

The TFM Mail & Guardian B-BBEE Breakfast Club will launch on Friday 2nd August 2019. It provides a platform to support executives and their teams in navigating the complexities of B-BBEE by providing the tools to drive their B-BBEE Strategy effectively. The B-BBEE Breakfast Club affords members:

- ✓ Networking opportunities with peers across all sectors;
- ✓ One-on-one interaction with an array of experts working daily in-the-field of B-BBEE, which in many cases will provide a broader perspective on specific challenging issues;
- ✓ Insight into the challenges facing organisations across all sectors;
- ✓ Examination of how organisations practically address the challenges in the Codes, the Regulations thereof and best practice to effectively drive transformation and stimulate the economy.

The launch of the Mail & Guardian TFM Magazine Breakfast Club investigates the disparity between “Substance” vs “Legal Form” in the context of implementing B-BBEE compliance in the true spirit of transformation.

“Substance” vs “Legal Form” has an impact on the Ownership, Management Control, Skills Development, Supplier Development and Enterprise Development elements of a B-BBEE Scorecard across all sectors. Three of these are identified as Priority Elements and are therefore critical to an organisation’s ultimate scorecard outcome.

While “Legal Form” is central to the faithful representation and reliability of the evidence presented at the time of verification, it can fly in the face of real and meaningful transformation. Worse still is that real and meaningful transformation of “Substance” may not necessarily meet the “Legal Form” requirements for measurement at verification.

The TFM Mail & Guardian B-BBEE Breakfast Club provides an open and interactive platform, whereby the Panel of Experts and Members will debate “Substance” vs “Legal Form” by highlighting the legal ‘red flags’ and their impact on “Substance.”

Ownership

The disconnect between real “Substance” and legally compliant B-BBEE outcomes is examined, relating to active Ownership structures and Management Control. This disconnect has unfortunately resulted in many Fronting Practices emerging, especially in terms of Shareholders with no voting rights, Trusts and Employee Share Option Schemes.

Skills Development

This portion of the debate examines instances of meaningful Skills Development at international standards that do not meet the “Legal Form” for B-BBEE recognition. One of the consequences of this disconnect is that it often drives inappropriate Skills Development decisions and creates outcomes that do not support the spirit of transformation.

Enterprise Development & Supplier Development

Vital to the desired socio-economic outcome of B-BBEE is developing small businesses. However, legally compliant Enterprise Development or Supplier Development interventions are often approached in a manner that leaves Beneficiaries worse off following the intervention. An example of this is that B-BBEE “Legal Form” allows for a one-year interest-free loan; however, what is the real “Substance” of this intervention?

DATE	Friday, 2 nd August 2019
TIME	08:30 to 11H30
COST	R1,350.00 excluding VAT
VENUE	Emperor’s Palace Johannesburg

[Register now for the TFM Mail & Guardian B-BBEE Breakfast Club](#)