

#MEETTHEINTERNS



Interns 2024





Mankodi Moitse
CEO of Kagiso Trust

Message from CEO

Dear Interns,

On behalf of the entire Kagiso Trust team, I would like to express our gratitude for the time you have spent with us so far. It has been inspiring to witness your contributions and growth as part of the KT team.

Within a month into your internship, you participated in the Mandela Day initiative at Nghunghunyani Secondary School. Delivering a motivational talk to packing and distributing stationery for the matriculants, you embodied the spirit of Mandela Day and exemplified the values we hold dear at Kagiso Trust. We encourage you to continue building on the solid foundation you have established and to reflect on the value of your efforts as you continue your internship journey.

Thank you for your commitment, hard work, and for embodying the values we hold dear at Kagiso Trust.

I am confident that you will continue to grow and leave a lasting impact during the remainder of your time with us.

Best regards,

Dr. Mankodi Moitse
CEO, Kagiso Trust



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Ledile Tshepang Bambo



Qualification:

Bachelor of Arts in Governance and Political Transformation; Post-Graduate Diploma in Governance and Political Transformation. Currently Studying towards Master of Arts in Governance and Political Transformation

Institution:

University of Free-State

Intern for:

Policy Development Unit



Qualification:

BA Public Management and Governance.

Currently completing her BA Honours Human Resources Management.

Institution:

University of Johannesburg

Intern for:

Human Resources

I prefer being called: Tshepang

Is there a quote or motto that motivates you?

“Trust in the process.”

What have you discovered about yourself or the industry since starting the internship?

Working for a civil society organisation such as KT has showcased the many possibilities available in the sector, many of which I have never thought of before. During the networking sessions and events attended. I have noticed that I am able to enhance my stakeholder engagement and management.

How do you see the internship shaping your career?

With the many possibilities in the NGO sector and the policy development landscape, the internship is shaping my career and nurturing me towards being a key player in the sector in the years to come.

What advice would you give the next cohort of interns?

Although it is still early on in my internship, from what I have learnt thus far is that, give yourself time to understand the work and relevant performance plans of your department and build everything you do around them to positively contribute to your department.

Teboho Mokoena

I prefer being called: Teboo

Is there a quote or motto that motivates you?

“Keep showing up.”

What have discovered about yourself or the industry since starting the internship?

I have always known that HR is broad but now that I see it from a different spectrum, being on the other side, has grown my passion and love for the space. It has challenged me and those challenges continue to grow me personally and professionally. I cannot specifically say what I have discovered about myself, but I have grown so much.

How do you see the internship shaping your career?

The experience and knowledge gained from this internship is already invaluable as I am exposed to almost all the HR practices, which I think will help me in future roles. Generally, I am learning a lot about the workplace itself and the different types of people and personalities which aids to better myself in ways appropriate for the workplace (future endeavours).

What advice would you give the next cohort of interns?

Always show up! Always do your best. Ask that question you think is stupid. It isn't.

Itumeleng Maboa

I prefer being called: Itu

Is there a quote or motto that motivates you?

“Stay ready so you don’t have to get ready.” This means one must always be prepared so when opportunities or challenges arise, you’re already quipped to tackle them. In Short: Be proactive

What have discovered about yourself or the industry since starting the internship?

Given the industry exposure, the internship has enhanced my interest in Agricultural field and has honed my vision towards my career choices. Working on the Agricultural programme of the socio-economic development department, I am continuously gaining more understanding of the challenges faced, opportunities that exist and pivotal interventions needed to build an inclusive industry

How do you see the internship shaping your career?

It is laying a good foundation for my career. I am getting accustomed to the professional working environment and learning how to navigate human relations.

What advice would you give the next cohort of interns?

Always think of yourself as the best, but not as above anyone else. A healthy self-esteem will always boost the quality of your work while leaving a room to learn from others.

