



the PULSE

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NOVEMBER 2025



small business
development

Department:
Small Business Development
REPUBLIC OF SOUTH AFRICA



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Abbreviations and Acronyms

4IR	Fourth Industrial Revolution
ADR	Alternative Dispute Resolution
AFS	Annual Financial Survey
APP	Annual Performance Plan
ASGISA	Accelerated and Shared Growth Initiative for South Africa
B-BBEE	Broad-based Black Economic Empowerment
BRICS	Brazil, Russia, India, China, and South Africa
CIPC	Companies and Intellectual Property Commission
CDS	Co-operatives Development Strategy
CSIR	Council for Scientific and Industrial Research
CDSP	Co-operatives Development Support Programme
CBDA	Co-operatives Bank Development Agency
DFIs	Development Funding Institutions
DDM	District Development Model
DPME	Department of Planning, Monitoring and Evaluation
DSBD	Department of Small Business Development
DPSA	Department of Public Service and Administration
DIRCO	Department of International Relations and Cooperation
dtic	The Department of Trade, Industry and Competition
DBE	Department of Basic Education
EDD	Economic Development Department
ESIEID	Economic Sectors, Investment, Employment, and Infrastructure Development
E-governance	Electronic Governance
ERRP	Economic Reconstruction and Recovery Plan
ESG	Environmental, Social and Governance
GDP	Gross Domestic Product
GEAR	Growth, Employment and Redistribution
HSSP	Hospitality Sector Support Plan
IBDS	Incubation and Business Development Services
ICT	Information and Communications Technology
IFC	International Finance Corporation

Abbreviations and Acronyms

ISPESE	Integrated Strategy for the Promotion of Entrepreneurship and Small Enterprises
MSE	Micro and Small Enterprises
MSME	Micro, Small and Medium Enterprises
MTSF	Medium Term Strategic Framework
NIBUS	National Informal Business Upliftment Strategy
NEDLAC	National Economic Development and Labour Council
NDP	National Development Plan
NISED	National Integrated Small Enterprise Development
NSEA	National Small Enterprise Act
NT	National Treasury
OCSLA	Office of the Chief State Law Adviser
PSC	Public Service Commission
PAYE	Pay As You Earn
PoA	Programme of Action
PFMA	Public Finance Management Act
RDP	Reconstruction and Development Programme
RIA	Regulatory Impact Assessment
SAMAF	South African Micro Finance Apex Fund
SARS	South African Revenue Service
SBC	Small Business Corporation
SBD	Small Business Development
SEDA	Small Enterprise Development Agency
SEFA	Small Enterprise Finance Agency
SEIF	Shared Economic Infrastructure Facility
SEIAS	Socio-Economic Impact Assessment System
SMME	Small, Medium and Micro Enterprises
SOE	State Owned Enterprises
Stats SA	Statistics South Africa
TVET	Technical Vocational Education and Training
TREP	Township and Rural Enterprise Programme
VAT	Value Added Tax
WOE	Women-Owned Enterprises.
WECONA	Women Economic National Assembly



The Department of Small Business Development and its agency, Small Enterprise Development and Finance Agency (SEDFA) exists to champion the growth of small-scale businesses in South Africa.

To access DSBD economic success initiatives, stories and voila welcome to the world of successful entrepreneurship.



