



GROWING OUR FUTURE LEADERS

DGMT INNOVATION FELLOWSHIP
ANNUAL REPORT
2025 - 2026





TABLE OF CONTENTS

04 OPENING LETTER

SKHUMBUZO MOODALEY-MPISANE

The wider importance of deepening our understanding of leadership

07 OUR IMPACT

Our Fellows: who they are, where they're from, and sectors represented

09 INNOVATION AS PRACTICE

CAROL-ANN FOULIS

How innovation requires organisations to embed continuous learning

11 HOW THE FELLOWSHIP IMPACTED US

ZAMA ZULU

The impact of the Fellowship from an organisational leader's perspective

REFLECTIONS ON LEADERSHIP FROM ALUMNI

- 15 ZOLA MBUSI** Deep listening in leadership – especially in diverse spaces
 - 16 ZINHLE NGCOBO** Learning about your own leadership style
 - 17 VUYO NTLANGU** The importance of values-driven leadership
 - 18 LINDO MSELE** Finding meaningful growth in embracing discomfort
 - 19 TARRAN HUMAN** Shifting from solution-led to question-driven leadership
-

- 21 HOW OUR CURRICULUM HAS EVOLVED** How our curriculum adapts to Fellows' realities and needs
KATHLEEN DEY
- 23 HOW THE FELLOWSHIP IMPACTED US** The impact of the Fellowship from an organisational leader's perspective
ITUMELENG MOTHLABANE
- 27 THE FUTURE OF LEADERSHIP** What the South African NPO sector needs in terms of leadership
CARLA WATSON
- 29 MEET OUR TEAM** The team powering the DGMT Innovation Fellowship



1

OPENING LETTER SKHUMBUZO MOODALEY-MPISANE



The current - and critical - importance of deepening our understanding of leadership

This year's annual report arrives at a moment when the world is asking difficult questions about leadership. Across countries and sectors, we are witnessing a rise in defensive politics, walls being built, literally and metaphorically, and a worrying shift toward leadership defined by power, dominance, and exclusion. These global currents call on all of us to reconsider what leadership should mean, and what it must become. It is with this reason, we selected **leadership** as the theme of this year's publication. Not the traditional, hierarchical idea of leadership that places a single person at the centre, but a richer, more expansive understanding: leadership as a

responsibility for continuity, a commitment to collective wisdom, and a bold invitation to innovate. It is a reminder that there is room at the table for everyone, and that true leadership is an act of service, not self-preservation.

As you engage with this report, you will meet Fellows who are living this reimagined form of leadership every day. Many have stepped into prominent leadership roles across the sector, taking on complex mandates, managing teams, and shaping some of the country's most influential education and social justice organisations. Their stories illustrate a pattern we are now seeing across the Fellowship: young people stepping forward not only when called, but long before anyone expects them to.

**Across countries and
sectors, we are witnessing
a worrying shift toward
leadership defined by
power, dominance, and
exclusion.**

**SKHUMBUZO MPISANE
PROJECT LEAD
DGMT INNOVATION FELLOWSHIP**

One of the most striking examples is **Itumeleng Mothlabane**, now serving as General Secretary of Equal Education. Her leadership journey reflects a powerful shift that the Fellowship has helped nurture: the ability to master the “art of persuasion” without compromising core values.

You will also read about **Zola Mbusi and Tumelo of Masinyusane**, whose approach to leadership and innovation has reshaped how we think about scale.

Rather than expanding through new offices alone, they explored a courageous “open-source” model, sharing their literacy programme materials and training with other organisations.

It is my opinion that these stories highlight something essential: **innovation is not separate from leadership; it is at its heart and soul.** I have also seen how leadership development within the Fellowship has shaped organisations themselves.

I hope this report leaves you with a sense of hope: hope rooted not in idealism alone, but in the grounded, lived practices of leaders.

**SKHUMBUZO MPISANE
PROJECT LEAD
DGMT INNOVATION FELLOWSHIP**

One of the most exciting developments this year is the creation of the first **Alumni Network Strategic Committee**, a milestone led entirely by Fellows themselves. Their willingness to lead, to convene, and to build a lasting community signals a profound moment in the Fellowship’s evolution. It tells us that this programme is no longer just cultivating leaders; it is cultivating a generational movement.

In this report, you will encounter:

- Reflections on how leadership is being redefined through courage, inclusivity, and collective intelligence
- Stories of innovation that emerged from real organisational challenges
- Insights into the personal shifts Fellows experienced, shifts that ripple into their teams, institutions and what we are learning as the DGMT Innovation Fellowship Faculty.
- Examples of how young leaders are holding tension, navigating uncertainty, and moving their organisations forward

Above all, I hope this report leaves you with a sense of hope, hope rooted not in idealism alone, but in the grounded, lived practices of leaders who are choosing impact over ego, collaboration over competition, and bold experimentation over fear.



Many Fellows have stepped into prominent leadership roles across the sector ... and are living a reimagined form of leadership every day.

