



NATIONAL MENTORSHIP
MOVEMENT

Harnessing the impact of staff volunteerism through mentorship

26 May 2026

Contents

- Introductions and programme overview
- Background to NMM
- NMM experience of staff volunteer mentorship programmes
- Panel discussion
- Open conversation

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Background to NMM (1)

NMM is an NPC and Section 18A PBO, operational since 2016

Our vision

Unleash the power of volunteer mentorship across South Africa
“the Power of Two”

Our mission

Empower entrepreneurs, young people and others
to make a success of their lives
and thus create employment and economic growth, and
build social cohesion and social capital.

Some achievements

10 years in operation
Well proven business model and approach
Over 40 successful programmes
Over 1 800 volunteer mentors and over 8 000 lives impacted



Background to NMM (2)

Mentorship partners



Eco-system and other partners



Board



Nkateko Khoza

Chair and CEO, Dzana Investments



David Wilson

NMM CEO and co-founder, retired COO of Deloitte Consulting Africa



Paul Bacher

NMM co-founder, co-found NetActive Ltd, Call Centre Nucleus and NetFlorist, fou OrJet



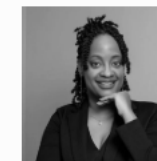
Vuyisa Qabaka

African Rainmaker, Strategic Partner Vula, Trustee Groote Schuur Hospital Trust



Miles Kubheka

Keynote Speaker, Author, Celebrity Chef, Entrepreneur Cook Show TV Host and Philanthropist



Dr Elona Ndlovu

Non-Executive Director, Vice President: Small Businesses, Chartered Coach, Executive & Entrepreneurial Coach



Josephine Katumba

Operations Lead, Leading sustainable retail transformation (reuse and refill) & Mercedes Benz Bevisoneer



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- Introductions and programme overview
- Background to NMM
- NMM experience of staff volunteer mentorship programmes
 - Why mentorship and staff volunteerism
 - A vision for the future
 - How
 - Benefits
 - Learnings
- Panel discussion
- Open conversation



Why mentorship and staff volunteerism

Research on staff volunteerism (Benevity)

- Participation in volunteering is rising – since 2019:
 - Average program volunteering participation rates up 30%
 - Approved volunteer hours have grown 175%
 - The number of unique volunteers has more than tripled
- Hours per Volunteer dropped 23% to 12,7 hours – since 2019

Research on mentorship

- Those with mentors are twice as likely than those without to aspire to go to and graduate from university, and assume leadership roles in society (Mentor)
- Businesses whose leaders have mentors are twice as likely to grow and employ more people and to survive longer than five years (UK Dept for Business Innovation and Skills and the Federation of Small Businesses)
- Those who mentor are six times more likely to be promoted than those who don't (Sun Microsystems)

Staff volunteer
mentorship programme



Staff mentoring young people and entrepreneurs



Staff supporting NGOs, their beneficiaries and interns



Pernod Ricard

Staff mentoring township entrepreneurs



An internal mentorship programme with mentees receiving internal mentorship and mentoring grass roots entrepreneurs outside