Tiyiselani Rivonia Mbombi

I prefer being called: Tiyi

Is there a quote or motto that motivates you?

“I can do all things through Christ who strengthens me.” – *Philippians 4:13*

What have discovered about yourself or the industry since starting the internship?

I have discovered that there’s nothing impossible once I put my mind on it. I have seen myself excel in a way I never imagined. My greatest self discovery, is that you must always take care of yourself and put yourself first as no one is coming to your rescue.

How do you see the internship shaping your career?

I believe that after this internship, every goal in my life can be attained because I have experience and now know which doors to knock on.

What advice would you give the next cohort of interns?

I would advise the next cohort of interns to be open-minded and willing to learn. Communicate effectively with your team members even if sometimes it’s uncomfortable so that you don’t bottle up how you feel. Embrace challenges and feedback. And always be grateful for the opportunity.



Qualification:

Bachelor of Science
(Hons degree)

Institution:

University of Pretoria

Intern for:

Socio-Economic Development
Pillar



Qualification:

Bachelor of Development in
Planning and Management

Institution:

University of Limpopo

Intern for:

Local Governance Support
Programme

Muhluri Oral Mahumani



Qualification:

Bachelor's Degree of
Development Studies

Bachelor's Degree Honours
Development Studies Planning
& Management

Institution:

University of Limpopo

Intern for:

Civil Society Support
Programmes

I prefer being called: Muhluri

Is there a quote or motto that motivates you?

It is a Xitsonga proverb which says "Va pfluxa leyi yiti pfluxaka".

What have discovered about yourself or the industry since starting the internship?

- I discovered that I am a good listener more especially during planning meetings.
- I can network with new people, more especially when I attend work related events such as *Unmute*.
- I can pay attention to detail, especially when handling administrative tasks.

How do you see the internship shaping your career?

- Better understanding of civil society sector and its dynamics.
- It is shaping my soft skills such as communication.
- This internship is boosting my confidence because I'm given the chance to express my ideas during meetings.

What advice would you give the next cohort of interns?

- I would advise them to ask where they don't understand and seek for clarity, this will help them to complete given task correctly with quality.
- They should use this opportunity to build relationships with professional in their field.

Phiwe Sibusiso Qabaka



Qualification:

Higher Certificate in Law

Currently Studying towards LLB

Institution:

University of South Africa

Intern for:

Office of the CEO

I prefer being called: Phiwe

Is there a quote or motto that motivates you?

"The secret of getting ahead is getting started."

What have discovered about yourself or the industry since starting the internship?

I have discovered that I can handle things that are a lot bigger than I thought possible for me to handle. My role has taught me a lot about myself which I had never knew before.

How do you see the internship shaping your career?

In a way that my character will be shaped to better suit and adapt to the my role in future endeavours.

What advice would you give the next cohort of interns?

Grab this opportunity with both hands. Keep a positive mindset and always be willing to learn. Enjoy it!

Olebogeng Maropefela

I prefer being called: Ole

Is there a quote or motto that motivates you?

“What if I Fall, Oh, but my darling, what if you Fly?” – Erin Hanson

What have discovered about yourself or the industry since starting the internship?

I have discovered that I am capable of doing anything that I set my mind to do, I am good in public speaking, I am resilient and on the other side of things, although I may find it challenging but I am doing well in navigating through people relations in workplace.

How do you see the internship shaping your career?

This internship has a great impact on shaping my career. I’ve always known I have had a great desire in helping children, but I did not know how? Through this internship I have found so much exposure in pursuing my dream in helping in development of children through education, the network of inspiring individual I have met was impactful and my mentor is making an impact in shaping me to be a great leader.

What advice would you give the next cohort of interns?

You are enough, you are capable, and you are deserving of this internship. Make sure to utilise this opportunity beyond and above. Seek opportunities to grow in everything, seek knowledge and seek guidance. Work Hard but also prioritise yourself.