SKHUMBUZO MPISANE
PROJECT LEAD, DGMT INNOVATION FELLOWSHIP

2 | OUR IMPACT

FELLOWS



155

FELLOWS HAVE
COMPLETED THE DGMT
INNOVATION
FELLOWSHIP

ORGS



88

ORGANISATIONS HAVE
COMPLETED THE DGMT
INNOVATION
FELLOWSHIP

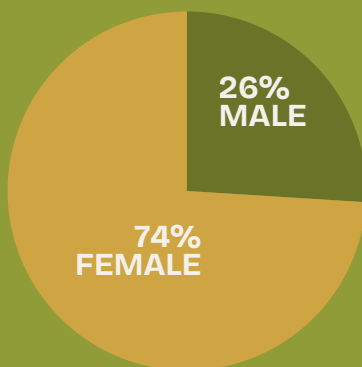
AGE



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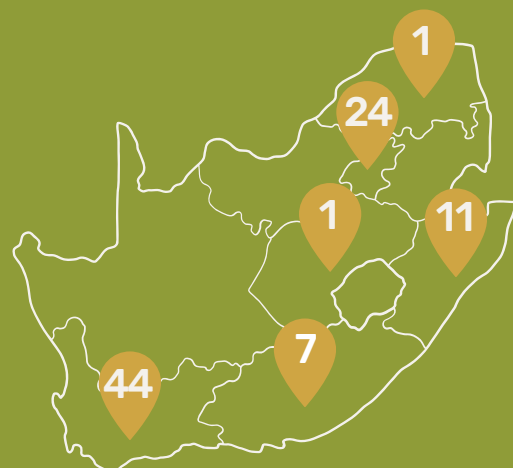
AVERAGE AGE OF
FELLOWS ON THE THE
DGMT INNOVATION
FELLOWSHIP

GENDER



STATED GENDER OF ALL
FELLOWS

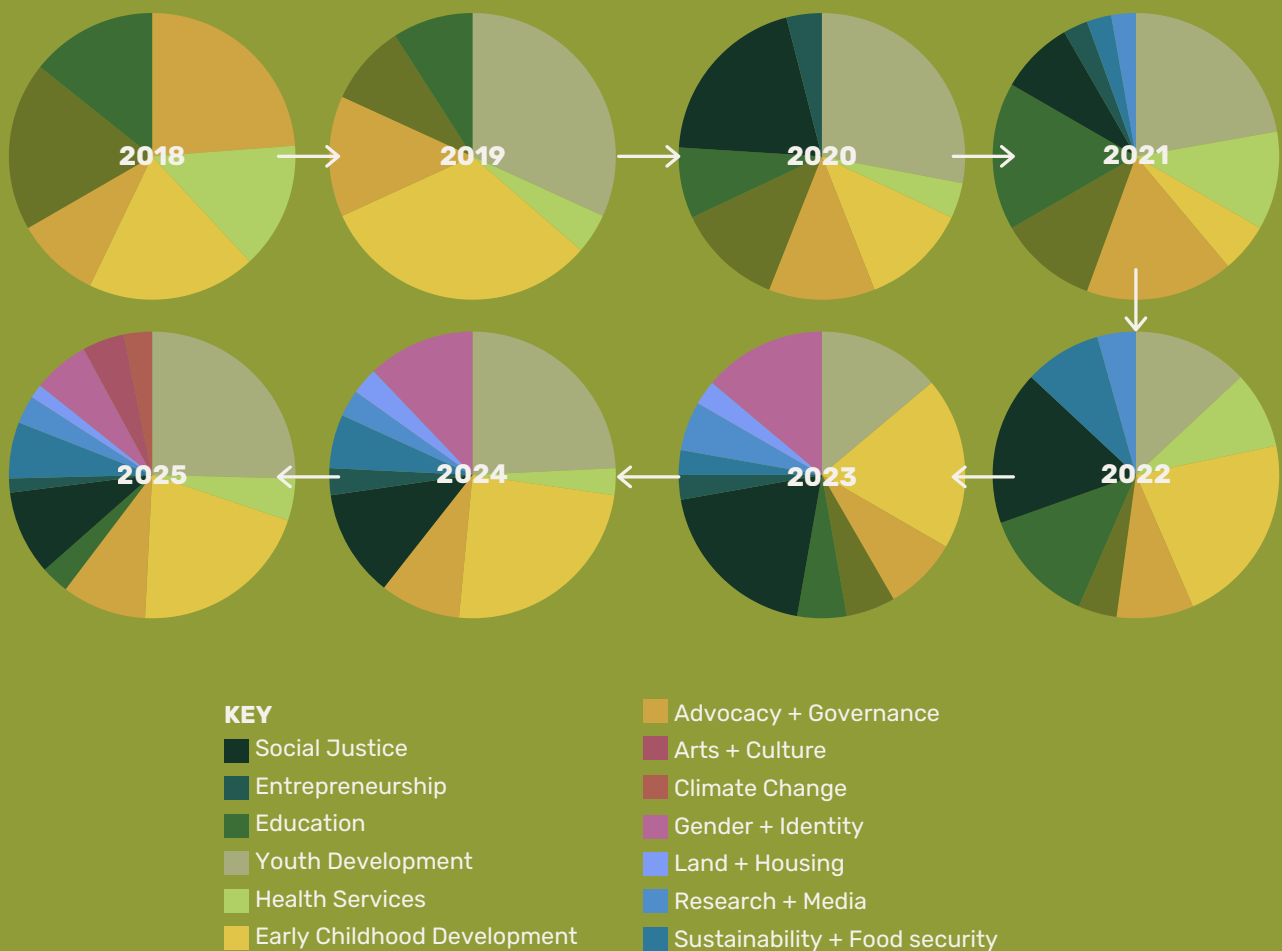
LOCATION



LOCATION OF ALL
ORGANISATIONS

SECTOR

Participating organisations indicate the sectors that their organisation works in, and over the course of the Fellowship, we have seen **increasing diversity** in the types of **sectors represented**.