A vision for the future

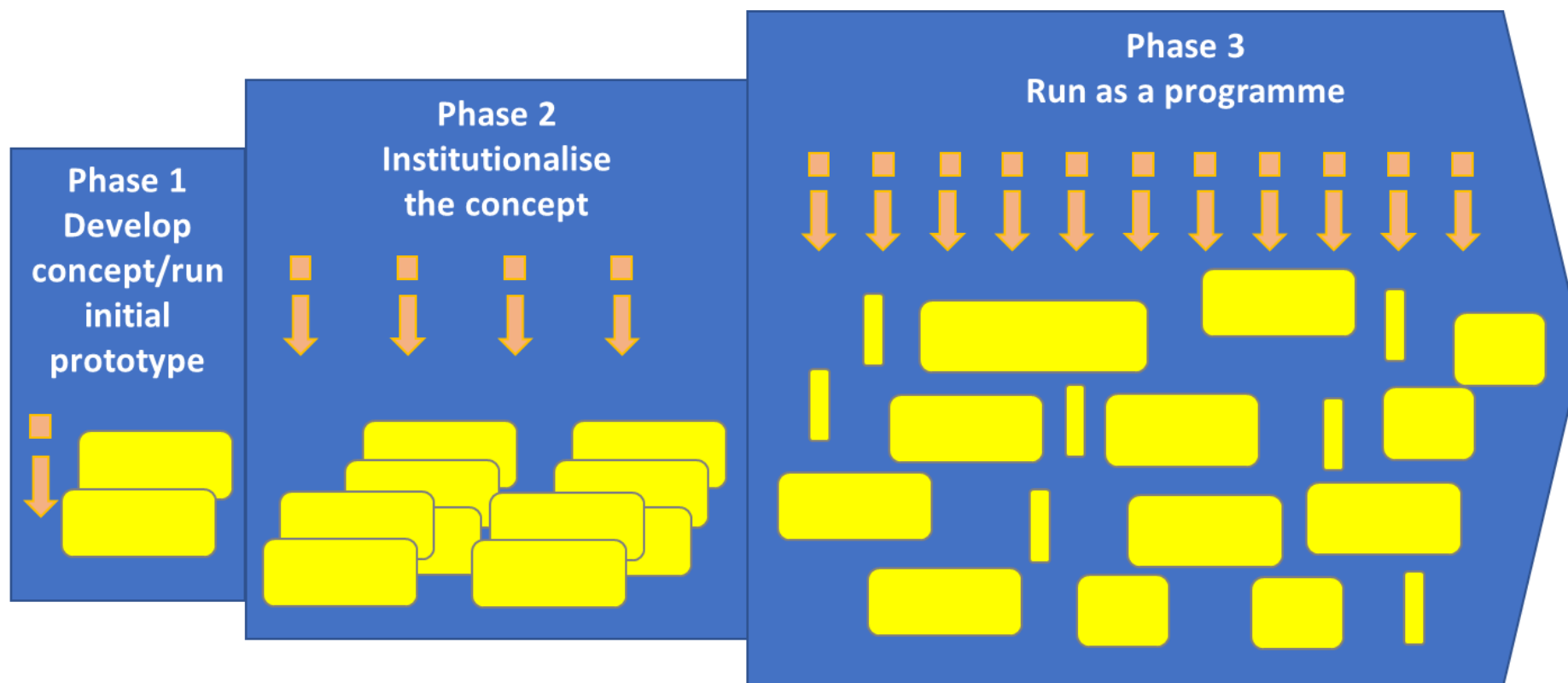
Every corporate
as part of its staff volunteer programme
provides its staff with:

- A professionally run staff volunteer mentorship programme
- The opportunity to volunteer as mentors
- The opportunity to select where they would like to mentor
- The tools to be successful mentors



How (1)

