



# MOT South Africa Organisation Profile



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## THE PURPOSE OF MOT

The MOT life-skills programmes assist with managing peer pressure, self-belief and taking responsibility for your own life and future. MOT focuses strongly on the development of self-confidence, sound values, positive attitude and behaviour, self-leadership and to respect and care for others.

# WHAT IS MOT?

MOT (meaning courage) is a comprehensive, global life skills programme aimed at strengthening youth's awareness and courage to live, courage to care, and courage to say no.

MOT strengthens youth's robustness, mastery of life, mental health, awareness and courage. MOT promotes safe class environments where all are included.

# HOW MOT WORKS

Through tailored interactive and experiential learning, learners, teachers, and staff actively participate in their personal and interpersonal growth and development.

The MOT sessions, based on highly regarded behavioural theories, draw on methodologies of interactive group discussions, games, role-plays, experiential stories, and self-reflection to enhance learning outcomes and behavioural change.



## MOT METHODOLOGY

- Practical exercises
- Role-play
- Group work and discussions
- Story-telling
- Thought-provoking questions
- Reflection on life
- Games & having fun!



# BENEFITS OF MOT



## ACADEMIC ENHANCEMENT

Through MOT, students experience an **improvement in** their **academic performance**, achieving higher grades.

This improvement contributes to a **more focused academic environment**.



## DISCIPLINE IMPROVEMENT

MOT significantly **diminishes disciplinary issues**, creating a conducive environment for learning and allowing educators to focus more on teaching.

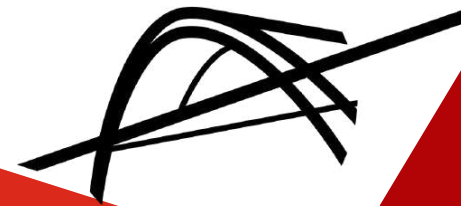


## ENTHUSIASTIC LEARNING

It cultivates **genuine enthusiasm** among students, igniting a **strong interest in learning** and **active participation** in educational activities.

## CLASS CULTURE ENHANCEMENT

MOT actively shapes a **positive class culture**, creating a collaborative classroom that strengthens both **student connections** and **the teacher-student relationship** for better learning.



# BENEFITS OF MOT



## STRENGTHENS YOUTH'S ROBUSTNESS

MOT helps young people develop the **inner strength** and **resilience** they need to cope with life's challenges and daily **peer pressure**.

## ENHANCES MASTERY OF LIFE

MOT equips young people with the **skills** and **knowledge** they need to **make informed decisions** and **take control of their lives**.

## PROMOTES MENTAL WELLNESS

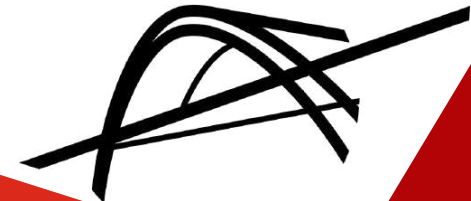
MOT helps young people identify and **manage their emotions**, and **build healthy coping mechanisms**.

## INCREASES AWARENESS

MOT encourages young people to be **more aware of their thoughts, feelings, and behaviors**, and to **make conscious choices**.

## EMPOWERS COURAGE

MOT instills in young people the **courage** to **live authentically, care for others, and say no** to negative influences.



# HOW MOT STARTED



MOT was started 26 years ago, in 1997 by Norwegian professional athletes who realized the importance of courage and believing in your dreams.

They wanted to support the youth to take a stand against bullying, violence, and drug abuse, promoting peace, conflict resolution, ubuntu, and a values-driven culture.

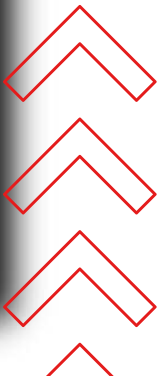


# HOW MOT STARTED



MOT was introduced to South Africa in 2006 to address the high drop-out rate, lack of discipline, bullying, and substance abuse, to inculcate sound values and positive behaviour, as well as to ensure holistic development.

