

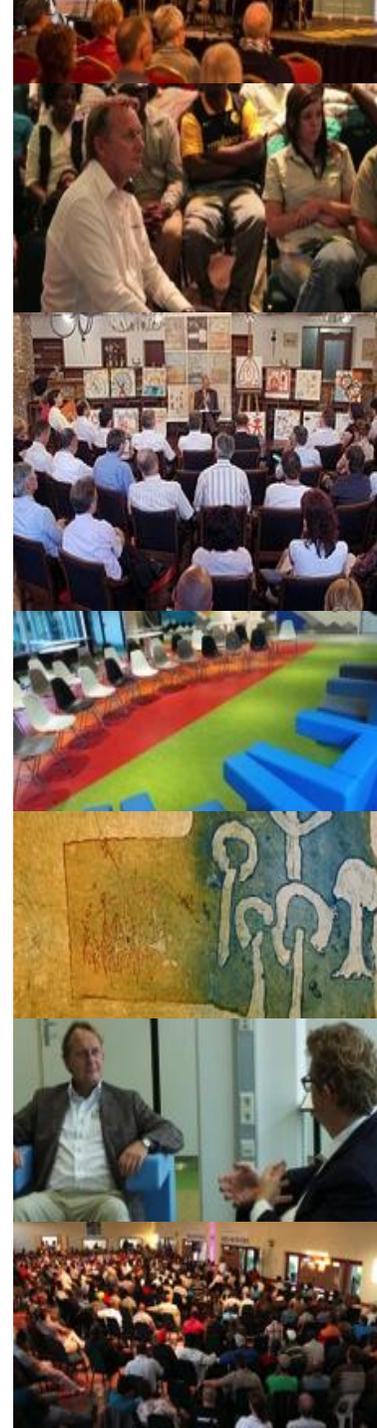


# Doing business in

# BOTSWANA

*Our pride, your destination*

**Martijn de Liefde**  
**Founder Kgotla Group**





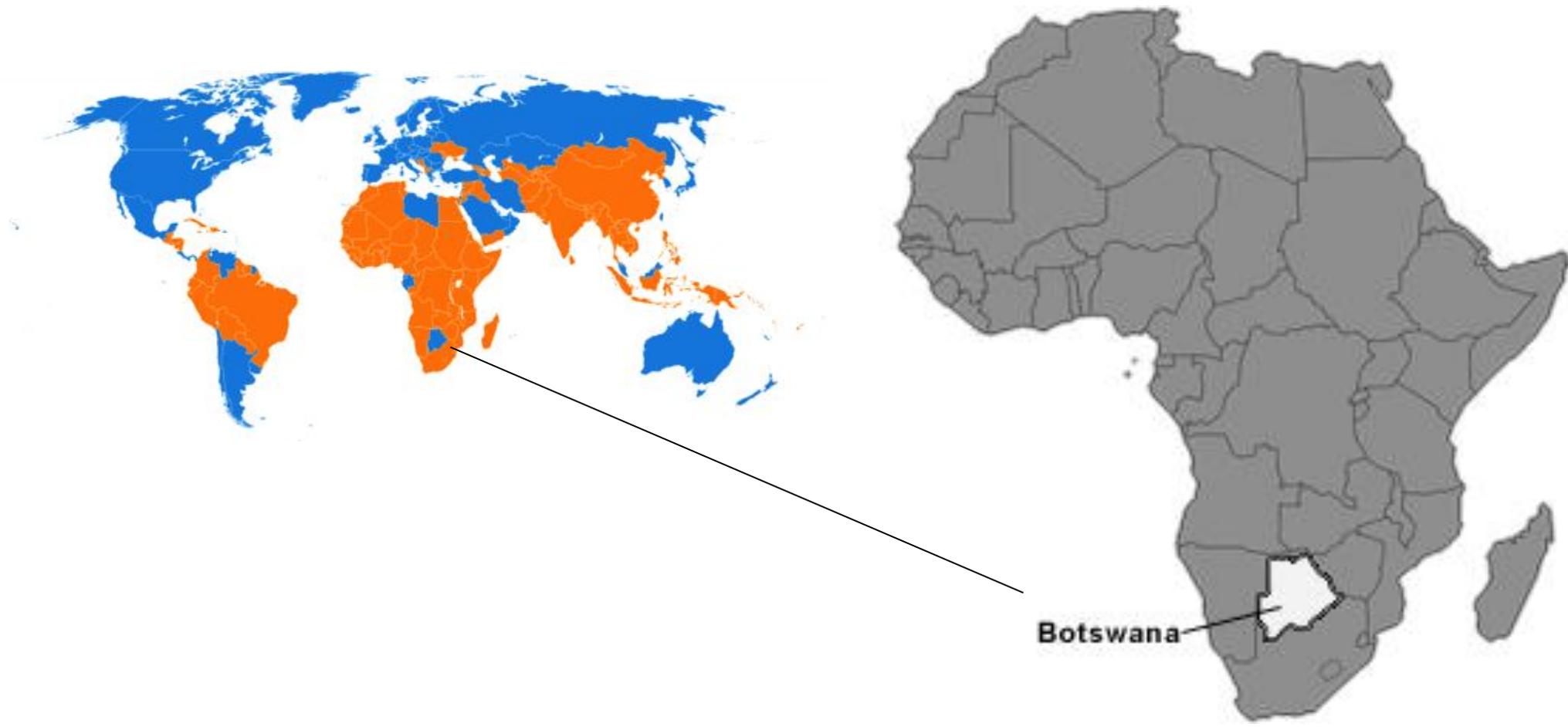
# Revitalise the Kgotla



You Change The World Through Dialogue  
and tough Decision-Making



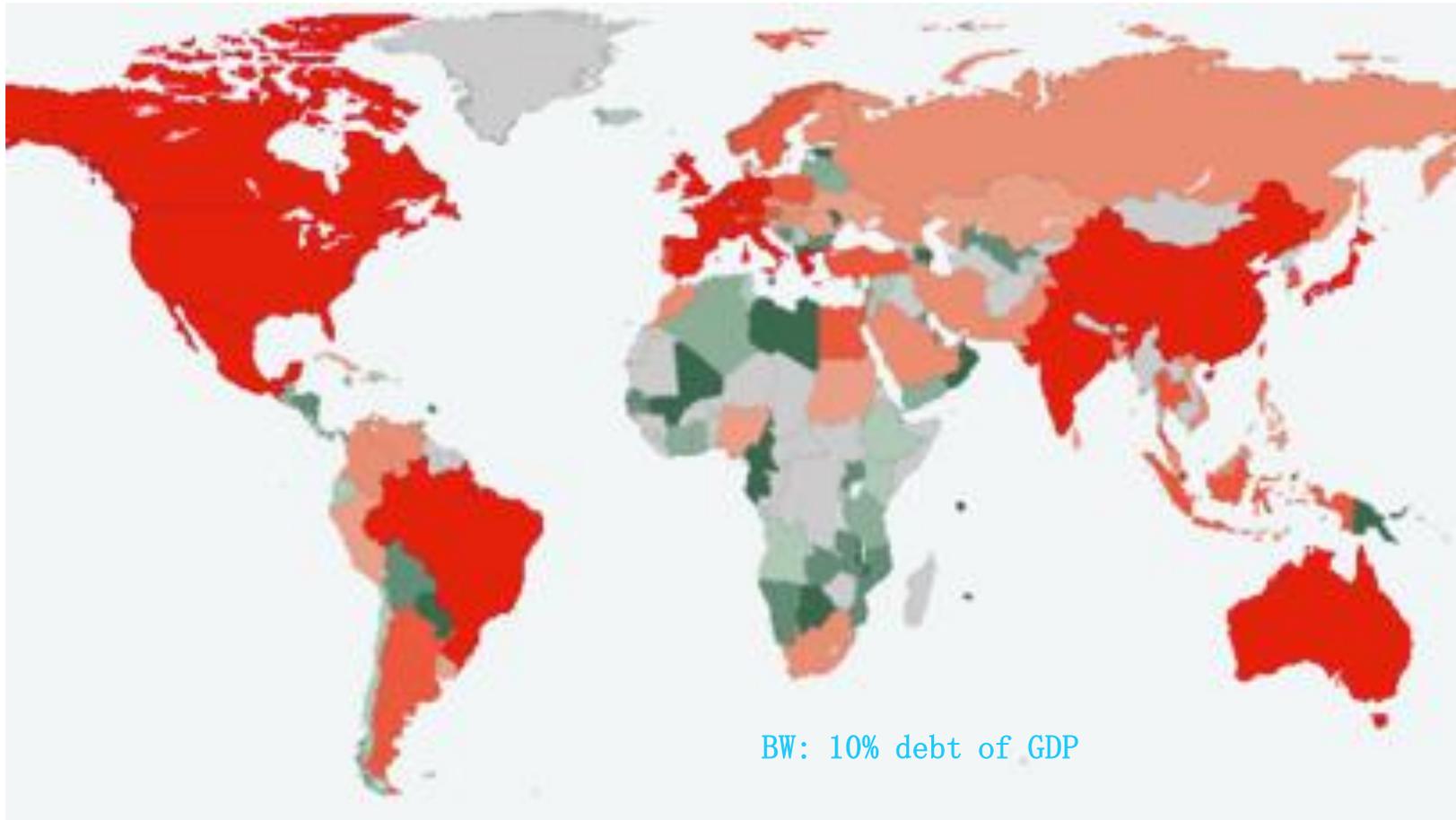
“Botswana is one of the richest countries of Africa and best performing economy in the world whilst keeping its cultural identity”.