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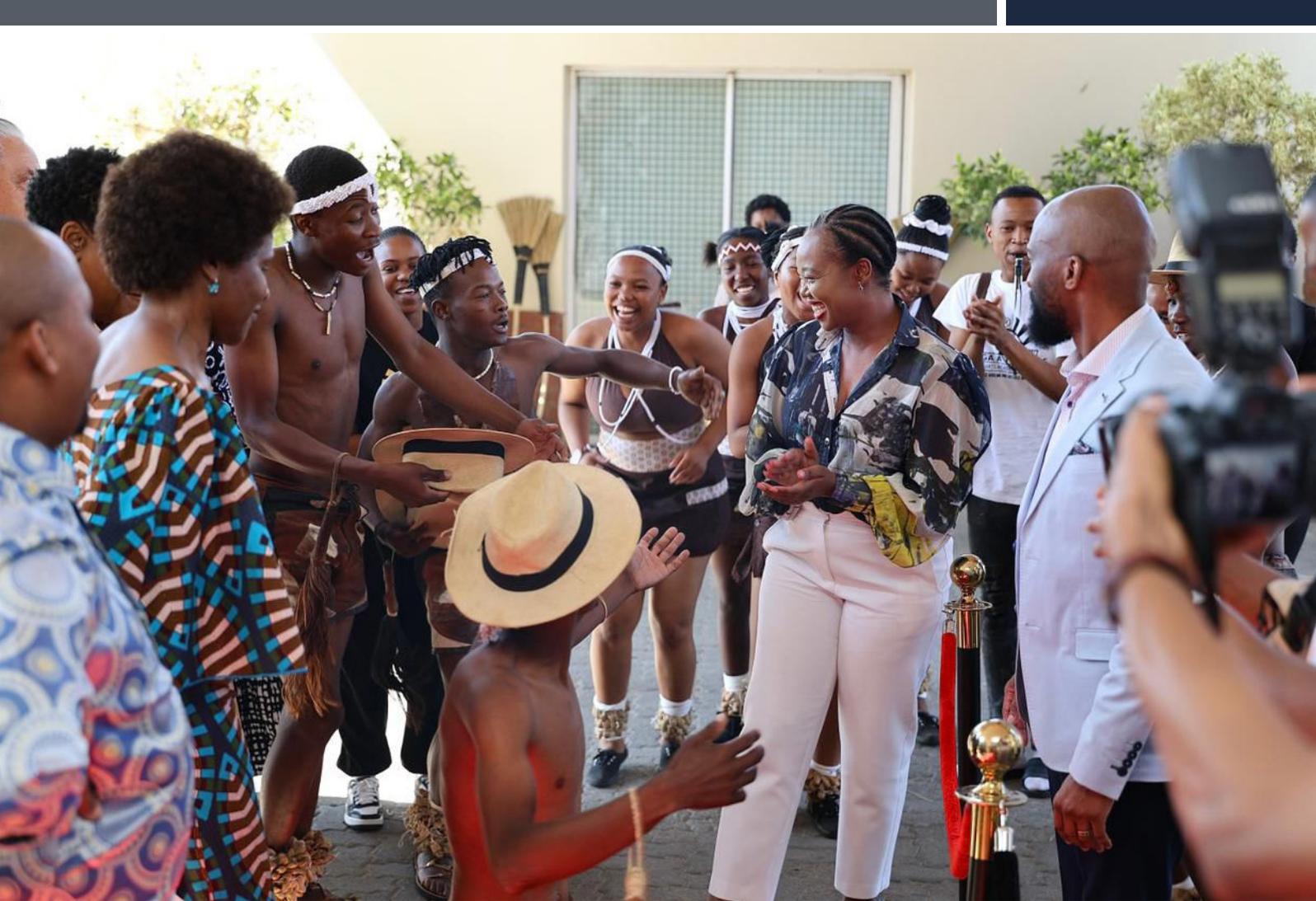


HAPPY November

As we enter November, globally and in several countries, including South Africa, recognized as National Entrepreneurship Month, it is an opportune time to celebrate and encourage entrepreneurship through various events and initiatives that underscore its significance for economic growth and job creation.

The month is dedicated to highlighting the pivotal role entrepreneurs play in driving innovation, economic growth, and community development.

Department of Small Business Development joins in celebrating entrepreneurs this month, as entrepreneurs are critical to the South African economy.



MSMEs drive inclusive growth and demonstrate greater resilience, adaptability and innovation

BY: LUBABALO SIGONYELA

The Minister for Small Business Development, Stella Tembisa Ndabeni, undertook a service delivery visit to the Ngaka Modiri Molema District Municipality, where she officiated the official launch of the Protea Hotel Mafikeng, a landmark achievement for tourism, job preservation, and women empowerment in the hospitality sector.

Additionally, she unveiled the Digital Innovation Hub, a pioneering technological and industrial infrastructure developed through a collaborative effort between the government and the private sector, aimed at redefining the economic spatial maps of the past. As a key economic hub, home to over one million residents, this town relies heavily on MSMEs and informal businesses for daily

economic activities. Minister unveiled the Mahikeng Digital Innovation Hub (MDIH), a strategic development aimed at revitalizing business in Mahikeng and enhancing economic opportunities for locals.

Minister Ndabeni said **"Our contribution as a department towards achieving this growth target is to support more than 1 million MSMEs and co-operatives with financial and non-financial support over the 5- year MTDP period. We have also provided non-financial support to 8996 MSMEs bringing the total number of MSMEs we have supported over the past 3 years in the province to 41 542."**

The Mahikeng Digital Innovation Hub is a project funded by SEDFA. Situated at the heart of the North West capital city, the hub houses technological as well as commercial digital solutions to service the growing digital connected youth population and boost the economy. This venture serves to demonstrate DSBD's commitment to fostering sustainable economic environments nationwide and providing financial support to revitalize dormant economic zones.

The official launch of the Mafikeng Digital Innovation Hub (MDIH) marks a shared vision among the Department of Small Business Development, SEDFA, and the North West Department of Economic Development, Environment, Conservation, and Tourism to empower local innovators and small businesses. Since its inception in 2020, more than 230 businesses have been supported through MDIH programmes, 90% of them black-owned, 80% youth-owned, and 60% women-owned, resulting in the creation of 763 jobs.

