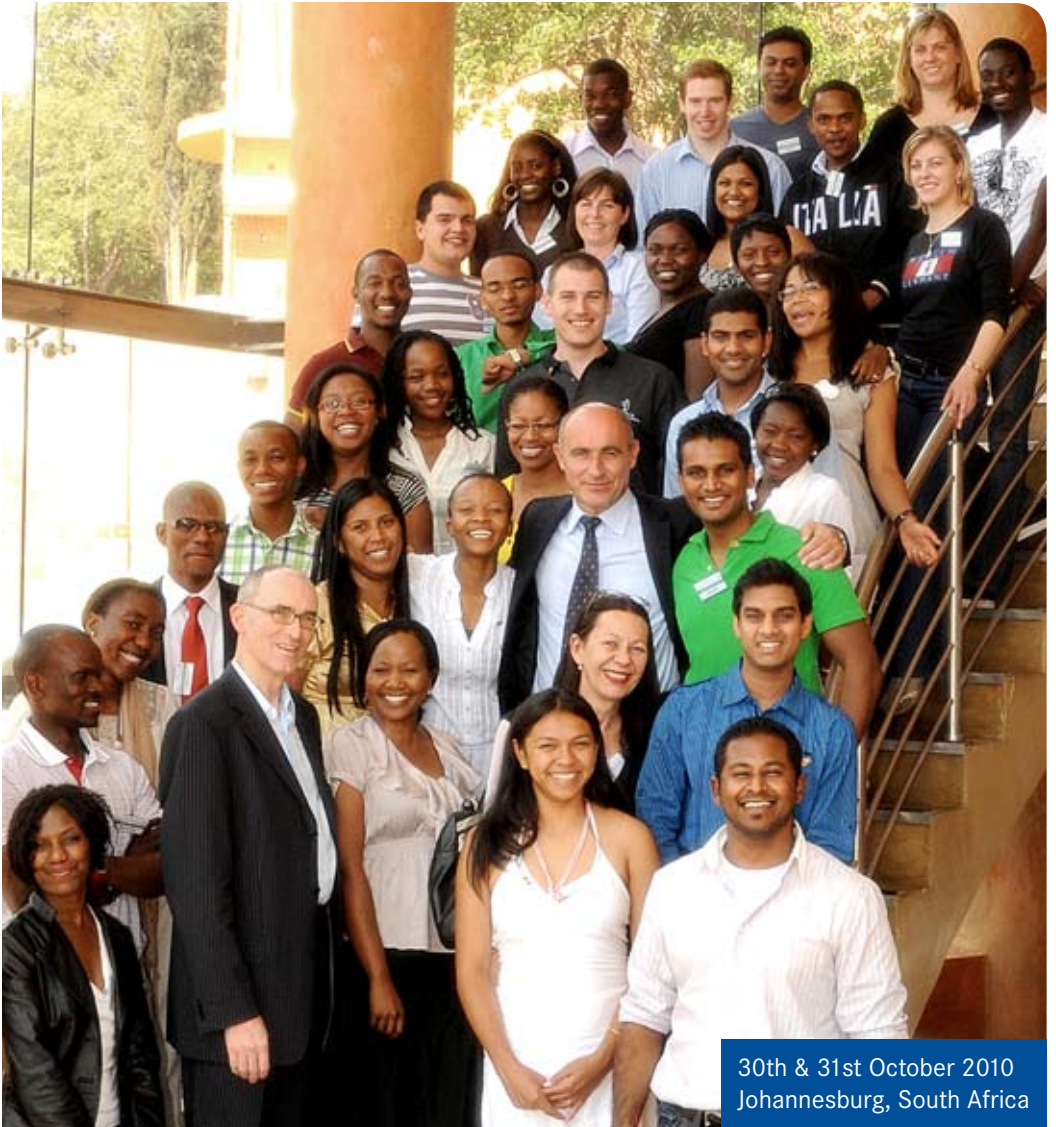


## 1st SAFRI STEP ALUMNI REUNION 2010



30th & 31st October 2010  
Johannesburg, South Africa

“Networking -  
Making it real  
for the future  
of Africa.”

## ➔ STUDENTS EXPERIENCE PROGRAMME (STEP)

Since STEP was created by Daimler in 2005, 56 students and young graduates from Botswana, Madagascar, Mozambique, Namibia, South Africa and Zimbabwe have completed internships in Germany.

