



**Vusi Sindane**  
**Personal Profile**  
**2024**

Software Engineer, Entrepreneur, Philosophy Student, Crazy Cyclist, Husband & dad.

Have a massive mission and chase it with tiny goals.

**MEMORANDUM**

**TO :** All Tirhani Group Holdings (TGH) Employees  
All Employees of TGH Subsidiary Companies

**FROM :** Executive Chairperson

**DATE :** 17 December 2019

**SUBJECT :** Appointment of Vusi Sindane as Chief Operating Officer (COO)

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**Dear Colleagues;**

It is my greatest pleasure to announce Vusi Sindane's appointment as TGH's COO effective 01 January 2020. A brief background is necessary to contextualize this important appointment.

### **1. Background**

Vusi's journey with TGH begun with his introduction and subsequent association with Vulani Mabunda in Ermelo, Mpumalanga around 2011/12. Vusi started doing consulting work for Habana Trading (TGH's scholar transport subsidiary) around 2014. Vusi moved to TGH's head office in Sandton around February/March 2016, attached to Vulani's R&D and Business Development Directorate. I would occasionally bump into Vusi during this time and had no clue what he was doing. It was around July/August 2016 when Vulani approached me to introduce Vusi in absentia, suggesting that he (Vusi) would be a better fit in my office. Thereafter, Vusi was introduced to my office as Executive Assistant. The rest, as they usually say, is history.

Fortunately, I have never been one to judge a book by its cover. Vusi's diminutive nature and unassuming demeanour can be misleading. At face value, there is no way anyone can tell the intellect, wisdom and wealth of knowledge Vusi commands. Many of you pitied Vusi's role as my Executive Assistant because of my known perfectionist and demanding requirements. Contrary to this view, it is now common knowledge that Vusi has grown into a pillar of strength at TGH, particularly within the Executive Chairperson's office. Vusi is such an excellent and competent colleague whose capability, commitment, dedication and enthusiasm are a rare inspiration to me and, I believe to almost everyone at TGH. Vusi's contribution has and continues to make an indelible mark on the vision, leadership and management of TGH.

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Part 1

# About Vusi

# Formative Years

Born in Mpumalanga, in a small village called Maganagobushwa [those who refuse to be ruled], Vusi started his first business in primary school, selling sweets and sandwiches. In high school, he sold airtime, phones and other electronics. At the same time, he completed an A+ course to fix computers and later learned to develop software, whilst in high school.

Due to financial constraints at home, he started a Microsoft Certified Solutions Developer (MCSD) program after school but did not complete it. Nevertheless, he developed time-tabling software and sold it to schools in Ekurhuleni. He then started a software consulting business where he hired his lecturer on projects and built a team to help clients automate business processes with software.

In 2007, he helped implement an enterprise resource planning (ERP) platform for supporting the supply and delivery of stationery to over 3000 schools in KZN. In 2009, Vusi played a key role in importing, localising and implementing tracking technology, which monitors more than 10,000 government vehicles today.

More recently, Vusi held several executive and non-executive directorships and served as the Group COO of Tirhani Group Holdings, managing a portfolio of 16 companies. Among others, he led the disposal of non-core properties for the Department of Infrastructure Development (GDID), disposing more than R100m in assets. He also led several restructuring efforts and organisational improvement initiatives to navigate the Group through COVID-19 and meet other strategic objectives.



# Executive Roles



**'Some men see things as they are and say why. I dream things that never were and say, why not' – George Bernard Shaw (1856–1950)**

Between 2018 – 2020, in his capacity as project director, Vusi led the promotion and revitalisation of the South African auction industry in partnership with the Services SETA. He delivered the first industry-wide auction conference, represented by professional bodies and industry leaders in every sub-sector of auctioneering. He also delivered the first industry-wide research paper (co-developed with Plus94™), and over-hauled SSETA's auction qualifications to align with SAQA standards.