As a platform for creativity and entrepreneurship, the hub enables communities to adapt to

technological change while unlocking inclusive economic growth. It promotes participation in sectors such as AI, robotics, 3D printing, animation, and drone technology, ensuring that the North West province remains competitive in the digital age. Beyond providing space and resources, MDIH is building a community where ideas grow into sustainable businesses that create jobs and strengthen local economies.

"We have taken a decision as DSBD to increase our support to historically marginalized provinces like the North-West. This year through SEDFA, we will spend R95 million on pre-investment support to develop a funding pipeline. This will assist MSMEs and co-operatives in the province get investment ready to apply for our R847 million national Township and Rural Entrepreneurship Programme, our R300 million Youth Fund, our R300 million Women's Fund, and our R500 million Spaza Shop Fund that we run with the DTIC." the Minister said.





Minister Ndabeni also launched the Protea Hotel Mahikeng, now black-owned and women-owned under the Indalo Hotels & Leisure Group. The takeover of this facility demonstrates effective collaboration between the Small Enterprise Development and Finance Agency (SEDFA) and the Industrial Development Corporation (IDC), which facilitated funding for the transaction.

‘We are building a vibrant, inclusive, and sustainable small business ecosystem that drives local economic development and job creation. The investment secures 66 jobs, activates local MSME supply chains, and showcases SEDFA’s role in revitalising tourism and supporting women-led enterprises in cities like Mafikeng.’

This milestone is not only a transformative and women empowerment achievement but also a

strategic investment aimed at strengthening local tourism and enterprise development in Mahikeng. Valued at R80 million, the acquisition of the 4-star hotel has preserved 66 jobs and underscores SEDFA’s ongoing commitment to revitalizing the tourism sector and promoting women-led enterprises in secondary cities such as Mahikeng.

Minister Ndabeni launched these two landmark institutions in the North West as the department recognizes that entrepreneurship and self-employment present the greatest opportunity to create jobs, with a particular focus on increasing start-ups and stimulating innovative businesses. This commitment reinvigorates businesses in Mafikeng and boost economic opportunities for youth, women and people living with disabilities.