## ➔ WHY AN ALUMNI REUNION?

The goal of STEP is to better prepare young people from the Southern African Development Community (SADC) for their future professional challenges and aid their entry into working life. STEP offers much-needed practical training which also creates a favourable basis for business relations between Germany and the Southern African region.

The STEP participants – students or graduates in the areas of economics, finance, IT, logistics, marketing or engineering – carry out a six-month internship in a German company. SAFRI provides additional business training to develop their IT and communication skills. German language training before and during their internship is an integral part of the Programme.

With a continually increasing number of STEP Alumni, SAFRI was keen to respond to the expressed interest in a closer and more active relationship between the Alumni and SAFRI.

The first aim of the STEP Alumni Reunion was to offer as many of the former STEP participants as possible the opportunity to share their personal experiences in Germany, catch up with their news, make and rekindle friendships.

Often living far apart in different countries in Southern Africa, most of the participants hadn't met again since being in Germany or had never even met at all.

The main purpose of the event was to build an active STEP network within the SADC region, based on the ideas and commitment of the STEP Alumni themselves. The network should enable the Alumni to establish enduring, mutually beneficial relationships with other former STEP participants, providing contacts, business ideas and job opportunities.

STEP gives participants the most valuable experience possible before transferring their skills into the working world. At the STEP Alumni Reunion we also wanted to gather ideas on how to enable the STEP Alumni to remain involved with the Programme and play an active part in helping those who are following in their footsteps.

The STEP Alumni Reunion was a huge success. On the following pages you can read more about the Reunion and how our aims were achieved.

## FOREWORD

**Prof. Dr. h.c. Juergen E. Schrempp**

Chairman Southern Africa Initiative of German Business, SAFRI



Dear former STEP interns, STEP hosts and SAFRI Partners

It gives me great pleasure after 5 years of Germany's contribution to the Southern African youth development to mark and realise ripened fruits of SAFRI's knowledge transfer project through the Student Exchange Programme – STEP, and therefore the establishment of the 1st STEP Alumni.

All former STEP participants deserve a pat on the shoulder, as 56 young people from the participating countries in Southern Africa have completed their internships in various companies in Germany, and are now leading employees, professionals, entrepreneurs, and future leaders of the SADC region.

Everyone who has contributed towards this initiative has every reason to be proud of this achievement. These 6-month internships have contributed positively towards African individual lives, families, communities, organisations, economies, countries, the region, and eventually the continent, and the rest of the world.

Education in its various aspects and wide spheres cannot be underestimated, and SAFRI is convinced that this type of practical experience and knowledge transfer is instrumental to the development and regional integration of Southern Africa.

Congratulations to all former STEP interns. You have come a long way, and this first milestone marks the establishment of your network. The baton is in your hands, this is your race to run with enthusiasm, passion, and vigour for Southern Africa and the African continent.

It is my sincere hope therefore, that the STEP network will be an active tool in SADC in the exchange of knowledge and information, for the benefit and growth of Southern African business.

You have SAFRI's support all the way, so STEP UP and indeed, make networking real for Africa!

With my best wishes



“Through the STEP Programme, I have learnt that networking entails effort. It was an emotional and growing experience to reunite with others who have shared the same working experience in Germany.”

*Melinda Thanganvaloo, STEP 2008*





# 1st SAFRI STEP ALUMNI REUNION

Johannesburg, Saturday 30th & Sunday 31st October 2010

“Networking – Making it real for the future of Africa”

## AGENDA

### Saturday 30th October

10.00

REGISTRATION & REFRESHMENTS

10.30

OFFICIAL WELCOME & INTRODUCTION

Mr Georg Beuerle

Head of the SAFRI Chairman's Office

WELCOME & AIMS OF MEETING

Mrs Joanne Dittrich

Project Manager STEP

Mrs Barbara Owen

University of Tuebingen

11.00

WORKSHOP 1:

“OUR HIGHLIGHTS”

STEP GROUPS 2005 – 2010

12.30

LUNCH

14.00

GUEST SPEAKER

H.E Ambassador Dieter W. Haller

Embassy of the Federal Republic

of Germany, Pretoria

QUESTION & ANSWER SESSION

15.00

WORKSHOP 2:

