

HOW TSEBO IS DEVELOPING SMALL BUSINESSES FOR A SUCCESSFUL SOUTH AFRICA

In June this year, Tsebo began working with a small bakery owner in an innovative incubation project that will help the entrepreneur thrive and expand his business and venture into a commercial canteen for a large building solution provide.

As a company that is committed to the growth and development of the South African economy and its people, the Tsebo Solutions Group has a proud heritage of training and mentoring, both in-house through its Learning and Development Academy and externally with Siyakha Implementation Partners by working with SMMEs to develop supply chains in the communities we serve.

With more than 50 years' expertise and experience, often working in remote, rural areas, Tsebo has the know how to help small businesses to develop and grow into thriving businesses that can meet the professional levels of service excellence demanded by corporate and industrial clients.



CYNTHIA MOTHIBE
Group CSR Manager

MICHAEL KGOSIMMELE
Owner, Blossom Bakery



Tsebo partnered with Siyakha Implementation Partners to develop an incubation programme to identify and ensure the success of this small business to run the canteen at the client's site in Lichtenburg, Northwest. The client required Tsebo to develop a hybrid plan that could incorporate a small business in the operations of the canteen.

Tsebo and Siyakha identified and interviewed 12 small businesses and the contract was awarded to Blossom Bakery and Distribution, owned and run by Michael Kgosimbele. Michael started the business in 2019 to supply baked goods to local general dealers as well as to cater for celebrations and corporate functions. However, his facilities are rudimentary, and while he has good knowledge of running a bakery, the business needs to be streamlined and upgraded to ensure that the necessary health and safety, industry and legislative requirements are met to run a corporate canteen. To ensure the success of his new venture, Tsebo developed an SMME Development Programme covering the following key areas:

Technical: In which the Blossom team will work with Fedics chefs and employees for on-the-job training on all aspects of running a professional canteen. This includes learning about the intricacies of food service, finance, human resources, and Quality Health, Safety and Environment (QHSE), etc.

Commercial: In which Tsebo will assess and align Blossom Bakery's business structures and operational efficiencies with best practice; ensuring statutory and industry compliance and work with Michael to develop the commercial skills necessary to successfully run a canteen.

Business growth and excellence: Siyakha Implementation Partners will help Blossom Bakery to develop a strategy to sustainably grow the business by considering the financials and actively identifying opportunities for growth. Before Tsebo and Siyakha exit they will ensure that all newly acquired skills are entrenched among bakery employees and that all commercial and customer contracts are signed and in good order.

Mentorship and training (which includes e-learning modules) kicked off in June this year and will continue over the next three years, by which time Blossom Bakery should be a seamless operation and thriving business with plenty of opportunities for growth. This is just another way in which Tsebo is helping to develop, support and grow small businesses in South Africa.