DSBD engages in the Presidential Outreach Programme in Mthatha

BY: LUBABALO SIGONYELA

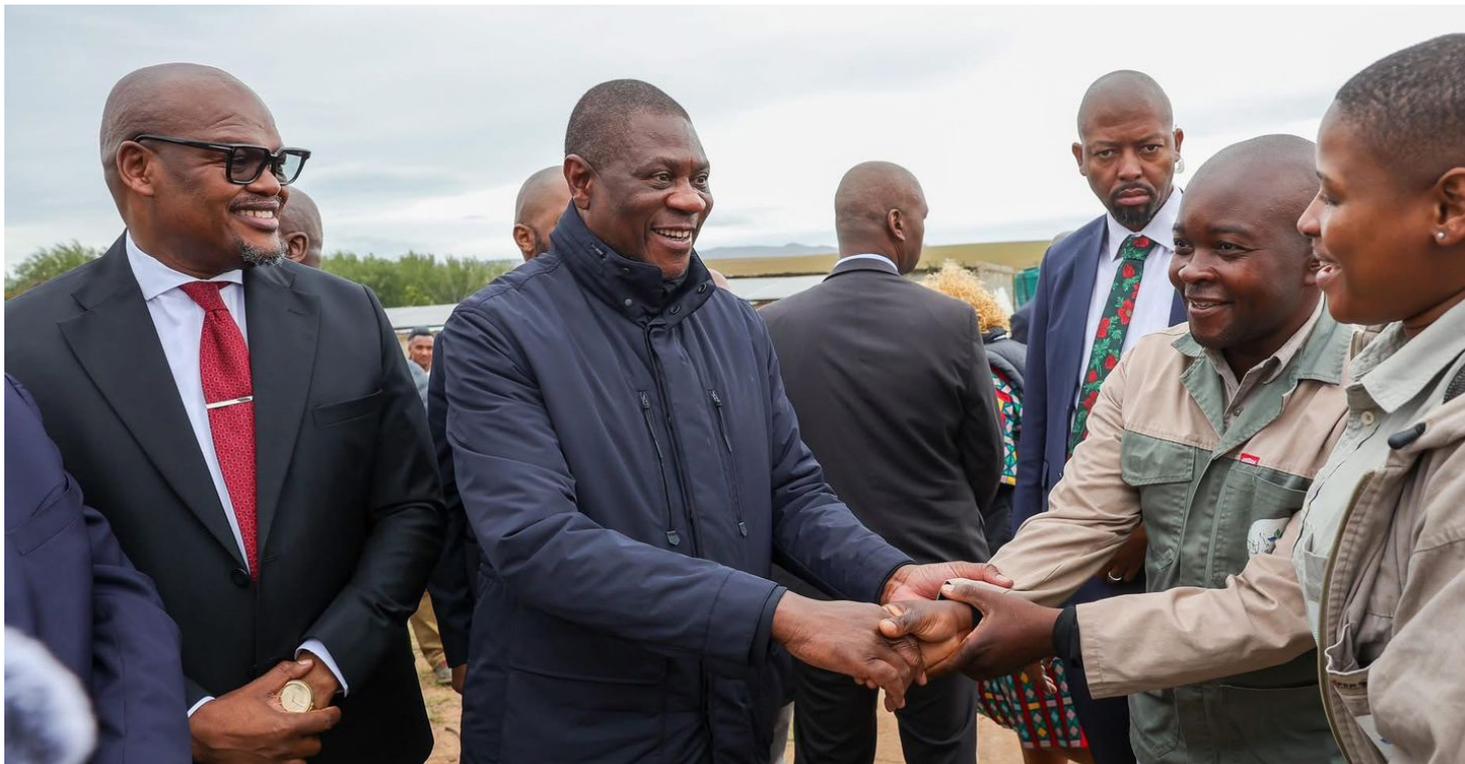


The Department of Small Business Development participated at the government's visit to Siphe Development and Capacitation Agency (SIDECA), as its vision aligns with transforming agriculture and empowering local communities. As a 100% black-owned and managed entity, SIDECA specializes in crop farming and fresh produce, operating on 20 hectares of arable land, with 4 hectares currently under cultivation.

The visit, graced by Deputy President Paul Shiphokosa Mashatile, formed part of the OR Tambo District Municipality Presidential Outreach Programme in Kaplani Village, Mthatha. Following the first leg of the programme in Libode, where traditional leaders and local municipal officials were engaged, the visit aimed to further support local economic development. Ms. Siphesihle Kwetana, founder of SIDECA, received assistance from SEDFA, gaining access to markets, including HACCP

certification, ensuring high food safety standards. Through job creation, SIDECA's employee base grew from 3 to 26 jobs within six months.

The visit provided the government an opportunity to tackle service delivery challenges impacting the community of Qunu and served as a platform to assess progress made in implementing the District Development Model (DDM). The DDM intergovernmental framework encourages collaborative planning and budgeting among all three domains of government to enhance service delivery and stimulate economic development in specific districts and metropolitan areas. It prioritizes districts and metros for development and enables a spatially integrated 'one plan' to address poverty, unemployment, and inequality, while creating jobs by developing essential infrastructure such as water, sanitation, roads, and electricity.



The visit showcased various initiatives and programmes led by government departments, affirming commitment to building important infrastructure for communities in the OR Tambo District, towards realizing the goal of accelerating delivery and maintenance of infrastructure in Municipalities.

Furthermore, the visit enhanced public participation in government programmes aimed at empowering and developing communities

through strengthened partnerships with stakeholders such as Traditional Leadership, business, academics, and non-governmental organisations. Deputy President Mashatile was joined by several Cabinet Ministers to interact with local stakeholders and visit key projects in sectors such as agriculture, water and sanitation, micro, small and medium enterprises, which continue to drive job creation initiatives, enhance economic growth, and help eradicate poverty.





Achiever of a **Lifetime Award** in the department

BY: LUBABALO SIGONYELA

When Ms. Elize Koekemoer joined the “Department van Handel en Nywerheid” (Department of Trade and Industry) on 01 January 1985, she never imagined that she would be committing to a lifetime of service with the employer. Working in the Department of Trade and Industry and later the Department of Small Business Development provided her with the opportunity to make a meaningful impact on the lives of ordinary citizens. Elize Koekemoer stated that “Government officials must always be mindful of the fact that they are entrusted with the responsibility of improving livelihoods and facilitating a safe and secure environment for the people of South Africa.

She had the privilege of commencing her career in international relations, where she worked with the team that successfully concluded the last round of World Trade Organization (WTO) negotiations, specifically the Uruguay Round of negotiations in the early 1990s. At that time, South Africa was undergoing significant change, and they were instructed to collaborate with Alec Erwin, Faizel Ismail, and Alan Hirsch to ensure the alignment of the anticipated outcomes of the Uruguay Round with the vision for a new South Africa. Following

the 1994 elections, Trevor Manuel took on a new role. After working in international relations for 11 years, she transitioned into industry development, trade and investment promotion, where she successfully secured investments and created export opportunities for South African products.