In 2021, Vusi was appointed executive director of Nyukani Education Centre, a private school in Limpopo. In three months, the school implemented e-learning across the board (from Grades 0 – 12), eliminating all COVID disruptions, particularly during the 3rd wave. The school seamlessly switched to remote learning during the lockdown period of June 2021 and then back to blended learning when contact lessons resumed.

Within 10 months, with the introduction of e-learning, management restructuring, and systems changes, the school's academic performance improved by an average of 10% across all grades compared to the previous years. The Matric class of 2021 doubled their distinctions and produced the best Matric results since inception – a 96% pass rate. In the first term of 2022, the school produced the best matriculant in Limpopo and the best results in the circuit.





# Strengths

## Report Summary of Clifton top five strengths



Connectedness



Relator



Learner



Achiever



Self-Assurance

The composition of Vusi's strengths reveals that he is prone to engaging in laborious tasks. He yearns to dedicate himself to worthy causes or noble pursuits.

Strengthening the bonds between himself, the people he knows, or even those he will never meet gives his life special meaning. He often finds himself engaged in tough challenges simply to have fun. In the process, he often finds himself part of something much larger, such as building team spirit or raising funds for a worthy cause.

This sense of being linked to other people means more to him than finishing first or claiming an award. He values people more than things. His talents guide his decision-making, influencing what he says and does, as well as what he chooses not to say and do. He knows he is a strand in the intricate web of life, searching for ways to link with individuals who ponder concepts, theories, or philosophies.

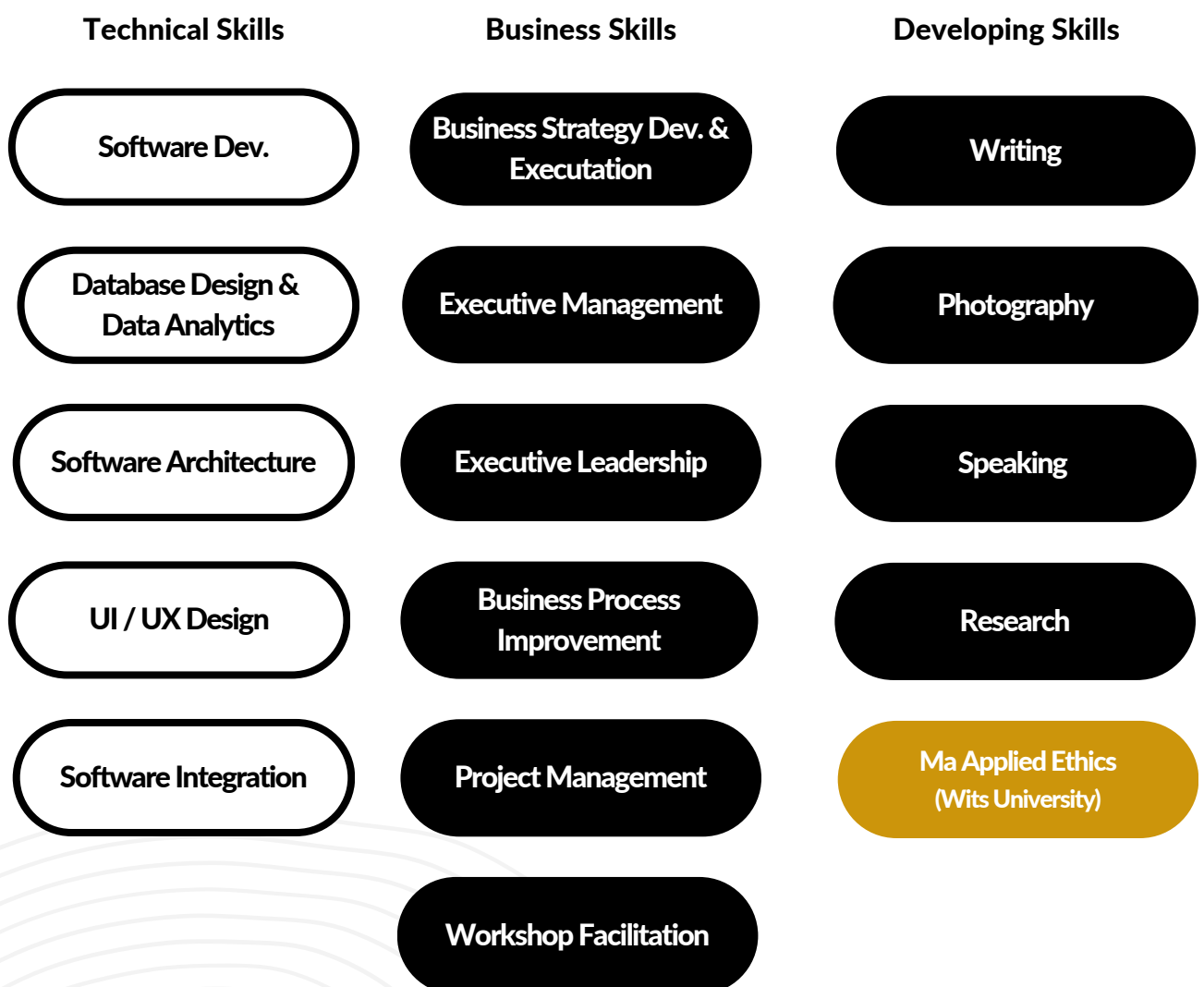
He is driven by the notion that no one can live life without some help from others. This idea compels him to consider how his actions and words affect people he knows and those he will never meet.