Top performing economy in the world  
whilst keeping its cultural identity

## WORLD DEBT CLOCK





Kgotla



Serowe



Moiyabana

Mosolotshane



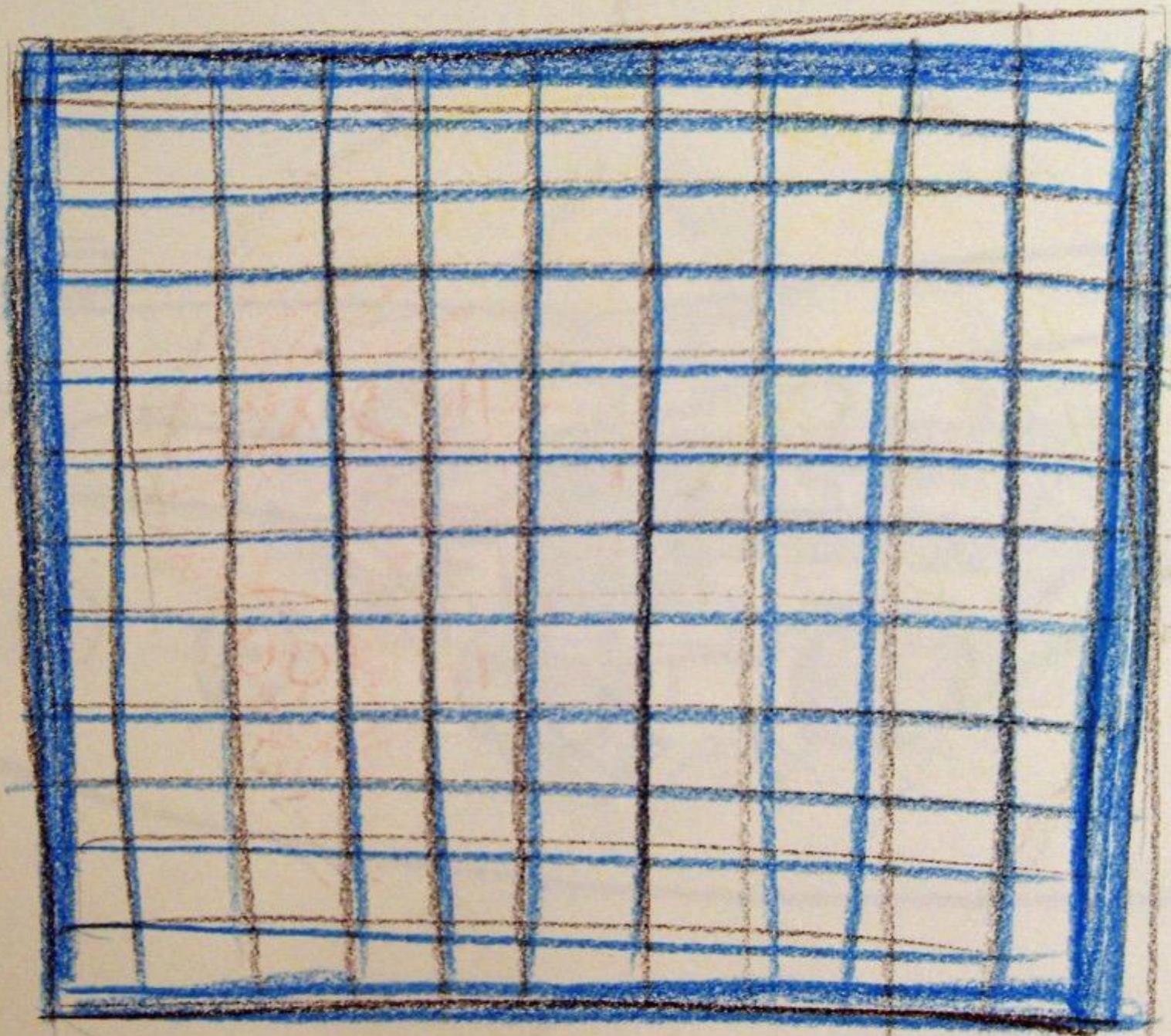
# Kgotla

LEADERSHIP THROUGH DIALOGUE

**Listening** with your eyes and feeling with your ears  
without prejudice in order to create

space for engagement to really hear and see each other.