Qualification:

Bachelor of Arts in Psychology and English Literature

Bachelor of Arts Honours in Social Science and Psychology

Institution:

Eduvos Institute, Pretoria and South African College of Applied Psychology

Intern for:

Education Pillar

Ayanda Radasi

I prefer being called: Ayanda

Is there a quote or motto that motivates you?

Believe you can and you’re halfway there.” – Theodore Roosevelt

What have discovered about yourself or the industry since starting the internship?

I have a deeper understanding of the role of a company secretariat in governance and compliance through exposure gained of non-profit sector challenges and opportunities. I learned the importance of stakeholder engagement and relationship-building. As well as on best practices in document management, minute-taking, and record-keeping.

How do you see the internship shaping your career?

The internship serves as a confirmation to my interest in company secretariat, legal, or non-profit work. It is an opportunity to develop expertise in governance, compliance, or social impact. I see an opportunity to extend on professional credentials.

What advice would you give the next cohort of interns?

Seek opportunities, ask questions, and take initiative. Establish objectives with your supervisor and track progress. Regularly journal or discuss experiences, challenges, and lessons.



Qualification:

Bachelor of Commerce in Law

Accounting and Bachelor of Law (LLB)

Institution:

University of Johannesburg

Intern for:

Company Secretariat and legal

Boipelo Vanessa Masemola



Qualification:

Degree In Social Sciences with Development Studies

Institution:

North-West University

Intern for:

Programme Management Office

I prefer being called: Boipelo

Is there a quote or motto that motivates you?

“Be joyful in hope, patient in tribulations and faithful in prayer.”

What have discovered about yourself or the industry since starting the internship?

What I have discovered about myself is that I take every task that is given as a learning opportunity to enhance my skills and give it the best of my ability. I have also discovered my interest with the digital space and working with systems, As I have worked and have intermediate skills with systems like MERL, LMS and the Impact, Monitoring, and Evaluation tool. I would like to enhance my skill in working with Excel and Research and training of Project Management.

How do you see the internship shaping your career?

I see this internship opening big opportunities while taking what I have learned and still learning in getting a permanent job because of all the skill and abilities that I would have acquired from the internship. I see this internship growing me as a person and my professional career as it is teaching me the values of integrity, accountability and wanting to development myself and others.

What advice would you give the next cohort of interns?

Be proactive don't wait for tasks to be assigned. Look for ways to contribute and show initiative. Ask question if the is something you don't understand. Never by scared to take on the difficult tasks, they shape you and teach you. Enjoy and embrace the internship as it comes.

#MeetTheInterns Internship Experience

Olebogeng Maropfela – This internship programme has had a remarkable impact on my life- I am the Education Research Intern at Kagiso Trust and believe me when I say that I have never thought I would become the person that I am shaped to be, at Kagiso Trust. I have never seen myself as a public speaker, a confident woman and having a passion for development.

This internship has been an amazing journey, I might call it. I am often out of my comfort zone, and my first experience with being out of my comfort zone was when I was a speaker at the Education Conversation: Learner's Lens: Are We Preparing You for the Future I Focused on the topic of A Graduate's reflection on preparedness. From there, things took off, from travelling to almost every province, talking publicly in motivating learners at school to Presenting Reports.

I will never forget my experiences, because I believe to this day, I am a completely different woman from when I entered the doors of Kagiso Trust. I now believe in my capabilities, I am confident, I am not afraid to take I am spaces that intimidate me, and I firmly believe that I am powerful in doing WHATEVER, I put my mind to.

Kagiso Trust, made me believe in myself so much more, as they unlocked my capabilities by believing in my skills and capabilities. This internship is truly a calling, not a job. In summary- This internship is a journey of self-discovery and I truly remarkable journey.



Khensani Nyambi

I prefer being called: Khensi

Is there a quote or motto that motivates you?

A quote by Athena Singh that states ‘Never trust your fears. They don’t know your strength.’

What have you discovered about yourself or the industry since starting the internship?