3 | INNOVATION AS PRACTICE CAROL-ANN FOULIS



Carol-Ann is an Organisational Development Practitioner. Once the Project Lead of the DGMT Innovation Fellowship, she now supports organisations in the Fellowship itself. Here, Carol explores how innovation requires organisations to embed continuous learning, trust, openness, and take on risks.

Innovation as practice: learning, trust and change

When the DGMT Innovation Fellowship started nearly ten years ago, we worked with an improvisation organisation to introduce Fellows to some of the principles and practices of improv theatre. It offered an unexpected but powerful lens on innovation – one that invited participants to embody many of the human elements that underpin it: risk-taking; saying “yes, and”; being present; and co-creating in real time.

It shifted the focus from simply thinking about innovation, to exploring what it actually takes to be innovative in daily practice. Over the years, we have seen glimpses of similar practices in organisations that

are rising to the challenges of change and seeking the opportunities they bring. This is not easy work. We operate in a context where change often carries the threat of loss – and where actual loss can be cumulative, layered, and deeply experienced. And yet, there are organisations and leaders who are navigating this terrain in ways that both stretch and support their teams, resulting in work that is more responsive, relevant, and impactful.

[Learning] tends to be regular, embedded in the rhythm of the organisation, and inclusive of multiple parts of the system.

**CAROL-ANN FOULIS
ORGANISATIONAL DEVELOPMENT
PRACTITIONER**

A common thread across many of these organisations is a deliberate prioritisation of learning. Learning is not treated as an add-on, but as a foundation for strategising, planning, and programming. It tends to be regular, embedded in the rhythm of the organisation, and inclusive of multiple parts of the system.

Importantly, it is held within a level of trust that allows the messiness of real-world implementation to be surfaced and worked with, rather than hidden or smoothed over. When working with partners or stakeholders, it's important that this is a shared value so there is sufficient time and space for learning in these relationships as well.

Often closely linked to this is a culture of openness, dialogue, and psychological safety. Many of the leaders in the Fellowship who have been able to make innovation something lived and meaningful within their organisations have actively cultivated environments where questioning, critique, and reflection are encouraged – without fear of sanction.

This creates the conditions for ideas to be tested, challenged, and strengthened over time.

However, for this to take root more fully, it needs to translate into clear and shared norms around experimentation, failure, and accountability.

While organisations may value innovation in principle, it is not always clear:

- What kinds of risks are encouraged
- What failure is acceptable (and what is not)
- How learning is captured and acted on
- Who holds responsibility for moving ideas forward.

Without this clarity, efforts to innovate can remain tentative, uneven, or dependent on individual leaders rather than embedded across the organisation.

Lastly, there is the question of capacity. There are parts of civil society that operate in conditions of constraint or survival, with limited time and space to test, reflect, or learn from failure. In these contexts, the very practices that enable innovation are often the first to be squeezed out. While constraints can sometimes sharpen thinking and invite creativity, sustained innovation requires a sense of support and stability – a sense that the foundations are being held, so that attention can turn outward to what is possible, rather than inward to what must simply be managed.



4 | HOW THE FELLOWSHIP IMPACTED US ZAMA ZULU



Mr. Zama Zulu is the Executive Director at Masinyusane - an NGO in the Eastern Cape that “allows two problems to solve each other” by training unemployed youth in teaching. Tumelo and Zola, two Masinyusane team members, attended the DGMT Innovation Fellowship in 2025 - and Zama reflects on their impact.

The power of self-improvement

“Essentially, we sit at the intersection of two of South Africa’s biggest challenges,” explains Zama when describing Masinyusane, “youth unemployment and child literacy.” An indicator of their success is (ironically) people leaving the organisation. Youth who are trained and then employed by Masinyusane are encouraged to apply to external employment positions, thus opening up a space for another young person to go through the training and employment programme.

Zama, who was self-employed in the manufacturing sector before transitioning to Executive Director of Masinyusane six years ago, is a strong believer in the power of continuous

professional development and networking. “Throughout my career,” he says, “I’ve seen that networks are one of the most powerful ways to open doors.”

Encouraging development

Alongside networking, Zama encourages an organisational culture of self-learning. For example, the organisation pays for staff members’ online courses (so long as the previous course is completed).

I’ve seen that networks are one of the most powerful ways to open doors.

ZAMA ZULU
EXECUTIVE DIRECTOR, MASINYUSANE



Zola, from Masinyusane, completed the DGMT Innovation Fellowship in 2026.

“Some staff members are learning really interesting skills—coding, data analysis, even mechanics,” says Zama. “Our internal data systems were built by our own staff. They’re creating apps and developing tools that help our work.”

This emphasis on continuous professional development is perhaps highlighted by the remote location of the organisation, which works in the Eastern Cape.

“Because we are geographically remote from where most of the action happens—places like Cape Town and Johannesburg—we sometimes underestimate the talent we have here ... being geographically removed

from the big urban centres has actually forced us to work harder to stay competitive.” Applying to the DGMT Innovation Fellowship was, therefore, motivated by a hope that his team members would be exposed to such hubs of civil society action. “[The Fellowship] strengthens the Fellows’ networks, helps them build relationships, and creates opportunities to learn.”