# Skills Stack

Vusi is currently pursuing a masters degree in Applied Ethics (philosophy) at Wits University. 21 years ago, he left formal education in Matric due to financial constraints at home, however took it upon himself to start businesses and self-education and, through experience, grasp various disciplines:

- A+ (computer technician) through Gnosis Computer Campus 2001.
- Matriculated 2003: Veritas College, Springs
- 2004 – Microsoft Certified Solutions Developer (MCSD) through IT Intellect: did not complete due to financial constraints.





Part 2

# Special Projects

# Unsupported Cycle challenge: for 3257km from Musina to Cape Town for 10,000 School Shoes

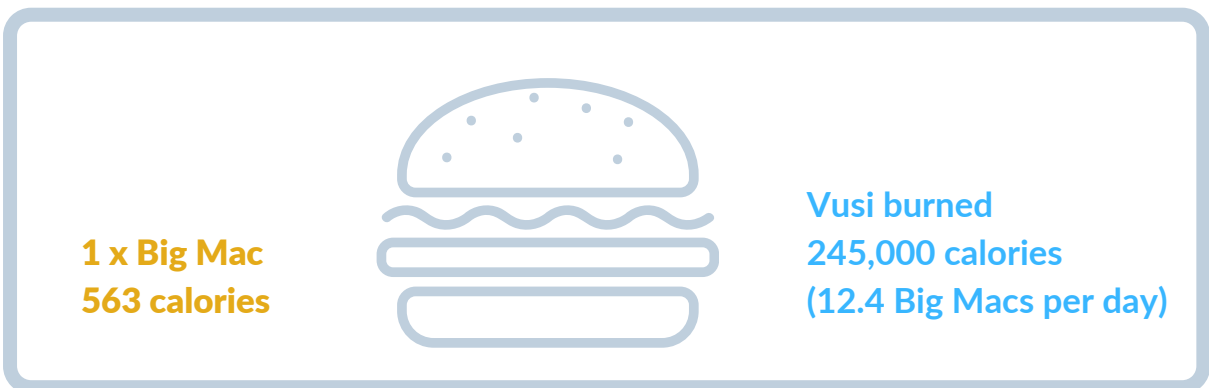
