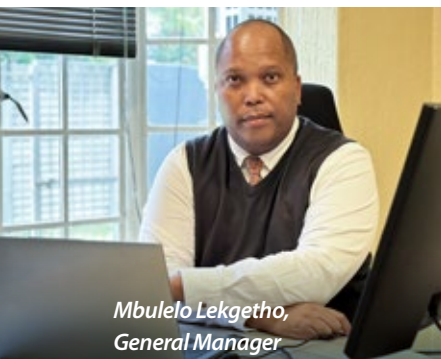


Making an impact where it matters most

General Manager Mbulelo Lekgetho is excited to be part of a team that is making a tangible difference in people’s lives and helping redress economic imbalances



*Mbulelo Lekgetho,
General Manager*

Please describe your role at Eruditio.

As a GM, my responsibility is to oversee the day-to-day running of the company, which includes managing employees, creating a positive work culture that attracts and maintains good employees, setting up regular goals and objectives and motivating my team to meet

them, ensuring compliance with legal and regulatory requirements, developing and implementing policies and procedures to enhance operational efficiency and effectiveness, representing the organisation in industry events, conferences and networking opportunities, identifying market trends and opportunities for innovation and expansion and participating in organisation-wide marketing plans.

What makes working for Eruditio special?

We are a medium-sized company that has been in existence for just over 12 years which has punched above its weight, given the calibre of clients that we are serving such as some of the Big Four banks, private banks and automotive companies. As such, I am delighted to be part of this dynamic and passionate team that is constantly growing and innovating. I believe that our work makes an impact, that makes a tangible difference in people’s lives and that’s satisfying. As our country strives to redress the economic imbalances of the past, we are at the forefront of growing SMEs, the chief job creators in a country with unacceptable levels of unemployment.

Unlike my previous places of employment, which are big multinational organisations, Eruditio is an organisation with a workforce of 10 to 15 people. In this environment, you get to learn how the company operates from grassroot level all the way to management level and at times, you find yourself operating at grassroots level because meeting deliverables to our clients is not negotiable.

Moreover, we assist entities to achieve a high B-BBEE score so they can be awarded contracts and licences by the government and private sector. For me, this is a pragmatic growth strategy that aims to realise the country’s full economic potential while helping to bring the black majority into the economic mainstream. This promotes the spirit of making an impact where it matters the most.

What perspective does your accounting background and qualifications give you in terms of carrying out your role at Eruditio?

My background and qualifications will be most beneficial in my new role as follows: ability to work with people; ability to interact with

our clients’ and potential clients’ senior management; ability to work closely with the MD to develop budgets and track budgets against actuals; conflict resolutions in general; lead and manage the team in an effective and efficient manner.

What have you learnt from auditing big firms and NGOs that can be useful to smaller businesses?

- How to design a system of internal control
- Developing a standard operating policy
- Developing adequate segregation of duties even for small organisations
- Significance of management accounts

For your ESD programmes, do you focus on particular sectors?

At Eruditio we do not take a one-size-fits-all approach. Each SMME is different, and we always develop tailor-made solutions to ensure that we address the key requirements of our SMMEs. As such, any SMME will be able to benefit from our programmes.

What is the Unique Selling Point of Eruditio’s ESD programme?

- Tailor-made solutions: Our services are tailored to our clients’ requirements. Our interventions speak to the specific requirements revealed by our detailed gap analysis.
- Impact: Eruditio quantitatively measures KPIs like turnover growth, job creation and operating profit to validate whether impact is made or not. If you cannot measure it, then you cannot manage it.
- Walking our talk: Eruditio itself and its partners are all entrepreneurs implementing these programmes. Who better to guide you on this journey than people who have literally walked their talk?

Why is it important for people to keep learning, or developing professionally?

I strongly believe that continuous learning and developing professionally is important as new standards and best practices are being introduced on an ongoing basis, which are redefining the way that we do business. Professional development is an investment in oneself, a commitment to lifelong learning and it is equivalent to staying ahead of the curve in today’s fast-paced workplace. It is not just a nice to have but rather a must have for anyone serious about their career.

Whether it is in our professional or personal lives, the need for ongoing education has never been more important than it is now. For example, the world is quickly moving towards the 4th Industrial Revolution (if it is not there already) where artificial intelligence, robotics and the Internet of things are fast becoming the order of the day. 