Fellow superstars

Tumelo and Zola started the DGMT Innovation Fellowship in 2025. “They came back with new questions and new ideas,” reflects Zama. “They realised that many organisations face similar challenges, and that sometimes we’ve solved problems others are still struggling with, while they have solutions to issues we face.”

This networking and exposure boosted Tumelo and Zola’s confidence, and Zama felt that being able to present their work and receive recognition from others at the DGMT Innovation Fellowships was empowering for them. “These two colleagues were already superstars before attending the Fellowship. Now, after the Fellowship, they’ve grown even further.” Such growth is particularly relevant now, as the sector operates at a time of rapid change. “Technology and developments like AI are advancing extremely quickly,” says Zama, and “continuous development is essential just to keep up.”

Exploring scalability with the Innovation Fellowship

Over the course of the DGMT Innovation Fellowship, Fellows are supported to explore an Innovation Question pertaining to their organisation. Tumelo and Zola explored a question of scalability: *how do we scale our programmes to other regions while maintaining the quality of our work?*

The Fellowship helped the Fellows and Masinyusane to innovate ideas. “One key realization was that scaling doesn’t necessarily mean opening new offices everywhere,” says Zama. “Instead, it could involve supporting other organisations to implement our programmes ... It’s a bit like franchising—you don’t need to open a branch everywhere; you can share the recipe.”

As a result of exploring this Innovation Question, Masinyusane has made some of its materials open-source, and offers training to those organisations who need their support to get the programme off the ground.

Building leaders in our sector

“For me, the key word around leadership in the civil society sector is continuity. Leadership development ensures that the next generation is ready to step forward.”

To ensure that the civil society sector continues its work, leadership must

be considered not as a position of power, but as a role that ensures that younger staff learn with responsibility.

Zama embodies this approach in his leadership style, and it seems that the DGMT Innovation Fellowship chimes with this philosophy. Succession plans, encouraging professional and personal development, and growing leadership skills is critical to South Africa’s future itself. “Leadership development,” Zama reflects, “ensures that organisations outlive the individuals who lead them.”



Tumelo, from Masinyusane, completed the DGMT Innovation Fellowship in 2026.



**Leadership development
ensures that organisations
outlive the individuals
who lead them.**

**ZAMA ZULU
EXECUTIVE DIRECTOR, MASINYUSANE**

5 | ALUMNI ON LEADERSHIP ZOLA MBUSI

Zola, who was Senior Projects Manager during the Fellowship, is now Head of Operations, Masinyusane in Gqeberha. Here, Zola reflects on the importance of deep listening in leadership - especially in diverse spaces.

One of the activities that stayed with me from the coaching sessions was around vertical development. This also revealed a weakness in my leadership: I was not great at delegating, which meant I limited both my own growth and the growth of my team. Through exercises, I learnt that supporting someone might mean

helping them write better emails, building their confidence to speak to external partners, or recognising potential in them that may eventually lead them to opportunities outside the organisation.

The Fellowship helped me appreciate that leadership in diverse spaces requires deep listening before action. People arrive in a room with different experiences, contexts, and ways of making meaning of the world. We must take the time to truly understand the people you are working with and the communities you serve, rather than rushing to impose solutions.

For me, leadership is about creating conditions where the collective wisdom of the room can emerge.

**ZOLA MBUSI
DGMT INNOVATION FELLOWSHIP ALUMNI
HEAD OF OPERATIONS, MASINYUSANE**

6 | ALUMNI ON LEADERSHIP ZINHLE NGCOBO

Zinhle, who was Food Security and Economic Development Coordinator during the Fellowship, is now FSED Admin Manager at Thanda in Port Shepstone. Here, Zinhle reflects on the power of learning about your own leadership style.