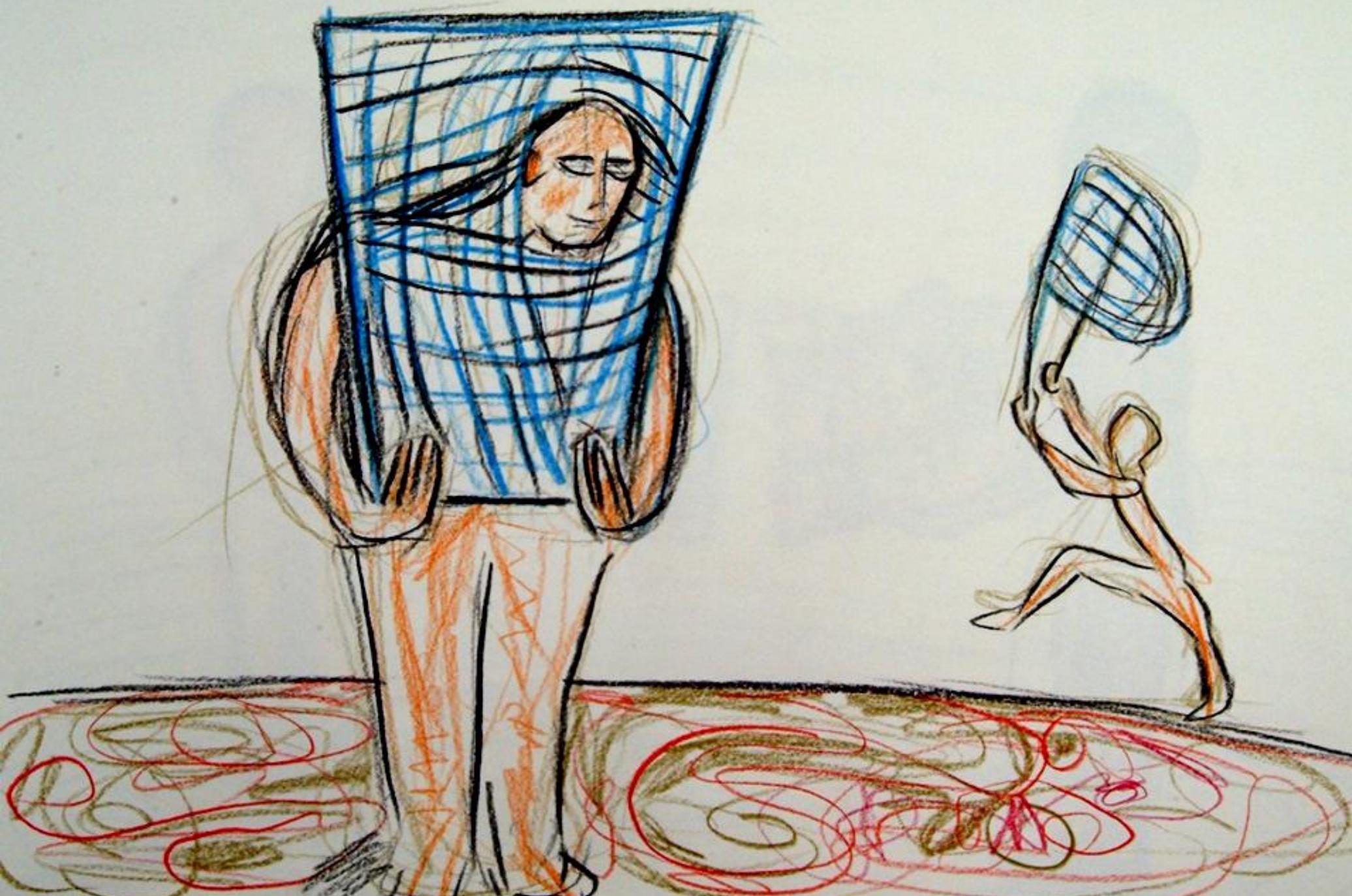


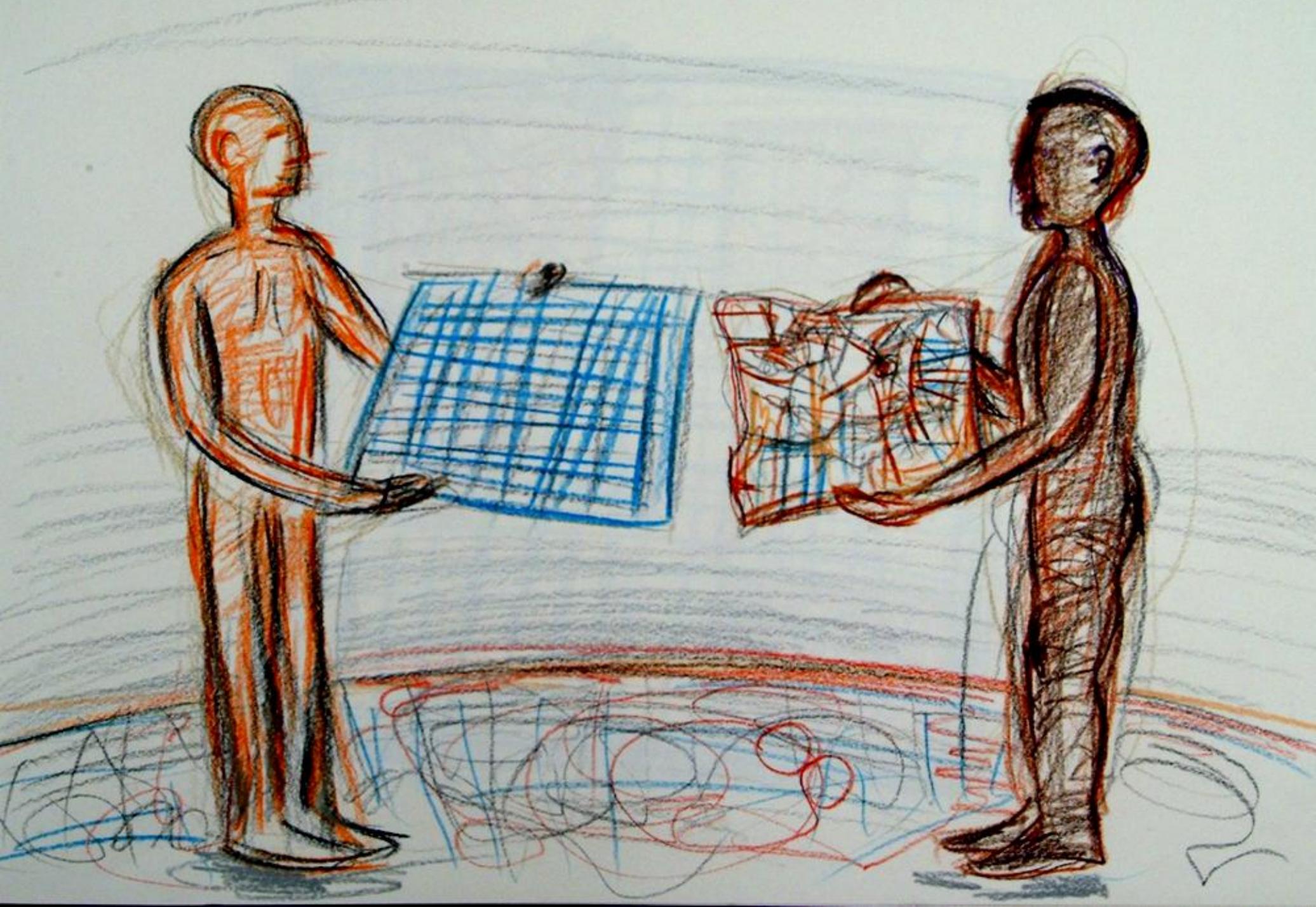