That I am capable, that I can actually do it. I have learnt that it is okay to make mistakes, and that what matters is that I never make the same mistake twice.

How do you see the internship shaping your career?

It has only been a few months, but working on external publications and the internal newsletter has really helped me improve my writing skills, which I love. This internship is pushing me out of my comfort zone everyday and exposing me to different areas of communications, like event planning, design, and content creation, which I believe will be helpful post this internship, and help me stand out.

What advice would you give the next cohort of interns?

The advice I would give to the next cohort of interns is to embrace every opportunity for learning and to ask questions whenever you’re unsure. Take time to build relationships with your team and step out of your comfort zone. Learn how to take constructive criticism, and don’t take it personally, instead view it as a lesson and aim to improve. Lastly, remember that you’re here for a reason, so enjoy your experience and make the most of it.



Qualification:

Bachelor of Arts in
Communications and Politics and
International Relations

Bachelor of Arts (Hons)
Journalism

Institution:

University of Johannesburg

Intern for:

Communications and Marketing

Itumeleng Maboja – The African Agri Investment Indaba (AAIL) provided a significant platform for networking and learning about the Agricultural industry. Insights were given about effective impact funding and market access dynamics. Kagiso Trust also had the opportunity to exhibit and promote the farmer aggregation model. The stall had over 100 prominent visitors who thoroughly engaged with the delegates and exchanged contacts for prospect collaborations. Attending the AAIL has truly been a fruitful experience.



Nosipho Zulu



Qualification:

Diploma in Accountancy

Advanced Diploma in Financial Management

Institution:

University of Johannesburg

Intern for:

Finance

I prefer being called: Nosipho

Is there a quote or motto that motivates you?

“It is better to suffer the pain of discipline than to suffer the pain of regret.” This quote motivates me to always give it my all and stay disciplined even though discipline is hard and painful. There is nothing worse than reflecting on an experience and thinking “I wish I had tried harder/I wish I had given it my all.”

What have you discovered about yourself or the industry since starting the internship?

I’ve discovered that every task/activity, no matter how minor it may seem has significance. The tasks that we may consider minor or insignificant have an impact on the financial records of the company. This internship has confirmed my interest in finance, and I look forward to pursue future opportunities in this area.

How do you see the internship shaping your career?

I see this internship significantly shaping my career because it has allowed me to work with experienced professionals and gain a deeper understanding of the finance industry. It provides practical experience and has helped me bridge the gap between theory and practice. It has helped me with understanding workplace dynamics and how to behave in a professional setting. Overall, this internship is equipping me with the skills I need to succeed.

What advice would you give the next cohort of interns?

Give it your all. Remember that communication is the key to success in a professional environment. Don’t be afraid to ask for help and clarification. Don’t be too hard on yourself, you will make mistakes just make sure you learn from those mistakes going forward.

#MeetTheInterns Internship Experience

Ayanda Radasi – This internship has afforded me the opportunity to engage with board and executive stakeholders, which has taught me to refine my professional etiquette. In the process I also got exposed to sensitive and confidential information which sharpens my ethics and professionalism which is essential in my career. Furthermore, I have been able to draft and review contracts (Memorandum of Understanding and Service Level Agreement) that were entered into by Kagiso Trust. I applied the theoretical knowledge gained in school to real-world scenarios. This experience emphasised the importance of drafting clear, concise contracts that consider the interests of all parties involved.



#MeetTheInterns Internship Experience

Nosipho Zulu – Attending the risk assessment workshop had a significant impact on my understanding of how organisations identify, evaluate and mitigate risks. It gave me a clearer perspective on the importance of proactive planning in minimizing potential threats to the organisation’s objectives/strategy. I also learned practical techniques for assessing risk and how to prioritise them based on likelihood and impact. The workshop helped me realise the interconnectedness of various risks e.g. financial risk can lead to operational risk which can result in reputation risk and how critical it is to have a solid risk management strategy in place.