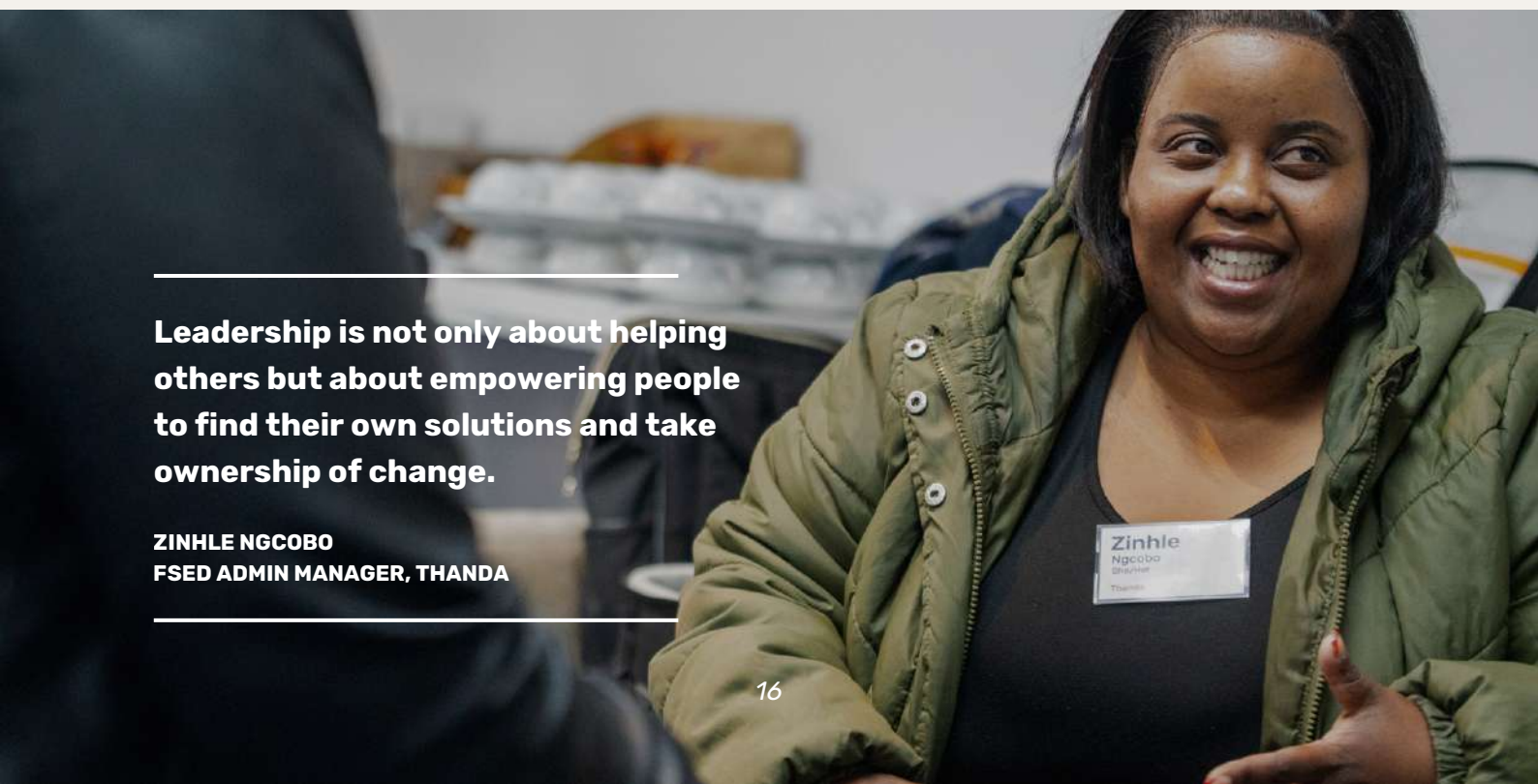
The Innovation Fellowship helped me better understand my leadership style as someone who naturally focuses on supporting and helping others. Through the Enneagram assessment, I realized that my strength is my ability to build strong relationships, show empathy and create a supportive environment for the people I work with. It encouraged me to be more reflective and patient

as a leader, recognising that building strong relationships and trust within the team helps create a more positive and productive working environment.

Through the Fellowship, I learned the importance of listening deeply (sensing) and valuing the diversity within a team, because different perspectives often lead to stronger and more creative solutions. I realised that sometimes the best way to lead is to step back, listen more and create space for others to share their ideas and solutions. This helped me understand that leadership is more effective when it is collaborative and inclusive, especially when working with diverse teams.

Leadership is not only about helping others but about empowering people to find their own solutions and take ownership of change.

**ZINHLE NGCOBO
FSED ADMIN MANAGER, THANDA**



7 | ALUMNI ON LEADERSHIP VUYO NTLANGU

Vuyo, who was Manager of the Solar Academy at Lifechoices during the Fellowship, is now Head of Strategic Partnerships and New Business. Vuyo explores his learnings on values-driven leadership.

The Fellowship challenged me to move from a primarily outcomes-driven approach to one that equally values process, reflection, and human development. It has also reinforced the importance of aligning my leadership style with my values of justice, fairness, and dignity. I have become more deliberate about understanding the individual contexts, motivations, and challenges of the people I lead. Instead of

focusing only on performance outputs, I now invest more in coaching, creating psychologically safe spaces, and supporting people to reflect on their own growth. The Fellowship highlighted the importance of holding space for multiple perspectives without rushing to resolution. I've learned to become more comfortable with tension, to listen for what is not being said, and to recognise the power dynamics that can shape whose voices are heard. This has helped me lead with greater inclusivity and awareness, ensuring that decision-making is more representative and grounded in collective insight.

I have become more intentional about leading with curiosity ... sustainable impact comes from empowering others rather than directing them.

**VUYO NTLANGU
PARTNERSHIPS & NEW BUSINESS MANAGER
LIFECHOICES**

8 | ALUMNI ON LEADERSHIP LINDO MSELE

Lindo Msele, who was Project Lead of Bumb'ingomso during the Fellowship, is now Head of Programmes at BUMB'INGOMSO. Lindo found meaningful growth in leadership skills from embracing discomfort.

One of my biggest takeaways from the Innovation Fellowship was understanding that growth does not happen by staying comfortable. To move forward, we have to be willing to innovate, even when we feel unsure. I also came to see that great strategy is not something that just appears fully formed, but it grows through conversations, shared thinking, working alongside others and creativity. On a personal level, the

Fellowship really challenged me to understand myself better, how I show up, how I engage with others and where I needed to unlearn certain habits that weren't serving the bigger vision. It taught me the importance of meeting people where they are, while staying open to learning and doing things differently. What stayed with me the most is the reminder that people matter most in every organisation or project. Even though we are all different, everyone brings value and when people feel seen, understood, and supported in ways that work for them personally, they are able to give their best and thrive and right there, is how teams become stronger.