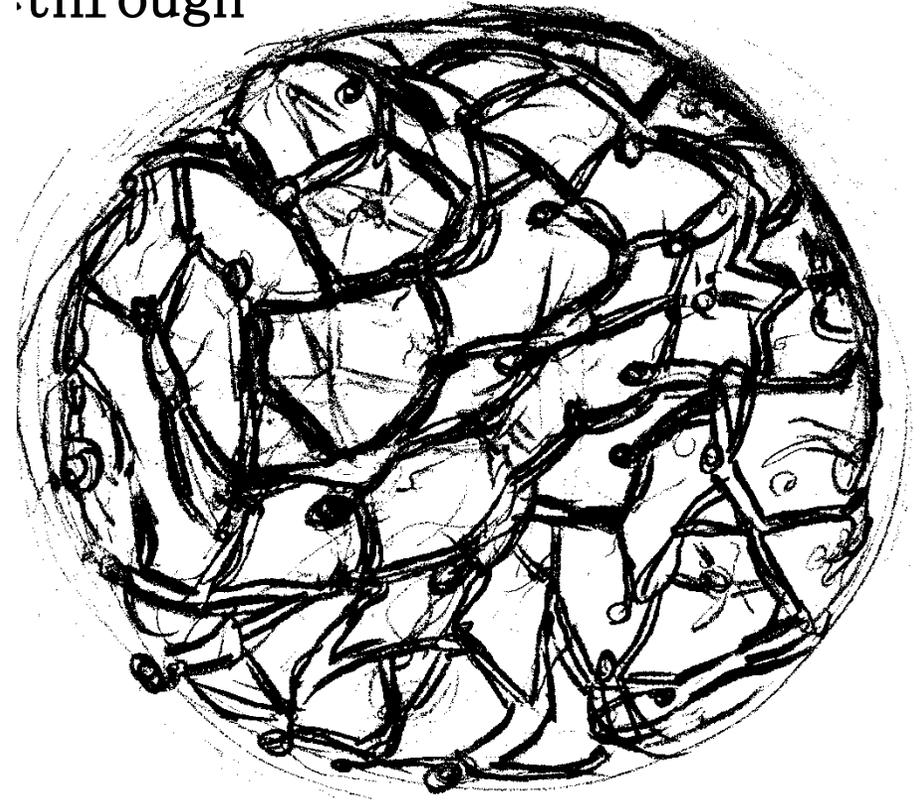
What can you learn from Africa and implement in your society?