STEP ALUMNI NETWORK

17.45

PRESENTATIONS OF IDEAS FOR A

STEP NETWORK

19.30

STEP BRAAI

### Sunday 31st October

10.00

FEEDBACK FROM SAFRI: CONCLUSIONS

AND FUTURE COURSE OF ACTION

12.30

LUNCH

14.00

MERCEDES-BENZ SOUTH AFRICA

PRESENTS THE SLS AMG SUPER

SPORTS CAR

15.30

END OF EVENT

## ➔ ALUMNI REUNION TEAM AND GUEST SPEAKER



**Mrs Barbara Owen**, University of Tuebingen  
 Alumni facilitator and moderator

**Mrs Joanne Dittrich**  
 Project Manager STEP

**H.E. Ambassador Dieter W. Haller**  
 Embassy of the Federal Republic  
 of Germany, Pretoria

**Ms Manthathi Phomane**  
 Coordinator

**Mr Georg Beuerle**  
 Head of the SAFRI Chairman's Office



## ➔ GUEST SPEAKER

**H.E. Ambassador Dieter W. Haller**

Embassy of the Federal Republic of Germany, Pretoria

While the Ambassador encouraged these young future leaders, he emphasised the importance of networking, building strong economies and education. He further reiterated that the German Embassies and German business communities are always ready to support positive initiatives like SAFRI and contribute meaningfully to the growth of business in Africa.

## ➔ TALK HIGHLIGHTS

“Bilateral trade is more than just making a quick buck. Germany’s institutions are committed to partnerships through skills transfer, social corporate responsibilities, and environmental protection and development. Germany is now a multi-cultural, multi-social society, open for all to tap into its knowledge base.”



“Invest in keeping the technological edge that holds the world economy.”



**“What urgent industries is Germany looking at in Africa?”**

“All industries are urgent. Each country has its own unique offering, and Germany is interested in seeing each African country tap into its potential for the benefit of that country's economy.”

“South Africa has the opportunity to be the hub of SADC’s booming economy and must get the manufacturing structure right to start the industrialisation process.”



“Brains are our most valuable resource.”

“Let’s learn from our challenges – the 2009 economic dip.”



**“How can we tap into further study opportunities in Germany?”**

“There are always study opportunities, one would have to find out by getting relevant information. The German Academic Exchange Service (DAAD - Deutsche Akademischer Austausch Dienst) is available to assist.”

“Each SADC country must create its own industry and develop it. For example, Mozambique can focus on energy, Lesotho on tourism and Swaziland on food processing.”

**“What would you say is key for Africa now?”**

“Africa must work towards improving the investment climate and skills development. Regional Integration and joint ventures between countries and partnerships between companies must play a positive role in attracting investment.”



“Key areas of focus: science & technology and investment.”



**“What do we have to look forward to in the next year or so?”**

“There is always something to look forward to as far as development is concerned. 2012 marks the Joint Scientific Year between Germany and South Africa.”



## ➔ WORKSHOP 1

### STEP groups 2005 - 2010: “Our highlights”

Besides the invaluable work experience gained in Germany, these are some of the highlights of the STEP Alumnis which they presented as part of the first workshop in Johannesburg.

#### STEP Group 2005

- Wine Farm – helping with the grape harvest
- Mercedes-Benz test track
- Soccer match (Germany vs. South Africa)

#### STEP Group 2006

- Learning German
- Events organized by SAFRI
- Working at Daimler
- Attending the opening of the Mercedes-Benz Museum

#### STEP Goup Winter 2006/2007

- Meeting Lewis Hamilton and other Formula One stars at the Stars & Cars event
- Soccer Match (Stuttgart vs. Bremen)
- Berlin Trip
- German classes

#### STEP Groups 2007 and Winter 2007/2008

- Meeting the South African Vice President in Stuttgart, Germany
- Visit to the University of Tuebingen
- Daimler interns' Stammtisch

#### STEP Group 2008

- Sindelfingen Mercedes-Benz Test Track
- EURO 2008 – public viewing at the Schlossplatz in Stuttgart during the football championship
- Frühlingsfest

#### STEP Group 2009

- Eating "Döner"
- Africa Festival in Würzburg

#### STEP Group 2010

- “Effective Presentations” workshop
- Workshops on German politics, history and economy, at the University of Tuebingen.
- Visit to Berlin



## ➔ STEP PERSONAL HIGHLIGHT

### Being a STEP intern in Germany

“One of the best experiences of my life. I am grateful to have been afforded the opportunity to experience a new culture and way of life.” *Shikar Naidoo, STEP 2005*

“It helped me to fulfil my dream of learning a foreign language and put me in a good stand toward becoming a global leader.”