The Innovation Fellowship gave me the confidence to explore new ways of strengthening our work.

**LINDO MSELE
HEAD OF PROGRAMMES
BUMB'INGOMSO**

9 | ALUMNI ON LEADERSHIP TARRAN HUMAN

Tarran Human is the Operations Manager at Lifechoices. She saw a shift from solution-led leadership to a more collaborative, question-driven approach.

Before the programme, I tended to lead by coming in with solutions already – assuming that having the right answer was the most important thing. The Fellowship challenged that instinct.

Being surrounded by peers and colleagues from diverse backgrounds and disciplines taught me that the best ideas rarely come from one person. I learned to lead by asking better questions rather than offering

quick answers or solutions, and to create space for others to contribute meaningfully and impactfully. The innovation-focused environment also pushed me to become more comfortable with uncertainty. I now lead with a 'test and learn' mindset – I'm less attached to getting things perfect from the outset and more focused on moving forward iteratively, gathering feedback, and adjusting. Perhaps most importantly, the Fellowship reinforced that leadership is fundamentally about people. Whether it's understanding the needs of the communities I'm serving or bringing out the best in the people I work with.

The Innovation Fellowship has fundamentally shaped how I approach leadership.

TARRAN HUMAN
OPERATIONS MANAGER
LIFE CHOICES



In diverse teams, difference is not something to manage away, but something to harness intentionally.

**VUYO NTLANGU
PARTNERSHIPS & NEW BUSINESS MANAGER
LIFECHOICES**



The Fellowship has helped me grow into a more self-aware, compassionate and empowering leader.

**ZINHLE NGCOBO
FSED ADMIN MANAGER
THANDA**



Leadership is the ability to wear the right cap when it is needed: sometimes a listener, sometimes a challenger, sometimes a guide.

**ZOLA MBUSI
HEAD OF OPERATIONS
MASINYUSANE**



The Innovation Fellowship was a space where I felt encouraged to be bold and to make mistakes without fear.

**LINDO MSELE
HEAD OF PROGRAMMES
BUMB'INGOMSO**

10

HOW OUR CURRICULUM HAS EVOLVED KATHLEEN DEY



Kath, the Learning Programme Facilitator at DGMT Innovation Fellowship, looks at how the Fellowship curriculum is evolving to strengthen Fellows' understanding of community development and leadership by integrating transformative, reflective, and practice-based learning methods.

Our curriculum is a field under cultivation with borders of wild meadows.

Some parts remain stable, a core pattern that holds the structure together; some change, responding to the direct suggestions of a particular cohort, to our own curiosity as innovators, and to what kind of leadership the sector needs at a given time.

Some emerge as a tangle of ideas that spring to life as we experience the curriculum together.

Many Fellows seem not to have a thorough grasp of community development, either as a basic concept or as a set of practical skills.

They seem to follow the logic models and theories of change handed on to them by their organisations, often without a clear or deep understanding. For this reason, we chose to add Training for Transformation to the curriculum in 2025, an African method of radical, from the root cause – social transformation that has an impact at the personal, organisational, and community level. It insists on working directly with those most affected by a problem.

We chose to add Training for Transformation [to the curriculum] an African method of radical transformation.

**KATHLEEN DEY
LEARNING PROGRAMME FACILITATOR
DGMT INNOVATION FELLOWSHIP**

It complements our use of The Innovator's Way, which aligns closely with ontological coaching in treating innovation as arising from a person's way of being, not just from actions or techniques. These three combined methods show a way of transmitting vitality into what Fellows plan and do, and how they reflect on and improve what they do, as a continuous cultivation cycle that lends itself to meaningful change.

This year, we saw Fellows internalise the concepts we shared far more quickly and take them into their work, as well as into their innovation case

studies, which have more depth and muscle than we have seen before.

This cohort really came to appreciate how balancing hard work with rest, play, and connection fosters creativity, as we followed the same generative sparks in the cohort that our methods teach them to follow in their communities.

We can't wait to see their social and political voices flower into the sector, to see them come to lead their own organisations and, of course, to remain friends forever; friends to each other and to the most vulnerable among us.



11

HOW THE FELLOWSHIP IMPACTED US ITUMELENG MOTHLABANE



Itumeleng Mothlabane's leadership position - which she was elected to, and which takes its mandate directly from school learners - is guided by a strong moral and political compass. As General Secretary of Equal Education, Itumeleng reflects on the impact of the DGMT Innovation Fellowship on her leadership journey.

Fresh and critical work

Equal Education is a youth-led social movement that empowers young activists to ensure equality in South African education. "We have built a reputation for putting young people at the forefront," Itumeleng explains, "and it helps keep our work fresh and critical."

Over the course of the DGMT Innovation Fellowship, Itumeleng went through a rapid professional transition: she moved from Head of the Eastern Cape to Deputy General Secretary to General Secretary.

"The Fellowship - especially the coaching - was really useful in helping me find myself during that transition," she reflects.

Leadership for Itumeleng is not a 'traditional' position of power but a responsibility to carefully guide a social movement. For her, she ensures the learners and their community remain the drivers of the movement itself.