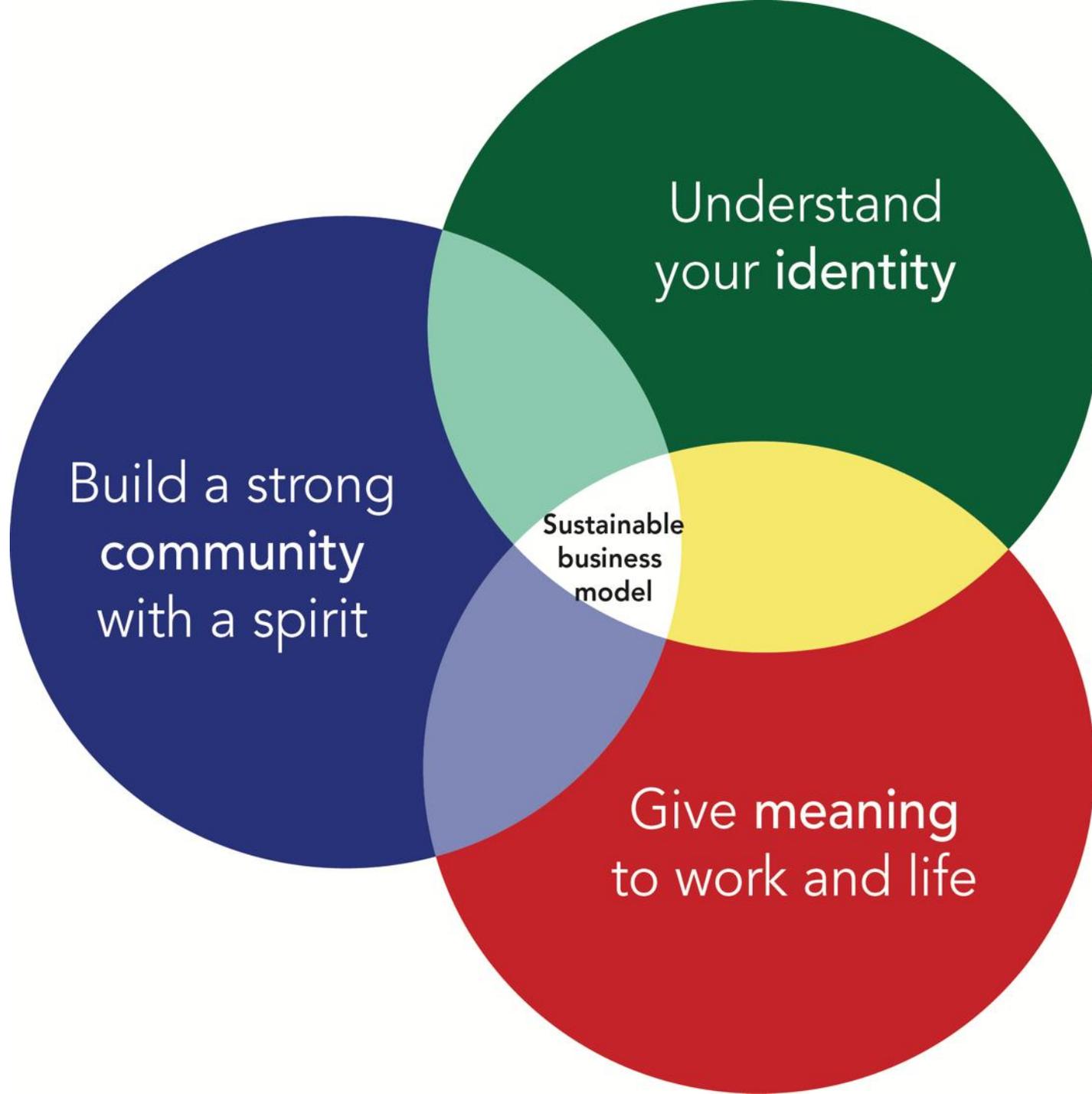




I am because we are

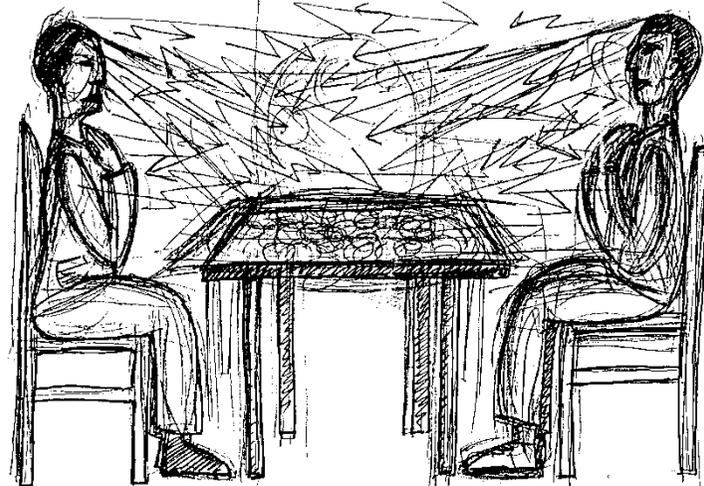
Botho: a person is a person through  
other persons