*Nhlanhla Yende, STEP 2005*

“Integrating with different cultures allowed me to grow as a person, become more understanding and develop a taste for the BUTTER-BRETZEI!” *Raees Mukuddem, STEP 2005*

“It really gives young Africans a chance to discover common values.”

*Victor Shimwandi, STEP Winter 2006/2007*

“This programme has opened my eyes to a huge, bright and clear view of the opportunities that exist, (and are just waiting to be taken up).”

*Mivash Harilal, STEP 2006*

“Exploring the world of the unknown, Germany has opened my eyes to a future of great possibility and learning. I feel empowered to reach for the stars and strive toward excellence in all that I do.”

*Melinda Thangavalo, STEP 2008*

“An astonishing experience as an African of the German culture with its discipline – eye opening and life changing.” *Monametsi Tau, STEP 2008*

“STEP was a turning point for me. I realised that I CAN DO IT! All my goals and dreams can actually manifest to reality. If I use my whole potential I can make it happen!” *Nokuthula Zungu, STEP 2009*

“I learned and experienced what real intercultural EXCHANGE means. I fell in love with Düsseldorf! Generally, simply impossible to describe!!” *Tsiky Andriamitahirizosifahafahana, STEP 2009*

“My experience in Germany is something that I will never trade for anything in this world. It was an eye opener and an opportunity for me to learn a new language, ‘German’. It has prepared me well to join the job market in my home country, Namibia.”

*Ndeendelao Elsie Hamunyela, STEP 2009*

“My vibrant moment in Germany taught me how practical free movement of capital “People” is. If we can also adopt the same process in Africa, I strongly believe that the transfer of knowledge can prosper which will enhance industrialisation.”

*Fillemon Shilongo, STEP 2009*

“My personal highlight in Germany as an intern was magnificent! A welcoming and yet characterbuilding atmosphere in my work place in Sindelfingen. I had the room to forward my ideas to eradicate technical difficulties faced in the automotive industry. I had a value adding time, which most definitely broadened my creative ability.”

*Desmund Nawaseb, STEP 2010*

“Responsibility – I learned to be responsible for my destiny, through everyday life! Everyday was a highlight, as I grew into the responsible being I am today!” *Mbiri Ngupandjara, STEP 2010*

“STEP has introduced me to a new way of thinking and doing things. I am now open minded and ready to take up new challenges in my life. STEP has been an awesome eye opening experience, I now know more about my country and myself!” *Etuhole Efraim, STEP 2010*

## WORKSHOP 2

During this workshop the participants were divided into teams and asked to generate ideas regarding a future STEP Alumni Network and how they could contribute.

Many excellent ideas came forward, SAFRI is achieving the following:

### 1. STEP AMBASSADORS

The participants of the Alumni Reunion suggested that each country has their own 'STEP Ambassador' to coordinate activities.

### 2. DATABASE

All of the teams suggested the creation of a database linked to the SAFRI website where the STEP Alumni are able to edit their own profiles and exchange information.

Mr Fergus McArthur, Mr Gabriel Nhinda and Mr Vivan Govender volunteered to support Ms Manthathi Phomane from SAFRI with the setting up of the database.

### 3. COMMUNICATION WITH SAFRI

There was a common request for SAFRI to provide more information to former STEP interns regarding its activities, events and business/job opportunities, etc. This will take the form of a news-feed via the new database but until this is set up, SAFRI will send a bi-monthly newsletter to the STEP Ambassadors for distribution to their country group members.

### 4. SAFRI/STEP BROCHURES ON WEBSITE

These brochures will be available in future on the SAFRI website.

### 5. MENTORING OF NEW STEP INTERNS

Many STEP Alumni are keen to help prepare newly-recruited STEP interns for their future stay in Germany. This means not only giving information about where they are going to be living and 'do's and don'ts' in Germany, but also improving their skills in readiness for the work in the German host companies.

*“The presentations by the STEP interns were outstanding. Good ideas were put on the table in order to build up a professional network.”*



Hard at work planning the future. Participants were grouped into diverse teams in which they put together ideas of creating and building the STEP network. Presentations thereafter were dynamic and fun!