During her tenure, Itumeleng aims to further stabilise funding and increase Equal Education's external impact in terms of policy and advocacy. For her, this means widening their involvement on the ground. "We are trying to frame our work as democracy work. It's important that we involve the broader community ... If, over the next three years, I can expand people's perception of Equal Education from being something that exists mainly in schools to something that exists in communities, I would feel that I've succeeded."

The art of persuasion

Itumeleng describes herself as ‘talkative,’ and her approach as ‘political.’ The DGMT Innovation Fellowship seemed more ‘corporate’ – but, in fact, it helped her to strike a balance: how to remain true to her political activism and mandate whilst adapting her approach to fit the audience in front of her.

“Before the Fellowship, I didn’t really understand the art of persuasion or how to bring people along with you,” she recalls. “But I learned that when you’re proposing something, you must understand your environment and communicate persuasively.”

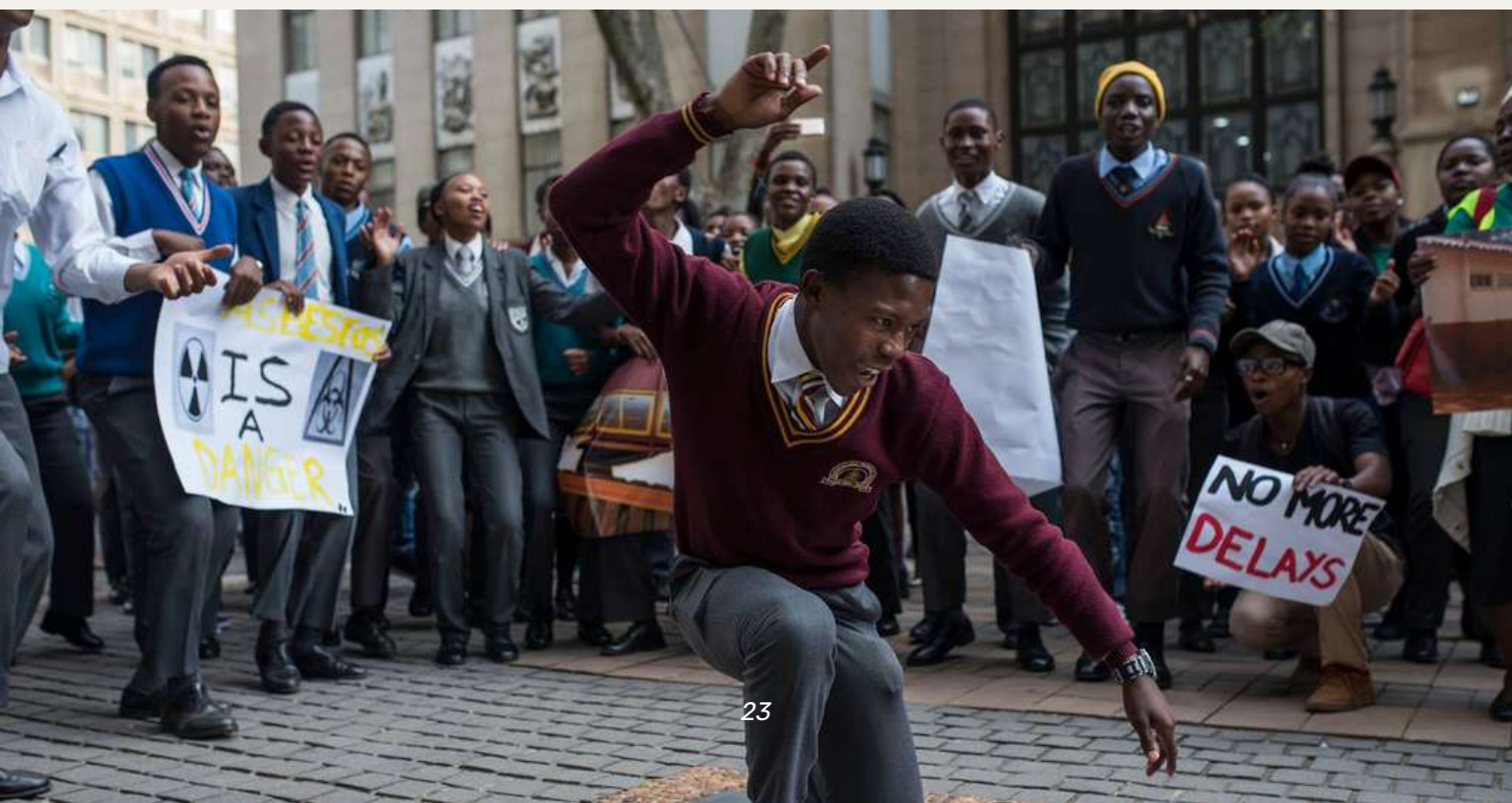
Remaining true to Equal Education’s vision whilst adjusting the style of persuasion is an art. “Our values, our vision, and our theory of change are about consciously developing young people so they can hold space in their communities.

So when I go into donor meetings, I carry that with me. Sometimes that means saying goodbye to potential funding because our values don’t align. But, beyond that, donors don’t necessarily respond to passion alone; they want to see the systems that protect and sustain the work.”

