

# Adjustments, if any, needed to manage Transformation

**PRESENTED BY: Marvin Draai & Steven Lancaster**  
DATE: 23 August 2022



DIE VERANDERING IN ONDERWYS  
THE CHANGE IN EDUCATION

## What will we cover?

- ✓ Who are we?
- ✓ How did we get here?
- ✓ The current state of affairs
- ✓ Our Solutions
- ✓ The way forward



SAOU



## Who are we?

- ✓ Established in 2022
- ✓ 4 dynamic persons with passion for Transformation
- ✓ Babalwa Desi – Industrial Psychologist
- ✓ Luphumlo Joka – Business man and Leadership Coach
- ✓ Steven Lancaster – Business Mentor and Social Entrepreneur
- ✓ Marvin Draai – Transformation Expert, Debt Counselor and Business Mentor



SAOOU



## How did we get here?

- ✓ 1652 – 1993
- ✓ The end result is oppression of black people
- ✓ Systemic oppression is what we experience
- ✓ The “Lived Experience”
- ✓ Policy without implementation....

## Our Dilemma....

- ✓ Do we talk Transformation or management?
- ✓ 2 distinctly different topics
- ✓ Yet, you cannot do the one without understanding the other.

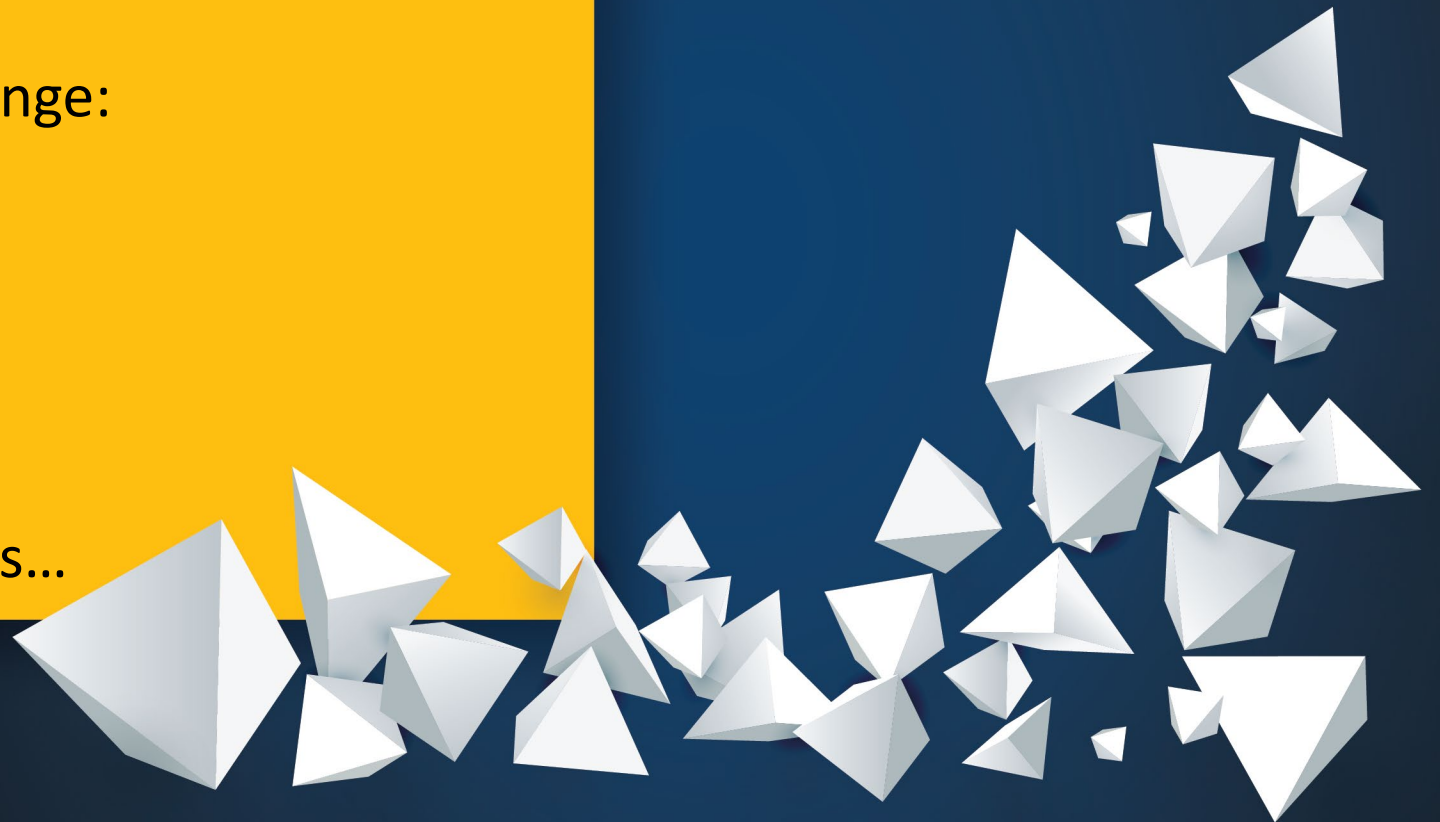
# Transformation

- ✓ Definition ?
- ✓ “..A **marked change** in form, nature, or appearance.”
- ✓ “....Marked change” – It must be significant....