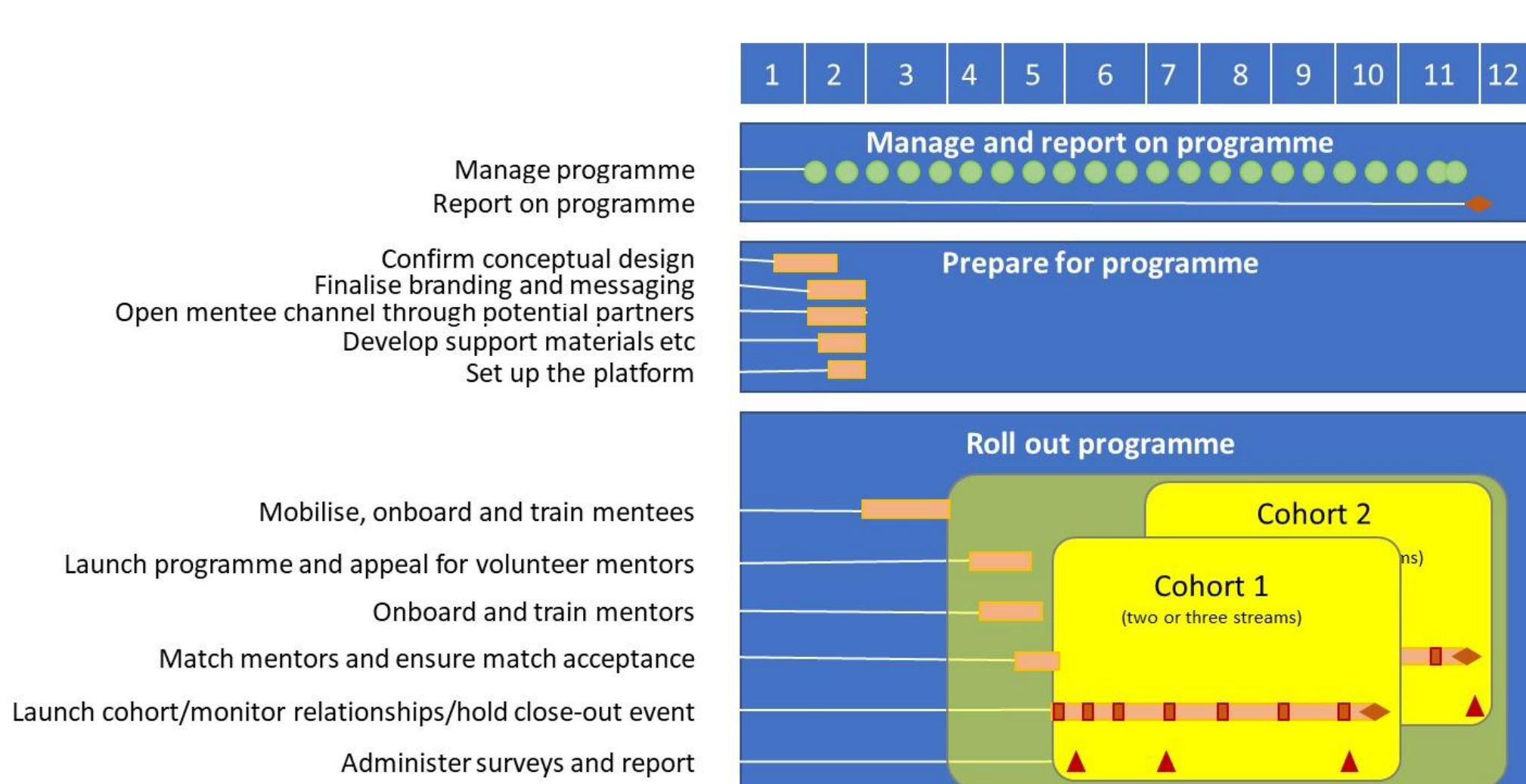
A phased approach





How (2)

A well-structured programme





Benefits

The organisation

- Culture of mentorship
- Growth in staff leadership skills and promotability
- Unleash the power of 'giving back'
- Show commitment to:
 - Staff's personal development
 - Your partners and their beneficiaries
 - People less fortunate than your staff
 - The country

Staff

- Practical leadership skills experience
- Greater confidence
- Meaning and purpose
- New insights
- Enhance progression

The mentees

- Increased confidence
- Improved leadership skills
- New perspectives
- Clarity on future direction
- The mindset to achieve it



In the words of some mentors (and a mentee)

“Mentees' challenges became opportunities for my own growth”


“Through mentoring, I gained valuable insights”

“I have developed skills to be a more effective manager”

“The program is a wonderful tool to learn and grow - I would do it again and again”


“I have improved my ability to help others grow”

“I am more motivated to take on more responsibilities in my organisation”



Highlighted Mentee of The Week

“Mentorship turned my hustle into purpose, giving me clarity, confidence, and belief in my vision.”



Leonard Mabula

I come from Alexandra, and like many young entrepreneurs, I started with a vision that felt bigger than the resources around me. My company, 7TH World Industries, focuses on IT and automation solutions that can help improve communities.

In the beginning, it often felt like nobody truly saw our potential. We kept applying for opportunities and facing rejection after rejection, and eventually I started questioning whether we were good enough. Joining the National Mentorship Movement through the Pernod Ricard programme changed that for me. For the first time, someone believed in what we were building.

My mentor, Ben, helped me realise that having a great idea is not enough, people need to clearly understand your vision. He taught me how to communicate better, slow down, and use visuals to make our pitches more powerful and relatable.

The programme also helped us discover our niche. Before then, we were trying to do everything at once. Once we focused, doors began opening, from successful pitches to incubation opportunities and stronger networks. Most importantly, mentorship gave me confidence, clarity, and the belief that entrepreneurship is a real journey worth committing to.



Learnings

Programme learnings

- Do not start without having identified the mentees
- Associate it with corporate objectives they relate to
- Have a corporate champion people respect
- Brand it well
- Run professionally

People learnings

- Corporate staff are interested to become involved
- People who volunteer often have never volunteered before
- More women than men tend to volunteer
- Majority want to work with young people
- Staff appreciate training, field guides and someone to call if necessary
- They appreciate that not prescriptive and they can adapt to circumstances
- Mentors and mentees said not to rush their relationship

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Panel discussion

Participants

- Nkateko Khoza (NMM Chair) - facilitator
- Grant Kelly, Executive Head at Nedbank (Office of the Chief Operating Officer)
- Zotha Zungu, Head Employee Volunteer Programmes Discovery Ltd

STAFF VOLUNTEERISM

- Discovery's experience
- Nedbank's experience

STAFF VOLUNTEER MENTORSHIP

- Views of the concept and whether it could work in corporates
- What challenges might there be
- What benefits could accrue

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