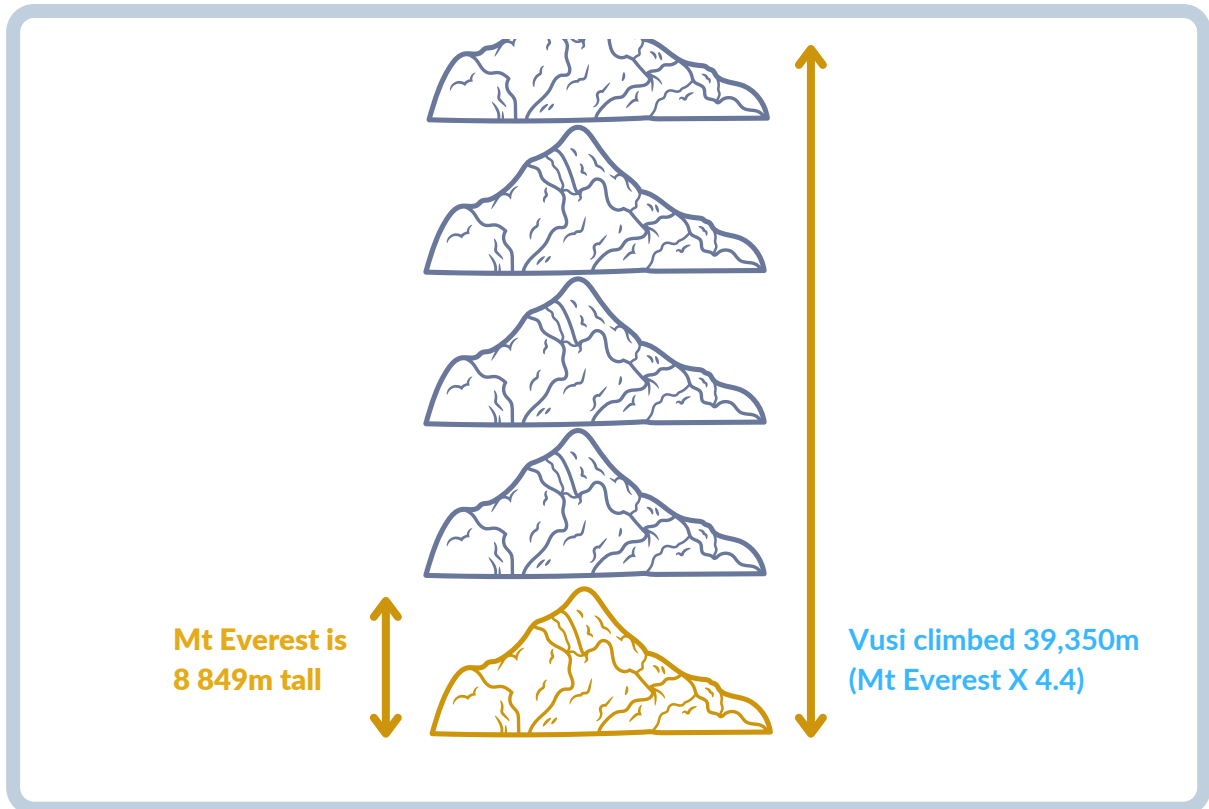
On 13 April 2023, Vusi Sindane made history by cycling the full length of South Africa, unsupported with a mountain bike.

He started the journey at Beit Bridge in Musina and ended at Green Point in Cape Town. His mission was to raise funds to buy 10,000 school shoes for underfunded children around South Africa.

Vusi cycled 3257km to reach Cape Town and managed to raise 1511 pairs of school shoes. Undeterred, Vusi is now partnering with companies and schools across South Africa to raise funds for the remaining school shoes.