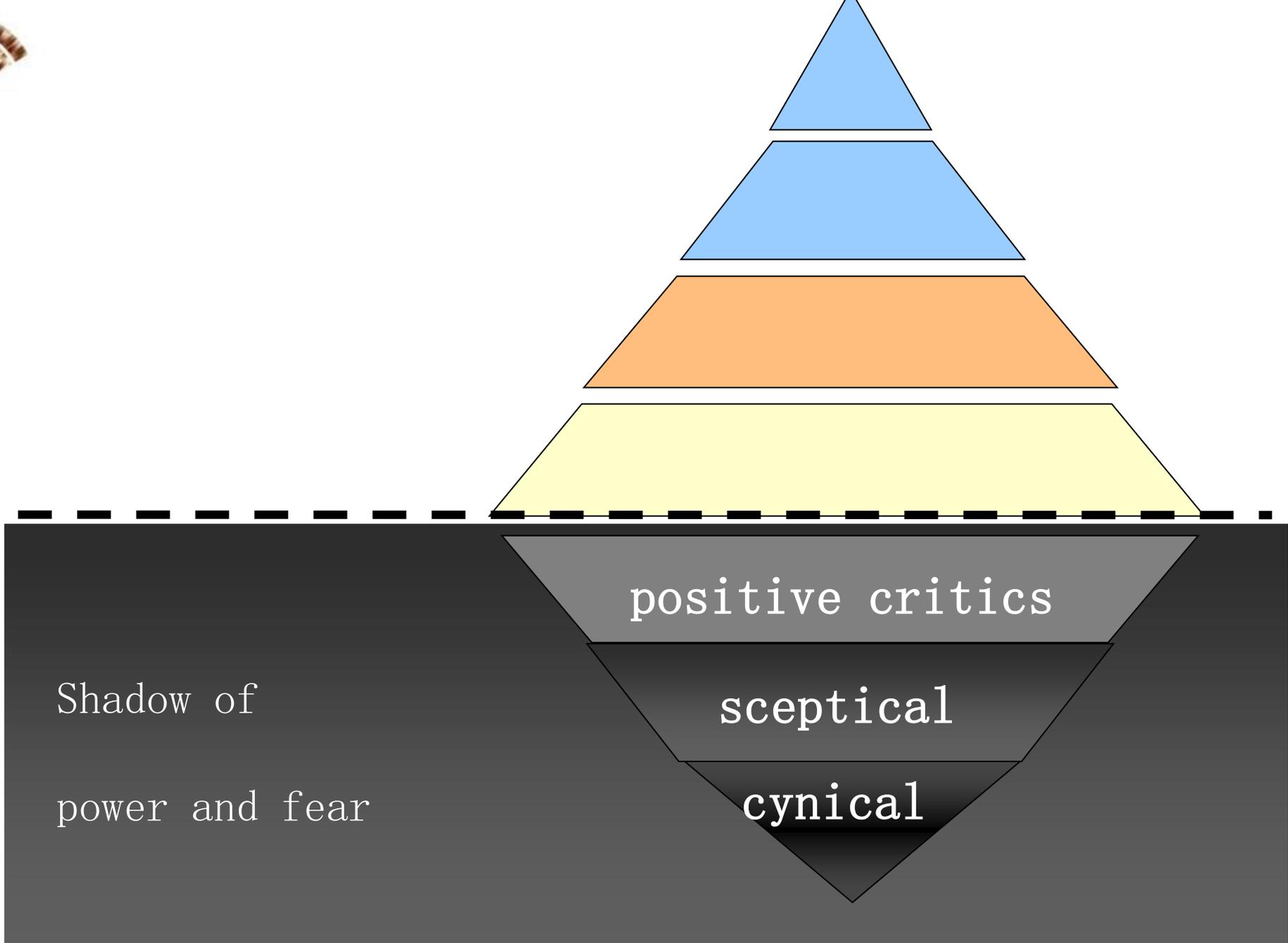


# Convincing, Win and Loose.



Discussions and Debates.







## Kgotla process: from dialogue to decisions

1. Everyone can participate in Kgotla.
2. Chief shares his/her dream.
3. Everyone may share his/her opinion or vision.
4. Chief: observing, listening and questioning
5. Everyone shares their truth
6. Chief: takes decisions



# Kgotla as platform for decisionmaking carried by the people



dream



implementation



Strategy with a spirit



people



diamondream

*We are.*





CEO shares his dream with 5500 mineworkers in 12 days.





**Taking safety to higher ground**



# Joint facilitation

DEBSWANA   
JWANENG MINE





# Dialogue in diamond mine

## zero tolerance on safety

DEBSWANA   
JWANENG MINE





# In 10 days – dialogue to decisions

5.500 mineworkers

520 ideas

60 problems

45 decisions

9 strategic themes

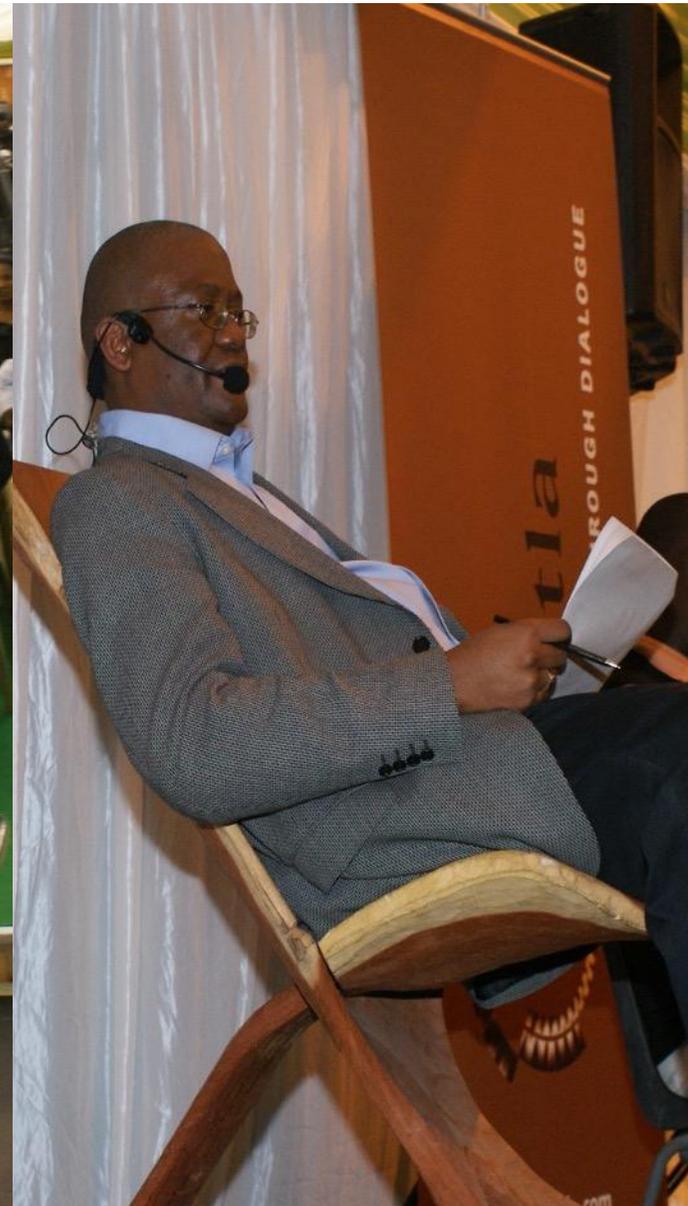
16

CULTURE OF BLAME





# Chief takes final decisions





# Selebi Phikwe mine closed ! 5500 people jobless?



Workers say there is no good reason to shut the mines.

