

The ESOP Playbook for South Africa

Learn from best practices to set up ESOPs that drive value for your business and employees.

7 – 8 October 2024

**Gordon Institute
of Business Science**
University of Pretoria

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This course provides an exploration of Employee Share Ownership Plans (ESOPs), focusing on best practices from South Africa and around the world. Employee ownership provides a strong opportunity to align shareholder and employee goals, enhance business performance, boost talent retention, and improve BEE scoring. Participants will learn the principles of ESOP design as well as the communication and management of ESOPs, which drive value for both employees and businesses.

This is a fundamental part of growing thriving and sustainable businesses in South Africa, with a keen insight into the various economic, political, regulatory, and social dynamics that make up the business environment in South Africa in 2024.

FOCUS AREAS

Employee ownership is a global phenomenon that has gained substantial attention in recent years.

In South Africa, employee ownership is gaining momentum as more companies recognise the benefits it offers. These include improved business performance, better employee relations, socio-economic benefits, and positive BEE outcomes, among others. Employee ownership should be considered a fundamental part of the BEE and business strategy.

With interactive learning sessions facilitated by internationally experienced ESOP advisors, this course will review best practices from South Africa and around the world and provide insight into and an understanding of how ESOPs work, what the benefits and risks are, and what could make sense for your business. Case studies will be used to enhance learning and provoke discussions in the classroom.

WHO SHOULD ATTEND?

This course is designed for those who seek to enhance their understanding of ESOPs and leverage these schemes to drive business growth and employee engagement. It is ideal for professionals in both listed and unlisted companies, aimed at:

- Financial directors;
- Heads of legal;
- Corporate affairs executives;
- Internal M&A teams;
- Transformation executives; and
- HR managers.

HOW YOU WILL BENEFIT

- Gain unique insight into the ESOP environment and the requirements for sustainable success in this space.
 - Understand critical success factors.
 - Enhance employee engagement and retention through effective ESOP implementation.
 - Understand current trends in executive remuneration and ownership.
- Understand the requirements and implications for a BEE-compliant ESOP.
 - Understand ESOP design principles.
 - Understand the Competition Commission Public Interest ESOP context.
 - Understand the key accounting principles and how they impact ESOP design.
- Learn from real-world case studies and expert insights - from South Africa and abroad.
 - Enhance your strategic thinking and decision-making skills in the context of employee ownership.
 - Build a network of like-minded professionals and industry experts.
- AT THE END OF THE PROGRAMME, YOU WILL BE ABLE TO:**
- Apply ESOP design principles in considering what employee ownership structures are suitable for your organisation.
 - Apply best practices in ESOP design from both South African and global perspectives.
 - Apply insights on executive remuneration.
- Design ESOPs that comply with BEE codes provisions.
 - Know the Competition Commission Public Interest ESOP context.
 - Recognise critical success factors for effective ESOP implementation.
 - Identify and mitigate risks associated with employee ownership.
- Be aware of the accounting impact of ESOPs.
 - Address administration and communication challenges in ESOPs.
 - Foster inclusive growth and enhance employee engagement through ESOPs.

PROGRAMME INFORMATION

THE EXPERTS

- **Bruce Hunt** is the CEO of Transcend Capital - a boutique corporate finance advisory firm that specialises in ESOP and BEE transaction advisory for multinationals and South African corporates. He holds an MBA and CFA. He leverages his 20 years of expertise in corporate finance strategy and Employee Share Ownership Plans (ESOPs) to create robust Black Ownership and ESOP structures that drive value for companies and employees. Bruce incorporates international best practices to ensure the ESOP's success and stakeholder alignment. Under his leadership, Transcend Capital has executed over 250 transactions, including several of South Africa's largest ESOPs in the mining and multinational sectors.
- **Shaun Smit** is a Director at Transcend Capital. Shaun supports leadership teams in crafting and executing ownership strategies that address business challenges. This requires combining strategic thinking and a comprehensive blend of corporate finance, legal, commercial, employee ownership, BEE, and tax expertise. Over the last 15 years Shaun has supported a diverse range of businesses structure and implement optimal and sustainable ESOPs and BEE transactions.

Shaun is a Chartered Accountant and has obtained his MBA at the University of Stellenbosch, where he completed his thesis on the critical success factors of employee ownership. Shaun sees employee ownership and shared capitalism as a powerful tool to drive performance, achieve meaningful broad-based empowerment, and grow the economy.

FEE

R 15 600 (VAT exempt*; includes tuition and instruction material).

DATES

7 – 8 October 2024

CONTACT

For enquiries call **+27 (0)11 771 4257**
or email **LebopoP@gibs.co.za**

For more information and an online application form,
please visit **www.gibs.co.za/esop**

GIBS is a Level 1 BEE Contributor.

** Certain types of products and services, including the educational offerings made available by GIBS, are classed as VAT-exempt and do not attract VAT.*

*This programme can also be offered in-house for your organisation.
Enquire about our Study & Stay packages at our on-site Illovo Hotel.*

ABOUT GIBS

Internationally accredited Gordon Institute of Business Science (GIBS) is the University of Pretoria's business school based in Johannesburg.

We focus on general management and aim to significantly improve responsible individual and organisational performance in South Africa and our broader African environment through high-quality business and management education. Our purpose is to inspire exceptional performance to make business healthier.

The UK *Financial Times* ranked GIBS 26th globally for open enrolment programmes in the Executive Education Rankings 2024. In 2023, the GIBS MBA was recognised as having the best reputation amongst employers and being the first choice for students looking to pursue an MBA, by the *Financial Mail* Top MBAs Ranking. The Quacquarelli Symonds (QS) Global Executive MBA Rankings 2023 placed the GIBS MBA in the top 30% of its global ranking. In addition, in 2024, US-based *CEO Magazine* ranked GIBS 18th in its Global MBA Rankings, highlighting the School as a Tier 1 business school.

GIBS is Triple Crown accredited, holding EQUIS accreditation from the European Foundation for Management Development (EFMD), the Association of MBAs (AMBA), and the Association to Advance Collegiate Schools of Business (AACSB). GIBS is the 113th business school worldwide to achieve Triple Crown status. In addition, the School holds regional accreditation from the Association of African Business Schools (AABS) and local accreditation from the South African Council on Higher Education (CHE). GIBS is a member of the South African Business Schools Association (SABSA) and Global Business School Network (GBSN).

GIBS is a United Nations Principles for Responsible Management (PRME) Champion and is an affiliate of the Central and East European Management Development Association (CEEMAN).

GIBS is a Level 1 B-BBEE Contributor

For more information, visit www.gibs.co.za

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