# Transformation

- ✓ What does it mean in schools?  
Is it necessary?
- ✓ How do we markedly change:  
Teacher composition  
Learner composition  
SGB Composition  
Principal appointments  
Leadership...
- ✓ Acknowledge that it exists...





## Current State of Affairs...

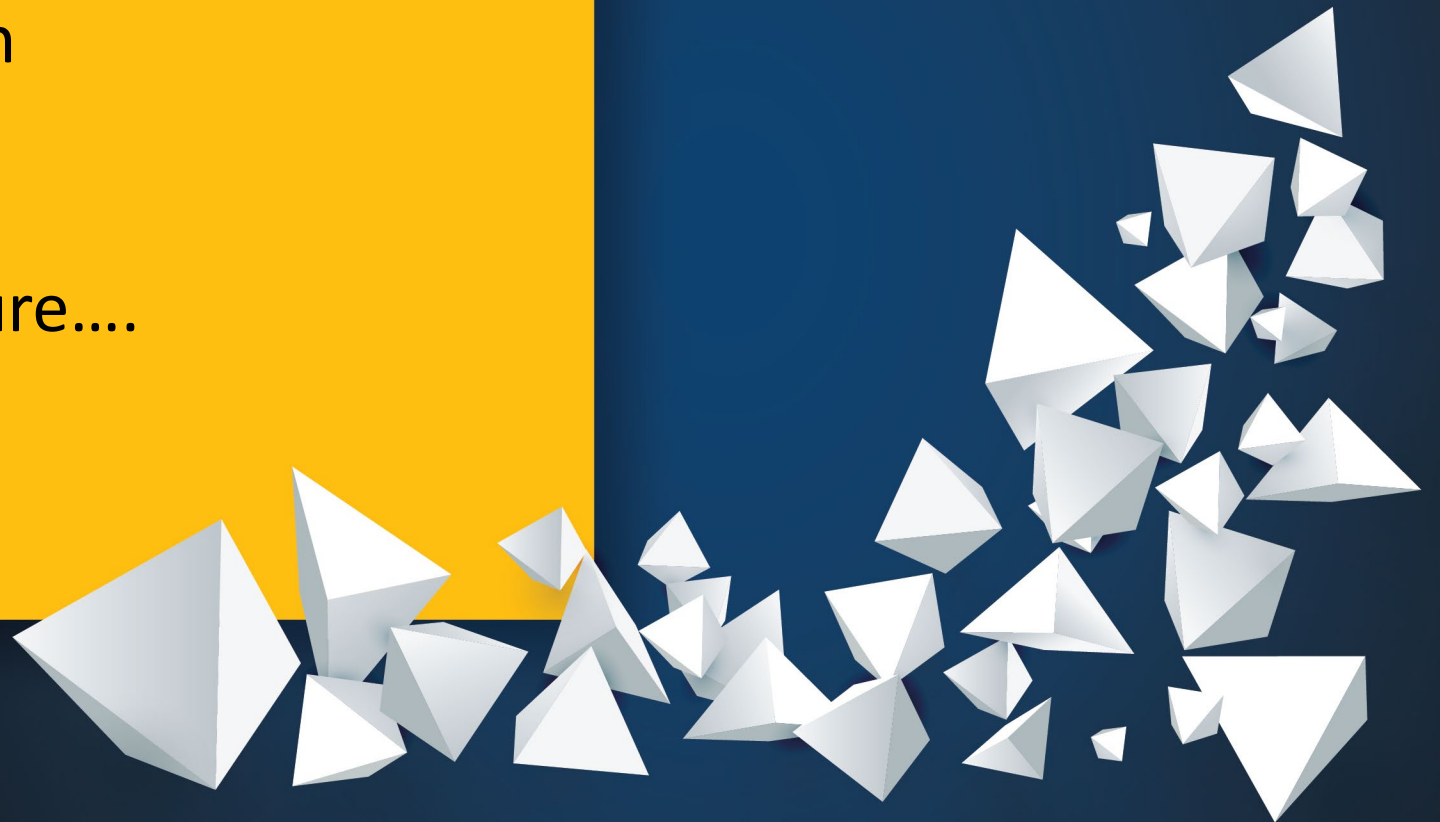
- ✓ White Schools are still white schools...
- ✓ Brown Schools are still brown schools...
- ✓ Black Schools are still black schools...





## Current State of Affairs...

- ✓ Learner composition...
- ✓ Educator Composition
- ✓ SGB Composition
- ✓ SMT Composition
- ✓ Sports, Arts and Culture....



**What do we do now?  
What are the solutions?**

**Steven Lancaster**

**SΔOU**