The power of coaching

During the DGMT Innovation Fellowship, Fellows are assigned a coach who provides both one-on-one and organisational coaching sessions. It was this aspect of the Fellowship that seems to have most impacted Itumeleng. “In the past, I saw coaching as something corporate,” she says. “But now I understand it as capacity building—protecting the things we believe in by making sure our systems support people and allow them to grow.”

(Below) Equal Education is a social movement empowering young activists to ensure equality in South African education.



Helping other young leaders in Equal Education - and in the sector

Equal Education is a youthful organisation: most management positions are held by people under 35 years of age. The DGMT Innovation Fellowship helped Itumeleng realise that young leaders in the movement are “not given enough access to coaching and leadership development.”

More widely, Itumeleng feels that the civil society sector needs more young Black leadership – but more support is needed. “There is some transformation happening, but attitudes still persist. Sometimes when I enter a room and say I’m the Executive Director, people are surprised,” she says.



“Many of us didn’t start with wealthy networks or established connections: we had to build those networks ourselves. The sector needs to make sure young leaders aren’t set up to fail.”

Succession planning, networks, and mentorship are key areas that young leaders need support with – and she sees a gap in that the Fellowship could position itself more strongly as a strategic partner to organisations, not only individuals.

Directly connected to this is the DGMT Innovation Fellowship Alumni network, which creates a space for Alumni to continue to grow themselves, their leadership and their practice. “The Alumni community from the Fellowship really matters to me,” says Itumeleng. “I value that sense of community a lot more now, and I’d like to contribute to it however I can.”

(Left) Learners that are part of Equal Education demand their education rights be fulfilled.

**I learned that when you’re
proposing something, you
must understand your
environment and
communicate persuasively**

**ITUMELENG MOTHLABANE
GENERAL SECRETARY
EQUAL EDUCATION**

A photograph of two women in a professional setting. The woman on the left, Itumeleng Mothlabane, is wearing a white button-down shirt and has her hands clasped. The woman on the right is wearing a dark top and is smiling with her hand near her face. In the background, there is a framed abstract artwork.

**The sector needs to
make sure young
leaders aren't set up
to fail.**

**ITUMELENG MOTHLABANE
GENERAL SECRETARY
EQUAL EDUCATION**

12

THE FUTURE OF LEADERSHIP CARLA WATSON



Carla, an Education Leadership Consultant, ends our report with her reflections on the need to build networks and social capital across the civil society sector. As the inaugural Chairperson of the DG Murray Trust Innovation Fellowship Alumni, she seeks to connect Alumni for the sector's wider benefit.

Social capital, networking and leadership

In South Africa, our civil society sector is a key lever that drives our democratic progress. While we often diagnose South Africa's challenges as failures of policy or funding, there is a deeper, more silent deficiency: a lack of connection between civil society organisations. We must begin to view this connection as a form of social capital – trust, access, relationships, and shared knowledge – as an invisible but essential infrastructure of networked leadership.

As an alumnus, I have experienced the DGMT Innovation Fellowship as an example of the philanthropy's boldness to invest in the people leading our civil society sector.

The Fellowship's systemic-level intervention takes a long-term view: investing into a young leader today yields returns on their future impact.

Initiating the DGMT Innovation Fellowship Alumni Committee

Through the inaugural Alumni Committee established in 2026, the DGMT Innovation Fellowship is demonstrating a strategic leadership asset at country level with 160+ alumni in every province.

The DGMT Innovation Fellowship Alumni Committee includes over 160 Alumni in every South African province.

CARLA WATSON
EDUCATION LEADERSHIP CONSULTANT

The Committee includes roles focused on alumni relationships, mentorship and communication.

A primary example of this "networked leadership" in action is our Peer Mentorship pilot programme.

By facilitating mentorship across the full alumni body, we are not just helping individuals; we are creating a platform for advocacy, influence, and the scaling of best practices across the sector.

Every single graduated Fellow improves their net social capital.

This means each Fellow are immediately better placed to make meaningful connections across projects, funding and broader sectoral impact-and this happens only once as an Alumnus.

This is critical leverage in unlocking sector wide impact from within independent entities. I urge our sector - and those that fund and support it - to look beyond the immediate metrics of a single project and invest in the long-term leadership infrastructure that the DGMT Alumni Network represents.

It is only through this collective, networked strength that we can hope to address the complex, systemic challenges facing our country.

**We are creating a platform
for advocacy, influence,
and the scaling of best
practices across the
sector.**

**CARLA WATSON
EDUCATION LEADERSHIP CONSULTANT**



MEET OUR TEAM



SKHUMBUZO MOODALEY - MPISANE
PROJECT LEAD



CHARITY KGOTSO SEBOPELA
PROJECT MANAGER



KATHLEEN DEY
LEARNING PROGRAMME FACILITATOR



NANDIPHA YONA
COMMUNICATIONS SUPPORT OFFICER



DR BUSISIWE KABANE-BAILEY
IIS DIRECTOR



CAROL-ANN FOULIS
ORGANISATIONAL DEVELOPMENT PRACTITIONER



TSHEPO MODISE-HARVEY
LEAD COACH



KATHLEEN HORNBY WALSH
COACH



CLAUDIA CLAYTON
COACH AND MENTOR



TSHIDI TLALE-MALAO
COACH



SHANAAZ PARKER
COACH



GETTI MERCORIO
COACH AND PEER MENTORSHIP
PROGRAMME TRAINER





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