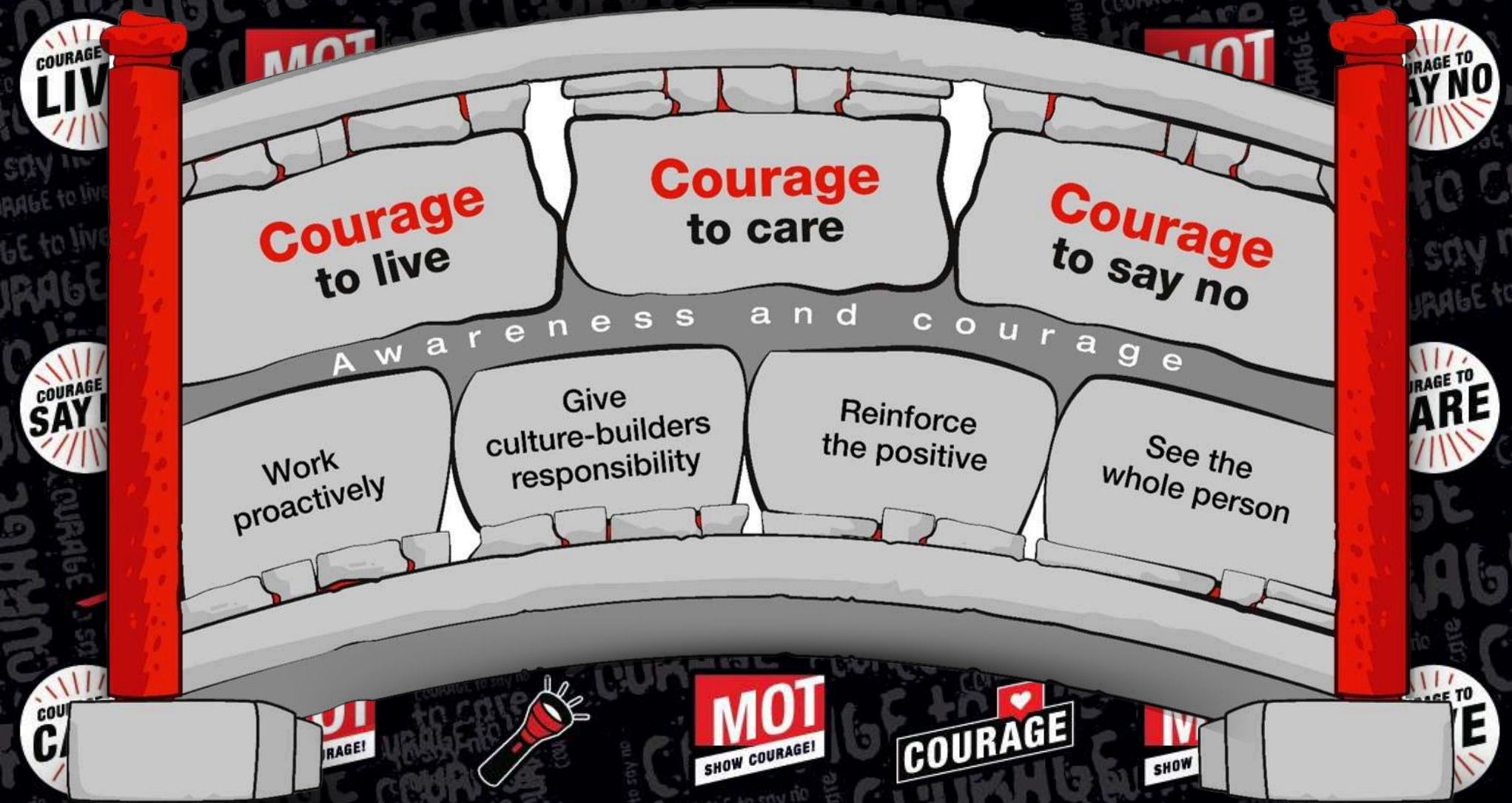
From 2008, MOT SA identified the need to work with youth aged 12 - 35 in disadvantaged communities, and since, MOT SA partners with high schools, TVET college campuses, and organizations in the Western and Eastern Cape to upskill and capacitate youth, educators and employees.



# THE MOT PHILOSOPHY



MOT HELPS GUIDE YOUTH CROSS THE BRIDGE FROM ADOLESCENCE TO ADULTHOOD





# VISION AND MISSION



MOT's vision is to create a warmer and safer society



MOT shall develop robust youth, who include all, by strengthening awareness and courage.



# MOT PROGRAMME STRUCTURE



MOT Programme for  
Educational Institutions, Community  
Development Organisations and  
Corporates

MOT runs two core programmes:

- Robust Youth 12-16
- Robust Youth 16-35

In the programme for Corporates,  
individuals and teams learn how to:

- work more efficiently and effectively,
- build stronger relationships with colleagues,
- self-aware, active team members and role models,
- become more focused and committed to improving their performance actively contribute to the team



# MOT STATISTICS

MOT YOUTH REACHED  
**2008 - 2023**

**103 463**



**COURAGE**

**17 375**

MOT YOUTH REACHED  
IN 2022 AND 2023



MOT SA is already making waves in three provinces - Western Cape, Eastern Cape, Northern Cape and Gauteng, but we're not stopping there!

Our goal is to paint the whole country red and inspire young people across South Africa to be the best versions of themselves.