Additionally, she was involved in tariff investigations, including the dual tariff for meat and the formula for the sugar tariff. As a relatively junior official, Koekemoer represented the department on the Genetically Modified Organisms (GMO) Council, where she contributed to the development of an import policy for GMO products. She also worked on industrial policy, with the first designated products being canned vegetables, and finally, small business development.

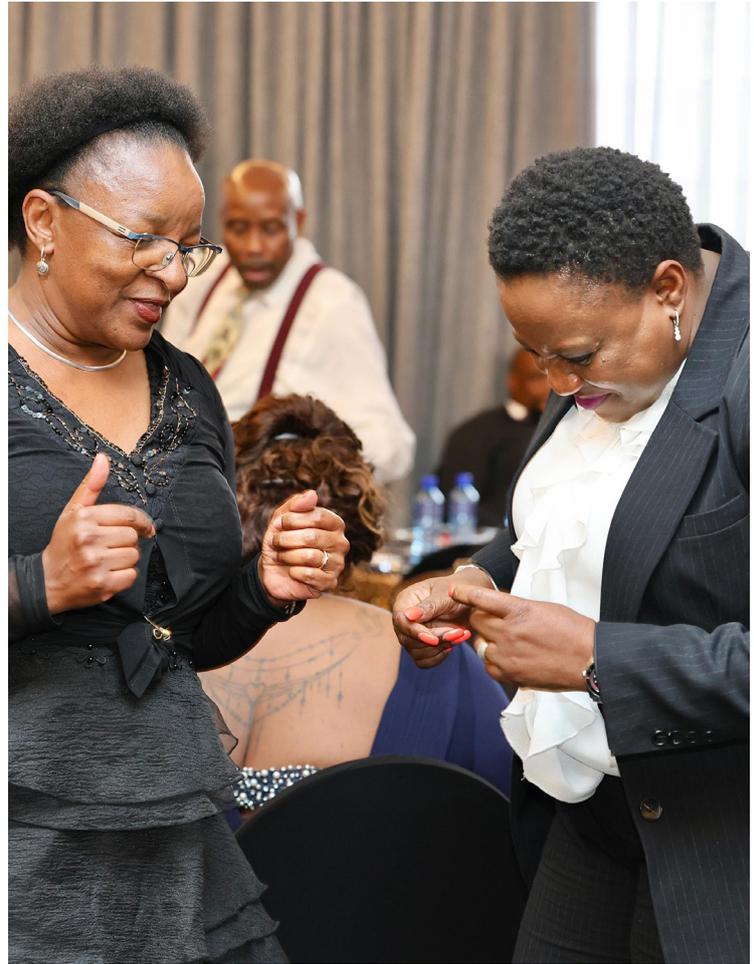
Throughout her career, she has been fortunate to have many mentors who have helped shape her into the public service. She believes that it is essential to regularly reflect on the difference she has made, whether it be on a daily, weekly, or monthly basis. Merely being “ordinary” is not sufficient to make a meaningful impact.



We must strive to excel, not only in terms of what needs to be done but also how we accomplish it. It is crucial to remain true to oneself and, when uncertain, to seek guidance. However, it is unacceptable to do nothing simply because one is unsure of what to do. Inaction is a disservice not only to oneself but also to the people of South Africa who rely on us as public servants to make our country a better place," said Koekemoer.



"My advice to colleagues is to never forget that, as public servants, we have a responsibility to make a positive impact on our country. Being a public servant is a privilege that affords us opportunities to travel, meet influential individuals, and participate in meetings and decisions that shape the ecosystem in which South African enterprises operate. These opportunities are not typically available to professionals in other fields, such as medicine, law, accounting, or academia. As public servants, we have a responsibility to embrace this privilege and make the most of it." she added





Championing the Gift of Life: **Winston Baatjies at the World Transplant Games**

BY: TAMRY ESIRI



Q: What motivated you to take part in the World Transplant Games, and what does this achievement mean to you personally?

I always had a great love for sport and played multiple sports at school and university. However, life and work derailed my exercise after graduation, and I gained weight to a point where I was unhealthy and not very comfortable. I then commenced on a weight loss journey in an effort to improve my health and manage my diabetes better. During a routine examination, it was determined that my liver enzymes were abnormal and thus began a process of investigation as to why they were abnormal. I was eventually diagnosed with an autoimmune disease called Sarcoidosis which damaged my liver. However, by the time the diagnosis was made, the damage to my liver was so advanced that I needed a liver transplant. I had my transplant in December 2018, and as a commitment to my donor, I promised myself that I would compete at the World Transplant Games.

