yul and I have, after about four months, succeeded in outlining a plan keeps me committed to the process.'

'It encourages me to see things through and work towards a successful outcome.'

Patrice Rassou and Blue Mountains Primary School

'I am privileged to be paired with a principal who is hugely strategic and dreams big despite the huge challenges he faces,' says Patrice Rassou, Head: Equity at Sanlam Investments.

He's involved at Blue Mountains Primary, a Western Cape Education Department farm school on the outskirts of Cape Town's northern suburbs. It has more than 206 learners from Grades R to 6. The principal, Albert Baatjies,

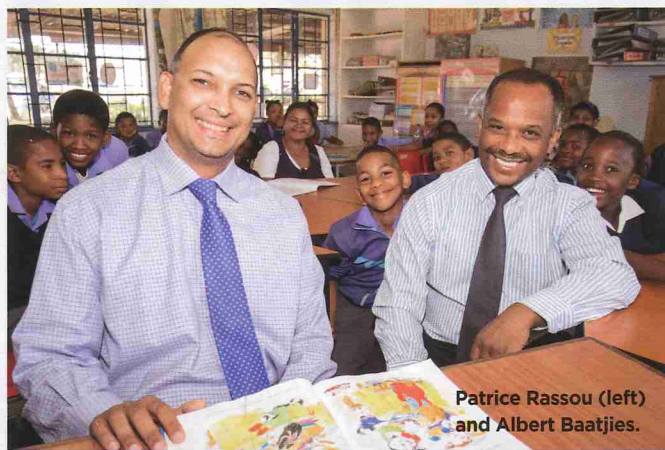
has a wealth of experience in education, having taught in South Korea.

Patrice tries to get in touch with the principal every fortnight and they meet face to face monthly.

'Albert is a real-life superhero: teacher, manager, mentor, accountant, fundraiser, counsellor, provider and all-round role model.'

A large part of his role entails discussing important issues and giving advice drawing from his business experience, Patrice says. 'We search for creative solutions to pressing problems and try to find financial backing to provide transportation for kids of farmworkers, pay salaries of school governing body teachers and get sponsors for fundraising events.'

It's a privilege to have been given an opportunity to be a force for good and to show that Sanlam cares, he says. 'I want to contribute to improving the lives of disadvantaged kids.'



Patrice Rassou (left) and Albert Baatjies.

Previous Sanlam partners

Business partner	Principal	School	Date launched	Area
Rene Wright	Quentin Newman	John Ramsay Secondary School	February 2011	Western Cape
Danie Gryffenberg	Brent Bruintjies	Rainbow Primary School	February 2013	Western Cape
Loudina Erasmus	Leipoldt Vries	Fisantekraal Secondary School	September 2013	Western Cape

Loudina Erasmus is still very involved with her school and besides being a mentor for the school principal, she's also lending a hand with other projects and fundraisers.

New Sanlam partners

Business partner	Principal	School	Date launched	Area
Michael Atti	Fazel Sallie	Klipspruit West Secondary School	February 2015	Soweto, Gauteng
Tracy Atti	Nelly Mbatha	Lufhereng Primary School	February 2015	Soweto, Gauteng
Brian Abdoll	Darryl Mathys	Noorder Paarl High School	March 2015	Paarl, Western Cape
Chantal Paul	Mary Banda	Klein Nederburg Secondary School	March 2015	Paarl, Western Cape
Karl Parks	Harry Naidoo	Newhaven Secondary School	March 2015	Durban, KwaZulu-Natal

The Partners for Possibility programme has impacted:

180
principals

180
business leaders

3 600
teachers

92 000
parents

144 000
learners