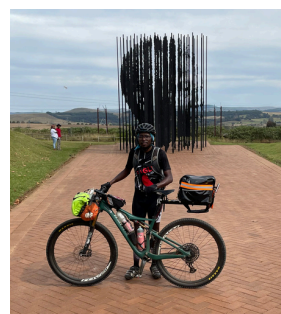


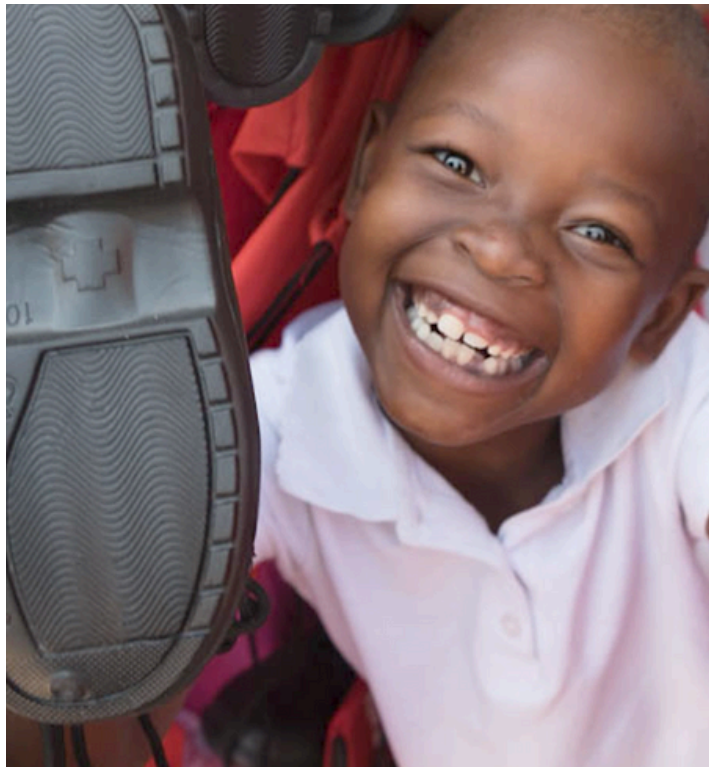
# Fun Facts Of Cycling 3257km Musina to Cape Town for 10,000 school shoes



Meals prepared by  
more 100 hands

Raised funds for  
1511 school shoes  
(as at 25 May'23)







[vuisindane.com/donate](https://vuisindane.com/donate)



Part 3  
**Portfolio**

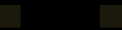




## SKYBOOKINGS

Skybookings was established in 2016, providing RSVP management for private events. Now skybookings provides ticketing to a wider audience of event planners, DJs and social groups in South Africa.

visit: [skybookings.com](http://skybookings.com)



Part 4

# Services

# Effective Project Managements

Vusi has contributed to projects in excess of R20bn in value. He has also led projects in excess of R1bn throughout his career.

The highlights of Vusi's project management career include:

**2005:** Implementation of tracking solution to 5,000 government vehicles. Served as a senior software engineer.

**2007:** Sourcing and delivery of Learner Teacher Support Material (LTSM) to over 3000 schools in KZN. Served as a software consultant and process engineer, later as GM for IT.

**2015:** Disposal of R500 million in non-core properties on behalf of the Gauteng Department of Infrastructure Development (GDID). Served as project manager.

**2018:** Revitalisation of the auction industry in partnership with Services SETA. Served as Project Director.

**2023:** Project manager, developing NSFAS student accommodation offering.

**2024:** Project manager, operationalising three skills centres on behalf of SSETA and local municipalities in Prieska (NC), Mkhuze and Kokstad (KZN), and Kokstad

# Ethical Leadership Consulting

With formal training in applied ethics, and over a decade in executive leadership, Vusi uses the Socratic method to probe clients to discover new perspectives on complex moral problems.

He holds the view that unique and creative solutions emerge spontaneously when:



Group facilitation



1 on 1 consultations



Research assistance

- The fundamental parts of a problem are understood,
- And the parties have good will





# Speaking & Motivation

Having completed an amazing journey of cycling 3257km from Musina to Cape Town, Vusi has a story to tell.

Vusi's approach to motivation is not just sharing quotes from famous people, but offering insights from real-life experiences, especially from his adventures. Combined with his business experience, Vusi is not only relatable to a team but can design a speaking engagement to align with broader strategic goals and themes.





Part 5

# Private Life



## Husband & Father

Vusi is Married to Victoria for 10 years and has six children.



## Writer

Vusi writes on philosophy, business & personal growth.



## Fire Walking

Vusi walks on fire for fun.



## Music

Vusi is a piano enthusiast





**Thank You**

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