The first Games that I competed in were in Perth in 2023, where I competed in squash and cycling. I was blessed enough to win the silver medal in my age group in the squash competition. I then qualified and competed in the Dresden games in August 2025, where I competed in squash, cycling and race walking. Once again, I won a silver medal in squash, placed 5th in the race walking in my age group, and unfortunately, the cycling competition was just too tough for me to achieve a medal or even place highly. Competing in the games means that I am making the most of the gift of life that I received. It is my way of thanking my donor and my donor family for making the decision they did to donate the organ that saved my life. I had a cadaver donor, which means the gift that saved my life came from someone who died, and the family was strong enough and gracious enough to think of someone else in that time of loss and pain. The least I can do is to live a life honouring the sacrifice that they made and give honour to the Lord for His grace and mercy in giving me a second chance.

For the Director of Executive Support in the Chief Directorate: Strategy and Governance, Mr. Winston Baatjies, participating in the 2025 World Transplant Games was more than an athletic achievement, it was a celebration of life, faith, and second chances.

After receiving a life-saving liver transplant in December 2018, Mr. Baatjies made a heartfelt promise to honour his donor by competing on the global stage. True to his word, he represented South Africa with excellence, earning a silver medal in squash and placing fifth in race walking at the Games in Dresden, Germany.

In this Q&A, he shares his journey of resilience, preparation, and gratitude.

Q: How did you prepare for the Games, both physically and mentally?

I trained diligently and consistently in preparing for the games. I played squash three times a week for between an hour to an hour and a half per session. Closer to the games, I engaged the services of a professional coach to sharpen my squash skills. I also joined a squash club to help with my preparations. I cycled five days a week. Four of these were indoor training sessions, and the fifth day was a long ride with the cycling club that I joined. I also augmented these sessions with strength workouts at the gym. The mental preparation is harder to codify because there are so many intangibles that make up the mental side of my preparation. However, my primary motivation was found in the fact that I recognise that I can do all things through Christ who strengthens me (Phillipians 4:13) and that His divine power has given us all things that pertain to life and godliness, through the knowledge of Him who called us to glory and virtue (2 Peter 1:3).

Q: What was your most memorable moment during the competition?

Having my wife and close friends present at the Games meant the world to me. Their love and support carried me through this entire journey, and to share that moment of achievement with them was deeply fulfilling.

Q: How has your transplant journey shaped your perspective on life?

I view life differently since my transplant. Staring into an abyss and not knowing when your life would end, and then being given a second chance at life, makes you realise what is important. Family becomes more important, making memories with your loved ones and sharing those with the people that you love becomes very important. It also became very clear that being present and kind is very important in ensuring that our relationships are healthy and flourishing. I also realised that we are more than our dreams and ambitions. While those are important, they are meant to be used as tools to build a better community and society for all.

Q: What message would you share with others facing health challenges or pursuing new goals after recovery?

Focus on the journey, not just the destination. Take it one day at a time, one step at a time, and find joy in the process. Life is precious; embrace it fully.



Little Wins, Big Impact: Why Every Step Forward Matters

BY: MOSHALA KOLANYANE

Celebrating small achievements can boost confidence, motivation, and team spirit, proving that progress is just as important as the destination. In the fast-paced world of work, it's easy to get caught up in big goals, deadlines, and long term projects. While striving for major milestones is important, many of us overlook something equally powerful as the small wins. These are the little achievements, the everyday successes, and the moments of progress that, when acknowledged, can boost motivation, confidence, and overall well-being.

What Are Small Wins?

Small wins are the little steps forward that may seem minor at first but contribute meaningfully to bigger goals. They can take many forms as completing a task you've been postponing, resolving a tricky problem, learning a new skill, or even successfully managing a challenging conversation. Essentially, small wins are any progress that moves you closer to your objectives, no matter how modest it seems. Think of small wins as your personal cheerleaders, each one nudges you forward, keeps your momentum alive, and reminds you that you're making progress even on tough days.

Why Celebrating Small Wins Matters

1. Boosts Confidence

Acknowledging small victories reinforces your sense of capability. Completing a challenging task or reaching a minor milestone reminds you that you are competent and capable of achieving your goals. This self-assurance often spills over into tackling bigger projects with more confidence.

2. Increases Motivation

Small wins generate momentum. Each time we achieve something, even something seemingly trivial, our brains release dopamine, a "feel-good" chemical that encourages us to keep going. Positive reinforcement makes us more likely to continue working towards larger objectives.

3. Encourages Team Spirit

When small wins are celebrated collectively, they foster a culture of appreciation and collaboration. Recognizing colleagues' contributions through meetings or friendly messages, strengthens relationships and morale. A team that celebrates together is a team that thrives together.

4. Reduces Stress

Focusing solely on big goals can feel overwhelming. Celebrating small wins helps break down daunting tasks into manageable steps. Each step forward is a reminder that progress is happening, easing anxiety and creating a sense of control.