Similarly, the discussion about retirement had an impact on me as an intern. Before the event, retirement seemed like something far off in the future that I didn’t have to worry about yet. However, it opened my eyes to the importance of starting early. The earlier I start, the better off I will be in the long run. The event made me aware of the importance of having a plan in place, regardless of how early I am in my career.



Khensani Nyambi – I’ve had the privilege of working on the internal newsletter, *Newsflash*, and the external publication *In-Brief*. I’ve always enjoyed writing, but this experience really made me fall in love with it. It taught me accountability and the importance of meeting deadlines. Plus, getting feedback from my colleagues has helped me fine-tune my writing style and tone to suit different audiences and purposes.

One thing this experience has shown me is that you’ll never truly know what you’re capable of until you try. Had I not been given this opportunity, I wouldn’t know what I know now. For instance, I wasn’t aware that writing in a corporate setting has its own style. You are not writing for yourself, so you have to consider stakeholders, beneficiaries, and everyone else involved. Your writing needs to speak to everyone.

This experience not only deepened my passion for writing, but it also gave me a sense of pride and ownership. Seeing my work published and shared with others was fulfilling. It made me realise that I am capable, and even though I was nervous at first, I now find myself wanting to do more.



#MeetTheInterns Internship Experience

Teboho Mokeana – Planning an event is not for the fainthearted!

Organising is a rollercoaster. These events proved that “I work well under pressure”, but I always need a moment to breathe so that I am able to balance all the items that need to be delivered on time.

Being an instrumental part in organising the Staff Retreat, Retirement Farewell, Wellness Day and Year-End Function has been one of my highlights and an achievement.



Tiyiseani Mbombi – I had the opportunity to attend the Gauteng Local Government Turnaround Summit held on 23-24 October 2024 at Misty Hills Country Hotel. The event provided valuable insights into the challenges faced by municipalities and the necessary steps to move from dysfunctionality to efficiency.

During the summit, I participated in a session focused on municipal finances, a critical component of municipal operations. The discussion centred around revenue management, budgeting, asset management, and cash flow within municipalities. The panellists highlighted the importance of preparing a comprehensive budget as a foundational tool for managing municipal expenditures effectively. I gained a deeper understanding of implementing budget monitoring and control mechanisms to ensure financial accountability and efficiency.

Additionally, the session shed light on the critical role of municipal assets. I learned that municipalities must prioritize asset management to improve resource utilization and improve service delivery. This discussion has improved my understanding of how sound financial planning and asset prioritization are essential for driving local government performance.



Muhluri Mahumani – I attended the National Leadership Induction, Governance, and Programme Planning Workshop for the Civil Society Unmuted Coalition South Africa (CSUC-SA) which have provided me with the opportunity to learn about setting objectives, defining goals, and formulating strategies to address issues we are facing in South Africa. Furthermore, gain better understanding of the NPO Acts that guide the operations of South African community-based organizations (CBOs) and have discovered my report-writing skills.