Newly elected STEP Ambassadors & Vice Ambassadors present at the reunion.  
From left to right: Monametsi, Mialy, Tsiky, Eтуhole, Annelly, Nokuthula, Mivash

## STEP AMBASSADORS

### STEP Ambassadors' roles and responsibilities:

- a) First points of contact for SAFRI
- b) Interface between SAFRI and the former STEP participants in a specific SADC country
- c) Develop their own ideas together with the country group for activities (e.g. Stamm-tisch, contact with the media, promoting STEP, mentoring of new STEP interns, etc.)
- d) Communication with other STEP Ambassadors in the region
- e) Reports to SAFRI and the other STEP Ambassadors on such topics as business and job information, general activities, special events, etc.

The following STEP Ambassadors and Vice STEP Ambassadors were elected on Sunday, 31st October 2010 by the STEP Alumni:

#### Botswana

STEP Ambassador

**Mr Monametsi Tau**

monaxtau@yahoo.com

STEP Vice Ambassador

**Mr Mpho Seretse**

mphoseretse@gmail.com

#### Madagascar

STEP Ambassador

**Ms Tsiky Andriamitahirizosifahafahana**

smileeaina@hotmail.com

STEP Vice Ambassador

**Ms Mialy Ranaivoson**

Ranaivoson\_mialy@yahoo.fr

#### Namibia

STEP Ambassador

**Ms Eтуhole Efracim**

etu.efracim@yahoo.com

STEP Vice Ambassador

**Ms Annelly Angula**

nangula.angula@gtz.de

#### South Africa

STEP Ambassador

**Mr Mivash Harilal**

mivash.harilal@googlemail.com

STEP Vice Ambassador

**Ms Nokuthula Zungu**

ntcz03@gmail.com

## IT WAS GREAT TO SEE YOU!

### BOTSWANA

Mr Monametsi Tau

### MADAGASCAR

Ms Tsiky Andriamitahirizosifahafahana

Ms Mialy Ranaivoson

Ms Sariaka Rasendramahavalisoa

Ms Zafindramonjy Hanjarisoa Tsitohaina

### NAMIBIA

Ms Annely Angula

Ms Eтуhole Efracim

Ms Elsie Hamunyela

Mr Desmond Nawaseb

Ms Rauna Nghishekwa

Mr Mbirimuje Ngupandjara

Mr Gabriel Nhinda

Mr Fillemon Shilongo

Mr Victor Shimwandi

Ms Ruusa Shuuya

### SOUTH AFRICA

Ms Keletjo Chiloane

Mr Vivan Govender

Mr Mivash Harilal

Mr Kagiso Hlabahlaba

Ms Mbali Mahlangu

Mr Fergus MacArthur

Ms Matlhogonolo Mmutle

Mr Kabelo Mokwena

Mr Raess Mukuddem

Mr Kriben Naidoo

Mr Shikar Naidoo

Mr Lieb Otto

Mrs Janis Page-Wood

Ms Emilia Prozesky

Mr Llewellyn Rudman

Ms Melinda Thangavaloo

Mr Nhlanhla Yende

Ms Nokuthula Zungu

## WE MISSED YOU...

Santatra Andriambahoaka, Madagascar

Balomeletsi Bafedile, Botswana

Celia Chingotuane, Mozambique

Philip Coetzer, South Africa

Arlindo de Sousa Herminio, Mozambique

Kabelo Didibeng, Botswana (*Sadly passed away early 2010*)

Maqhawe Dube, Zimbabwe

Kenneth Gray, South Africa

Himeezembi Kahorongu, Namibia

Guido Koch, Namibia

Lirize Loots, South Africa

Nomawethu Makapela, South Africa

Carla Pack, Namibia

Matthew Philpott, South Africa

Thireshin Rama, South Africa

Kavina Ramjee, South Africa

Fela Razafiarison, Madagascar

Mpho Seretse, Botswana

Marvin Sissing, South Africa

Daniel Steenkamp, South Africa

Frederik Theron, South Africa

Nolwazi Tyali, South Africa

Grant York, South Africa

# ➔ STEP AND THE 2ND GERMAN-SOUTH AFRICAN BUSINESS FORUM CAPE TOWN, 1ST - 2ND NOV. 2010

The Idea: Practical training for professional careers

STEP's aim in preparing young Southern Africans for future professional careers, meets the growing need for trained and qualified management personnel, as top employees or entrepreneurs in their own rights. The six-month internships with Daimler AG and other companies in Germany give the participants an opportunity to broaden their knowledge and skills and acquire specific competencies for their professional careers. On return to their respective countries, they are able to engage successfully by finding their fit into their economies.