How to Celebrate Small Wins

Celebrating small wins doesn't have to be elaborate. Here are some practical ways to acknowledge everyday progress:

- **Reward Yourself:** Treat yourself to something enjoyable a short walk, a cup of your favourite coffee, or a mini break to recharge.
- **Reflect:** Take a moment to pause and appreciate what you've accomplished. Reflection helps solidify the sense of achievement and reminds you of your progress over time.
- **Encourage Others:** Celebrate the wins of colleagues and peers. Congratulating others fosters a positive environment and strengthens connections.

To truly harness the power of small wins, make recognition a regular practice. Start or end your day by noting one small achievement or create a "win board" where you can visually track and celebrate progress. Over time, these small acknowledgments accumulate, creating a culture of positivity, engagement, and sustained motivation. Remember: success isn't just about the destination, it is about enjoying and celebrating every step along the way.





Amavuna Foods

BY: LUBABALO SIGONYELA

Amavuna Meat Supply (Pty) Ltd is a socially responsible retail enterprise situated in Durban, specializing in the delivery of fresh, high-quality red meat sourced from local abattoirs. Their operations focus on sourcing, cutting, packaging, and distributing meat products to customers throughout the Durban area. They prioritize freshness, reliability, and affordability in all aspects of their operations, ensuring their products meet the highest standards. Their vision is to establish a sustainable business that consistently supplies fresh, high-quality meat to the market.

To achieve this, they aim to develop livestock projects to enhance their meat sourcing capabilities and their product line by producing boerewors (South African sausage) to boost profit margins. Amavuna Meat Supply is committed to providing their community with top-tier, locally sourced meat products. They strive to operate with sustainability in mind, contributing to social and economic progress within the local community. At Amavuna

Meat Supply, their core values guide every aspect of their business, ensuring they consistently meet and exceed their customers' expectations.

They believe in providing quality meat products that are fresh and responsibly sourced. Their focus on reliability means they deliver on their promises, ensuring timely and consistent service to their community. By maintaining affordability, they strive to make their high-quality products accessible to everyone. Most importantly, they are dedicated to sustainability, operating in a manner that supports both environmental responsibility and the wellbeing of the community they serve. These values form the foundation of who they are and drive their commitment to excellence.

They offer a comprehensive service that includes sourcing, cutting, packaging, and delivering meat directly to their clients, ensuring convenience and reliability.

TYRE SOLUTIONS
063 492 7137



Endless Day Trading t/a Tyre Solution

BY: LUBABALO SIGONYELA

Endless Day Trading t/a Tyre Solution was incorporated on the year 2017 based at KwaDukuza. Tyre Solution is a 100% black-youth-owned Tyres Company owned by Eddie Thusi with the intention of becoming recognized – through service excellence – as one of the leaders in the Wheel and Tyres supplier by meeting its clients and employee's needs, incorporating Values, Cultures, Knowledge and service in line with philosophies of a prosperous, better South Africa.

Tyre Solution offering motor-related services to the local community such as puncture repairs, tyre fitting, wheel balancing and wheel alignment, incorporating the latest technology into its workmanship. Their team consists of experienced individuals that have unmatched product knowledge and a clear understanding of all aspects of the tyre and wheel and accessories trade.

They strive to become the most cost effective, creative wheels and tyre business solution to complex problems, the enterprise believes in using the best and latest techniques, quality equipment and products to give their clients the best possible result, while monitoring service standards and perfection is a must.

They recognize the Government's commitment to Broad-Based Black Economic Empowerment (BBBEE) and betterment of previously disadvantaged individuals and companies. As a

100% black-youth-owned and managed company, they strive to assist in this process by looking for suitable trainable individuals from previously disadvantaged backgrounds. These individuals are trained to become professionals in specific fields. They believe that by training as many people as possible, they are contributing positively towards curbing the high rate of unemployment in South Africa.

"We are working with respected partners to promote quality products, services and solutions in the tyre solution by embracing technology through a highly trained, motivated and professional team, while surpassing stakeholder and customer expectation," said Thusi.

Tyre Solutions is committed to consistently provide quality services and products that meet and exceed customer and regulatory requirements through continuous improvement to the effectiveness of the Quality Management System, and they are committed in performing a meaningful role in the transformation of the South African society in its broadest context both directly and through their partners.

"Together, with our partners, we are committed to an ongoing role in community development and social responsibility projects," added Thusi.



Resemeletse Motlopi Project: A Traditional Coffee with Immense Health Benefits

BY: MOIRA MOGOMOTSI

In the Northern Cape, a unique and innovative project is underway, showcasing the rich cultural heritage and entrepreneurial spirit of its people. The Resemeletse Motlopi Project, led by Managing Director Victoria Theo, is dedicated to producing a homemade coffee made from the stems of the Motlopi tree (*Boscia Albitrunca*). This traditional coffee, passed down through generations, boasts numerous health benefits and a fascinating story behind its creation.