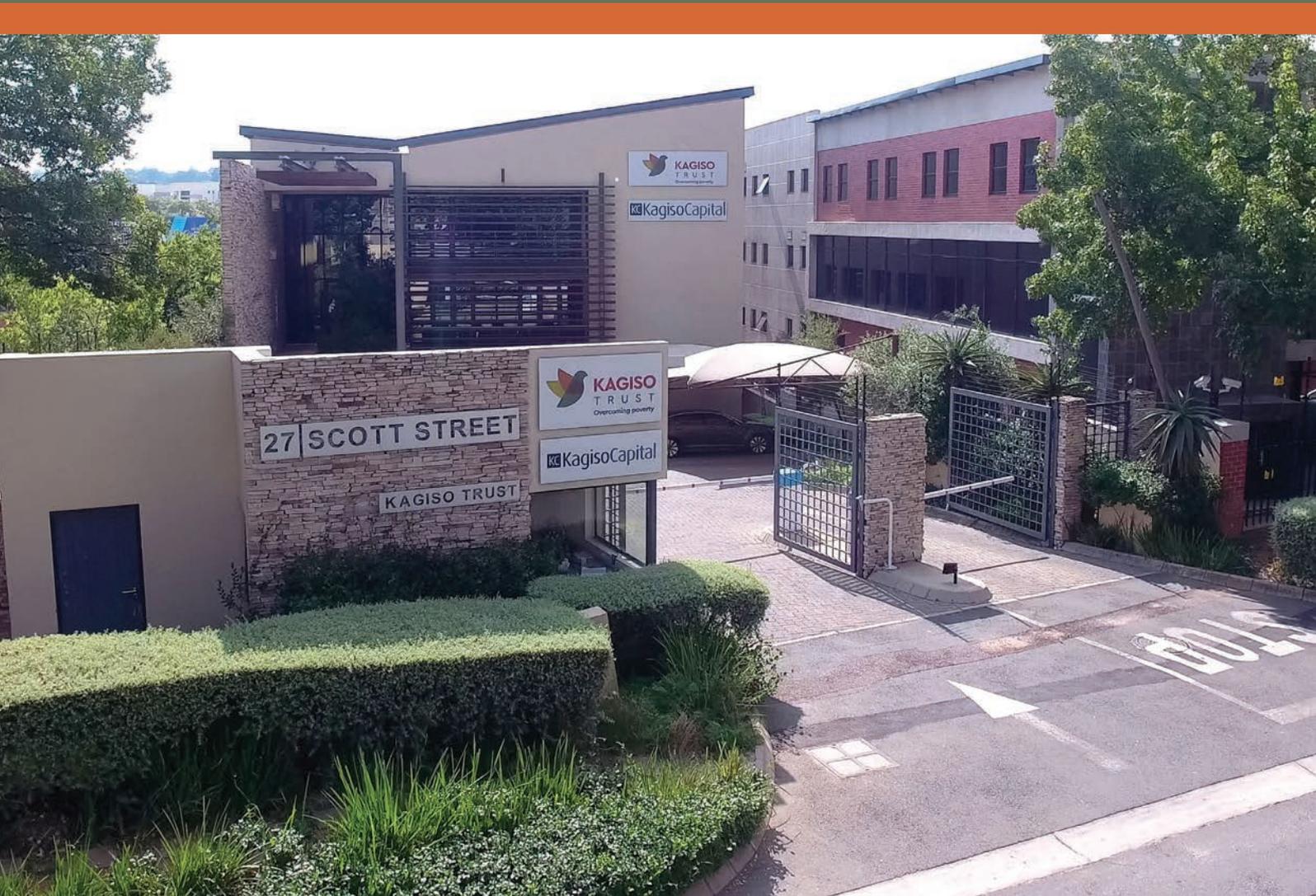
Vanessa Masemola – The African Agri Investment Indaba was hosted in Cape Town where I was exposed to the Agriculture sector, and got to learn about business and investments in agriculture. It was also encouraging to see black farmers taking up the space in the Agri Sector.



Tshepang Bambo – Attending and presenting at the 5th International Conference on Social Justice and the Sustainable Development Goal on Zero Hunger was a pivotal experience in my professional and personal development. Representing Kagiso Trust (KT), I had the privilege of presenting our paper, *Closing the Hunger Gap: A Systematic Review of South Africa's SDG 2 Shortfalls and Progress*, which explored the systemic challenges and transformative governance needed to combat hunger in South Africa.

The experience from the conference was instrumental in refining my research and presentation skills while broadening my professional network. The conference reinforced the importance of intersectional approaches in tackling food insecurity and inspired me to drive impactful change through collaborative efforts. I am grateful to Kagiso Trust for this opportunity and am more determined than ever to contribute to building a food-secure and socially just South Africa.





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