**Materials**  
IndustriALL government  
**Related**  
> Reuters article on mining losses - 2010  
Add to



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## 6,000 jobs to go at state-owned mines in Botswana

**19.10.2016** More than six thousand mine workers in Botswana will lose their jobs on 31st October following the move to put state-owned mining

The Kgotla Process

# A Perspective Of The Journey



# Riotinto Coppermine Kgotla



RioTinto



Kgotla: 10 days

4000 mineworkers participated and no strikes.







# Revitalise the Kgotla

You Change The World Through Dialogue and  
Decision-Making





# Shoshong Kgotla Trade Center project





# Renaissance of Shoshong

“From kgotla to economic growth”



Possible local partners





# Shoshong as Pilot Project in Botswana

- Together with the Shoshong development trust organising a large scale intervention in the Shoshong Constituency.
- Build Trade Center
- Develop new products
- Revitalise kgotla





# Kgotla Trade Center in Ramotswa

## University of Botswana was Crowdfunded

by Andrew Adams



UP's official logo, seen here on the front of its Old Library (left image), and the sculpture of a man walking with a cow directly in front of it, both represent the contributions that the people of Botswana made to build the university.

Botswana is actually no stranger to the concept of crowdfunding as the funds to build the country's first university were collected in just this fashion, long before the term came into vogue.

Up until the late 1970s, Botswana, Lesotho and Swaziland had a common university - BOUTSWA, at which students from all three countries would study, but then Prime Minister Jonathan Leatlus of Lesotho took the decision to nationalise everything in his country, including the education system, and thus all Botswana students studying in Lesotho were sent back home.

This put Botswana in an education crisis and necessitated an immediate drive for the country to establish its own university. The estimated capital that the country would need to get the university started was P4 million; it would have been almost impossible for the country to raise that amount of money on its own, but thousands of

million themselves and then approach donors for the rest.

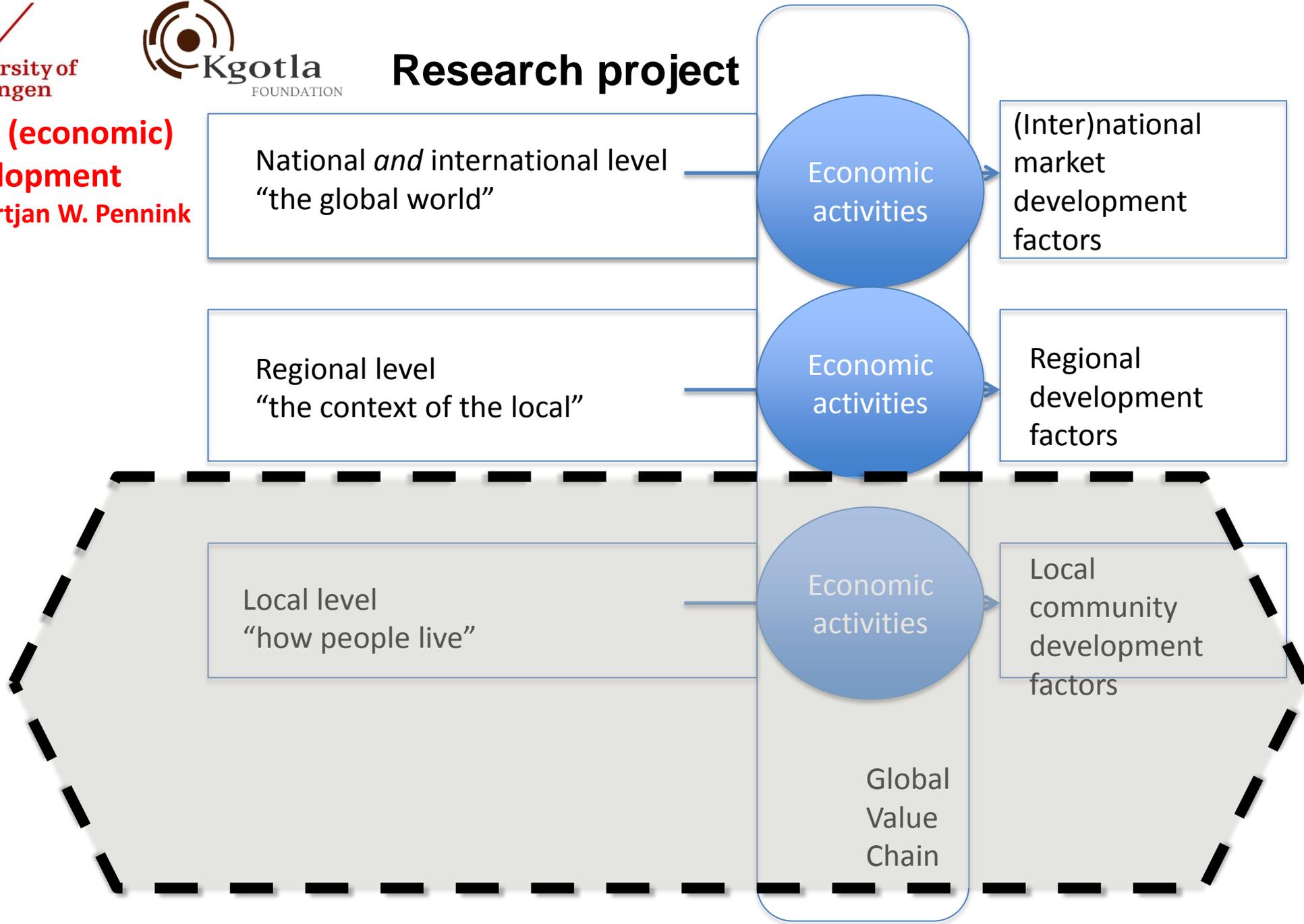
A team of proven public servants was formed to raise funds for the construction of the university and was dubbed the Botswana University Campus Appeal (BUCA) committee. Khama himself travelled the country with them, meeting with everybody from tribal leaders to councilors and charity figures in order to explain to them the purpose of the initiative and how they could make contributions.