The Story Behind the Coffee

Victoria's journey with Motlopi coffee began with her grandmother, who taught her the traditional skills of preparing this special coffee. The process, although lengthy, yields a product with remarkable benefits. The roots of the Motlopi tree are harvested, chopped, and roasted to create a brownish coffee substitute. Notably, nothing goes to waste in this process, as the coffee remains are repurposed as organic manure to foster plant growth and can also be used to feed cows.

Product Details

- Product Name: Resemeletse Motlopi Coffee
- Source: Motlopi tree (*Boscia Albitrunca*)

- Production Process: Roots are harvested, chopped, roasted, and ground into coffee
- Health Benefits: Rich in antioxidants and potential health benefits
- Sustainability: Zero waste, with coffee remains used as organic manure and animal feed

Victoria's vision for Resemeletse Motlopi Project is to see her product thrive in big retail stores. To achieve this, she requires barcoding and an operating license. However, she remains confident that her product will not only succeed in the market but also contribute to improving people's health.

The Resemeletse Motlopi Project is an inspiring example of entrepreneurship, cultural preservation, and innovation. By leveraging traditional knowledge and practices, Victoria is creating a unique product that showcases the potential of local resources and sustainable practices. With the right support and opportunities, this project has the potential to make a significant impact in the lives of many people.

Vicky is available to take your order at
083 402 9268 or email vickyktheo@gmail.com.
Facebook handle Resemeletse Motlopi Coffee

Finishing Strong: Overcoming Burnout and Finding Balance

BY: TAMRY ESIRI

As 2025 draws to an end, many of us are feeling the weight of a long and demanding year. The final stretch often tests not just our time management but our energy, focus, and emotional endurance. Burnout has become particularly pronounced in South Africa's post-pandemic workplace culture. A recent Sage Africa survey found that more than 40% of South African employees report feeling mentally and emotionally drained by the last quarter of the year.

Recognising the Signs of Burnout

Burnout doesn't happen overnight. It's the slow accumulation of stress that goes unaddressed. Common signs include constant fatigue, irritability, trouble concentrating, and feelings of detachment from work that once felt meaningful.

According to the South African Depression and Anxiety Group (SADAG), workplace burnout is one of the leading mental-health concerns among South Africans aged 25–45. The organisation emphasises that "rest and recovery are not luxuries — they are essential tools for sustained performance."

Practical Steps to Reclaim Balance

While some stress is inevitable, how we manage it determines whether we limp or stride across the finish line. Here are a few strategies to help regain equilibrium as the year closes:

Prioritise and Delegate

Not every task needs to be done by you or today. Focus on impact over activity.

Reclaim Boundaries

Resist the urge to check emails after hours. The Microsoft Work Trend Index 2023 found that more than half of employees globally, including South Africa, feel the pressure to be "always on," a pattern directly linked to higher stress and absenteeism.

Locally, the Gordon Institute of Business Science (GIBS) and October Health Workplace Well-Being Report (2024) notes that over-connectedness and poor boundaries contribute to emotional exhaustion and disengagement.

Connect, Don't Isolate

When exhaustion creeps in, our instinct is to withdraw. Instead, talk to a colleague, your supervisor, or a wellness practitioner. Sometimes the simple act of being heard is healing in itself.

In a world that glorifies constant productivity, taking a step back can feel countercultural. Yet, the truth is that rest fuels resilience.

A 2022 systematic review published in *Frontiers in Psychology* found that teams who encourage short, regular micro-breaks experience significant improvements in well-being and focus especially toward year-end when fatigue peaks. Similarly, SADAG emphasises that proactive rest and recovery are "essential tools for sustained performance."

As you prepare to cross the finish line, remember: success isn't only measured by deliverables, it's also reflected in your well-being. So, take that walk. Breathe deeply. Celebrate small victories. Because finishing strong doesn't mean running on empty; it means ending with purpose, peace, and pride.

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HAPPY Birthday TO YOU



NOVEMBER 2025

02

Mmushi Mutondi Priscilla

17

Masetla Thabang

07

Baatjies Winston

23

Mathobo Shumani

10

Mashabela Lesufi

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Mugivhi Tshiwandalane

11

Nkalweni Luvo

27

Thobejane Sylvia

15

Koko Nathaniel

28

Komana Malehu

16

Masebe Pulane

30

Motsinoni Tshepiso

"HERE'S TO ANOTHER YEAR OF HARD WORK, DEDICATION AND SUCCESS".



small business
development

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