The opportunity for former STEP interns to connect with the business world presented itself immediately after the Alumni event, through the 2nd German – South African Business Forum in Cape Town on 1st and 2nd November 2010.

The forum focused on the following industry sectors:

- Transport and Logistics
- Doing Business in Germany
- Renewable Energies
- Public and Private Sector Health Care
- Corporate Social Responsibility
- Energy Efficiency
- Skills Development & Education
- Natural Resources

Former STEP intern Mr. Raees Mukuddem – STEP 2005, and Mr. Liebrecht Otto – STEP 2010 had SAFRI's support to make personal contact with high ranking representatives from private German and South African business and political institutions.

## Feedback from former STEP Participant (2005) Mr. Raees Mukuddem, now business owner

The 2nd German-South African business forum gave me a clear indication of the type of opportunities that exist between the two countries. I managed to engage with key role players at corporate companies as well as successful entrepreneurs, exposure to new tools, current technologies, and best strategic practices available for my own business.



### SAFRI/STEP - THE BIGGER PICTURE

As an entrepreneur in the South African economy, SAFRI/STEP has certainly given me the opportunity to network and engage my business with other successful businesses. The concept of SAFRI/STEP has been a fantastic idea to allow young African students to experience an international work environment and then use this experience to grow within their own areas

of expertise in their home countries. I feel that the real value of SAFRI/STEP will only be realised in 5-10 years at minimum when these particular students become decision makers in their respective areas of operation. These decisions will then impact on job creation, value of contacts and networks built up as well as sustainability of economy. For me this will be the benchmark for SAFRI/STEP to achieve these goals within the next decade.

#### CURRENT BUSINESS

My company, ENRA Technologies ([www.enra.co.za](http://www.enra.co.za)) is a turnkey solution provider focusing on corporate and public business needs in the Western Cape and beyond. Being born out of a need to service specific industries with quality and professional technical service, ENRA has assembled an experienced team with technical servicing and consulting. Our activities target business management units around the areas of:

- Strategy Consulting
- Security
- Audio Visual and IT and Computing



Feedback from former STEP participant (2010)  
Mr. Liebrecht Otto, now completing a masters thesis  
and working with Mercedes-Benz South Africa in  
East London

I had the opportunity of meeting some of the most influential people in German-South African Business and listen to them present on a wide range of interesting topics. Speakers included Derek Hanekom (South African Deputy Minister of Science & Technology), Gerhard Rieman (CEO: Imperial Logistics International) and also the German Ambassador, Dieter W. Haller, who the former STEP interns had the opportunity to meet at the Reunion over the previous weekend.

I was fortunate to attend this forum for academic reasons. Many of the panel discussions were regarding transport, logistics and renewable energies and these tied in perfectly with my masters thesis on the viability of e-mobility in South Africa. Speakers from Transnet, South African Airlines, Deutsche Afrika Linien, Eskom and many other notable entities spoke about the challenges faced in South Africa, but also about the opportunities for local and international businesses to get involved and expand in these areas. While the business side of the discussions were certainly important, I believe much more will come of these discussions than increased business deals. Through investments and skills development, expansion in the area of renewable energy will greatly benefit both countries on a social level as well.

Thank you SAFRI for affording me this opportunity; I am renewed in my excitement about the bilateral cooperation between South Africa and Germany. Next year the Forum will be in Berlin (where I did my STEP internship) and I encourage everyone that has the opportunity, to attend this extraordinary event.

“We can do real things when we are members of a team.”

*Sariaka Rasendramahavalisoa, STEP 2008*







## STEP POETRY

### ‘1st SAFRI STEP ALUMNI REUNION’

From different Southern African countries came  
A combination of age, gender, colour, and nationality -  
you name it  
All brought together, by the German heart for Africa,  
for one purpose, one goal, one objective;  
African empowerment through German influence!

Birthered by Daimler and SAFRI  
STEP continues its involvement  
Bringing future entrepreneurs,  
business leaders into one room.  
For a reflective weekend,  
in a time of opportunity in Deutschland.