Contributions were accepted in any form, whether it was cows, goats, chickens, eggs, beans, or just about anything of value and were then auctioned through the Matlalela market structure. President Khama led by example, contributing no less than 30 heads of cattle from his personal stock. The appeal proved to be a massive success as the amount raised far exceeded the P4 million target.



# Research project

**Local (economic)  
 development**  
 Dr. Bartjan W. Pennink





Role Kgotla proces

Role of dreamteams to support chosen entrepreneurs



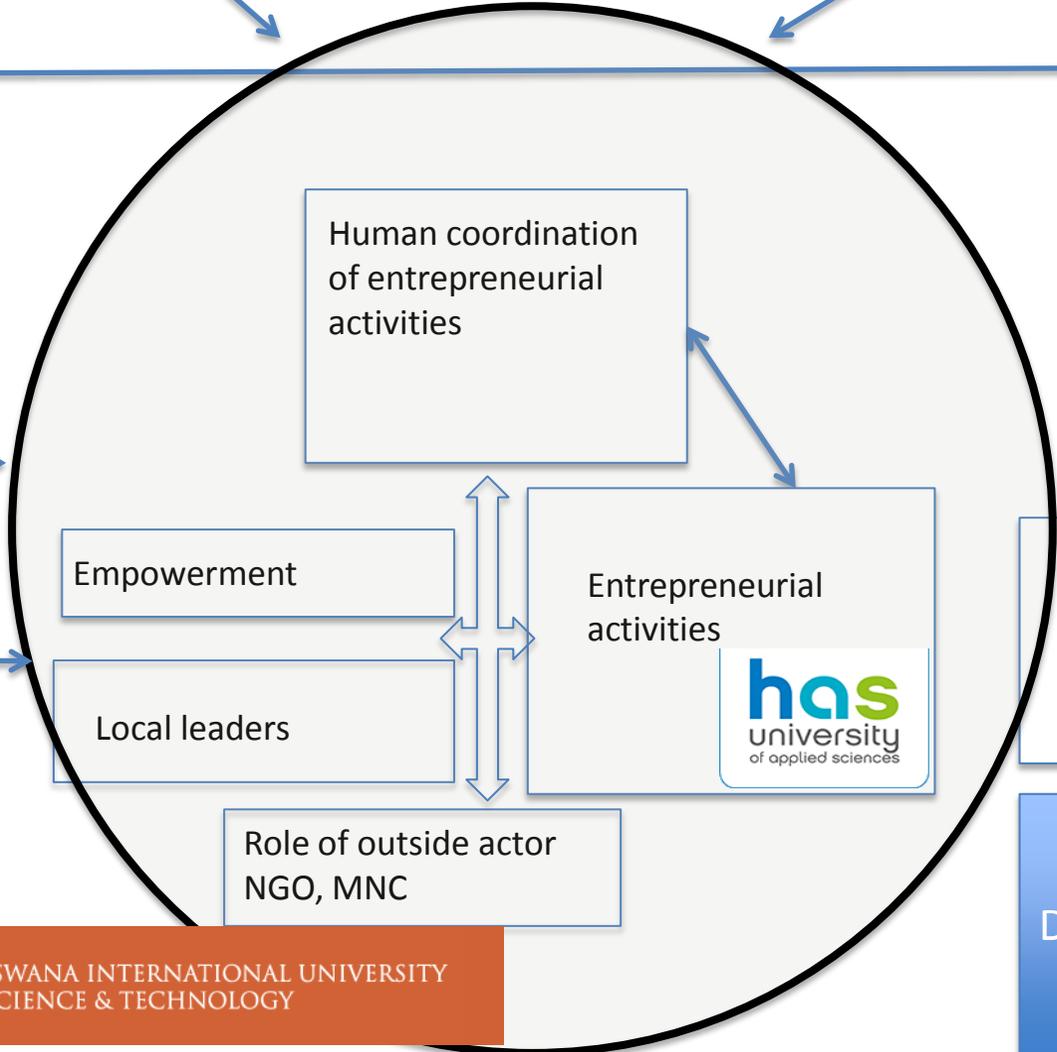
Local (economic) development

Local level:

Local capacity

Quality of local community

Characteristics of the resources for producing (a product)

Quality of life of local people



Return on investment for (entrepreneur entrepreneurial group and or Mnc (if present))

Local Development





## **IDENTITY NAVIGATION**

Being  
around the fire



## **KGOTLA**

Decisions  
through dialogue



## **SOCIAL INVOLVING**

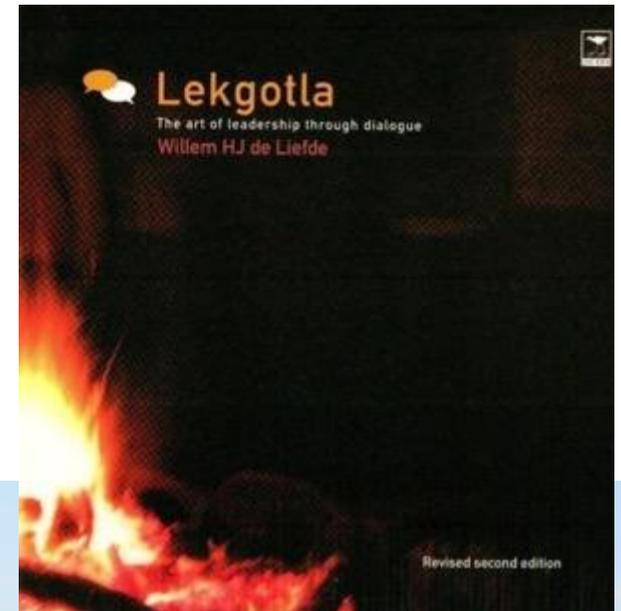
Engagement  
in society

[www.kgotla.com](http://www.kgotla.com)



# Kgotla

LEADERSHIP THROUGH DIALOGUE



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