Thank you once again STEP  
Sponsors and all involved  
For the continual bridging of the entrepreneurial gap  
For the networking ground  
Feathering our feathers!  
And to STEPpers  
Let us run this race  
Make Germany proud  
As we make Africa sprout  
STEP!

*Monametsi Tau: Monax (wa Motswana-from Botswana), STEP 2008*

**Southern Africa Initiative of German Business - SAFRI**

Plieninger Straße 148B

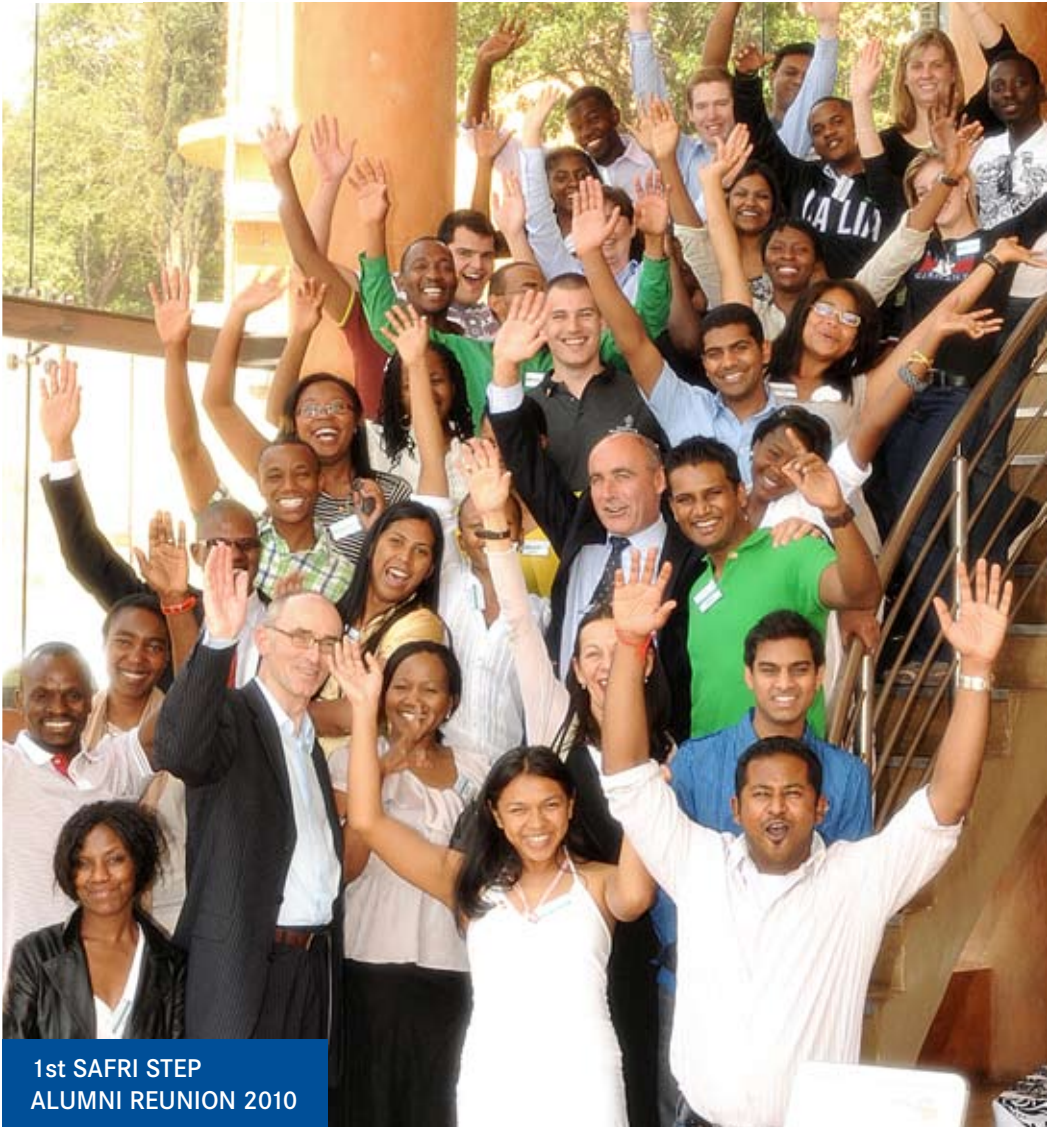
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