**39** Active  
MOT Sites

**8** High Schools

**24** TVET College Campuses

**12** Community Organisations

**4** Corporates

# MOT YOUTH FEEDBACK

**MOT**  
SHOW COURAGE!



## **LAUREN DE VILLIERS**

MOT YOUTH FROM  
ZEEKOEVLEI HIGH SCHOOL

“Being a part of the MOT Programme has been nothing short of life-changing for me. Since joining in 2021, I have undergone a complete transformation in terms of confidence and self-belief. The three powerful values of MOT - to have the courage to live, the courage to care, and the courage to say no - have become my guiding principles in life.

Every time I attend a MOT Session, I am filled with excitement and anticipation, knowing that I will walk out with a new perspective and a renewed sense of purpose.”



## **MARYAM BASSIER**

MOT YOUTH FROM  
GARDENS COMMERCIAL HIGH SCHOOL

“The MOT programme has been an absolute game-changer for me. Through its powerful teachings, I have gained a deeper understanding of not only myself but also of those around me. One particular MOT session that left an impact on me was the one about the Invisible Backpack and Jetfuel, which are also MOT Tools.

What I found truly profound was the realisation that we all carry different invisible backpacks. It made me understand that every person I meet is going through something, and I must approach them with respect, empathy and kindness.

# MOT COACHES' FEEDBACK

**MOT**  
SHOW COURAGE!

MOT has taught me a lot about myself and about the person next to me, sharing is caring and believing in myself

I'm excited to take on my role as a MOT Coach and the responsibility it brings will make me to be close and build a child's future. To be a role model to the community



**MELANIE VERMAAK**

MOT COACH AND EX-ACTING DEPUTY PRINCIPAL  
ACADEMICS FROM FALSE BAY COLLEGE

I have come across several enrichment programmes over my time in education, but none have impacted me as much on a personal level as the MOT Programme.

On reflection, it is very clear to me that there has been a significant impact on the lives of young people due to their exposure to the MOT Programme. I have seen students who have very low self-esteem, blossom into amazing and confident young people because of their exposure to the principles of MOT.

I remember a specific training session where students were taking part in the paper plate exercise. One student that had been quiet during the training was looking at his plate and overjoyed with the perception that his fellow students had of him. He then told me "Well I will have to live up to this!"

# MOT PRINCIPAL FEEDBACK

**MOT**  
SHOW COURAGE!



## **KARIN HENDRICKS**

MOT COACH AND EX PRINCIPAL FROM FALSE BAY COLLEGE

The MOT programme model is powerful. It creates a safe and energised space for young people to engage and reflect on themselves. Where MOT Coaches are lecturers, it creates a powerful and positive dynamic and space for students and staff to relate to one another in a totally different way and promotes positive relationships and trust.

The programme also has a very deep impact on those who are trained as MOT Coaches. It enables them to become the learner as each MOT session creates unique opportunities for self-reflection and interactive learning.

The MOT programme has changed the lives of our participating students and staff at our college.

As a TVET College, we have the privilege of influencing a young person's life at a critical point in their development and while this time of interface is short, it is deeply satisfying knowing that an institution, in partnership with an organisation like MOT South Africa, has been able to influence a young person's values in such a way, that it could set them on a different path, informed by different and positive choices.

**SCAN TO  
READ MORE**



# MOT CORPORATE FEEDBACK

**MOT**  
SHOW COURAGE!

**MERIDIAN**  
Pinehurst

## MARISCA OLIVIER

AFTERCARE SUPERVISOR FROM MERIDIAN PINEHURST

With a great big heart, I would like to thank Andiswa Makha, Training and Activities Manager from MOT SA as well as everyone who was involved with the arrangement and the training that we received. We all enjoyed every moment and have learned so much. I strongly believe that we can take the information that we learned over these 6 days and create a better environment for our youth and even our colleges. There has even been a change in our department behaviour towards each other. We learned so much about each other.

SCAN TO  
READ MORE



## PORCHE BENJAMIN

TRAINING MANAGER FROM RADISSON BLU, GRANGER BAY

Would highly recommend the MOT workshop I attended. Staff are super friendly and very accommodating in customizing the workshop to our establishment's operational needs. The staff are also very professional and friendly. All the Head of Departments who joined the 1st workshop enjoyed every week's workshop/training session and looked forward to the next one. Once again thank you so much for an amazing and interactive program.

**Radisson** BLU

# THE LATEST INTERNATIONAL RESEARCH

1. Deloitte: Crisis of Opportunity Young People Navigating the New Work Order July 2024 - [link here](#)
2. World Health Organisation - [link here](#)
3. UNICEF's South Africa U-Report 2023 - [link here](#)
4. Dr Alex Plowright, Community Health and Wellbeing Lead at Anglo American

**Deloitte.** **unicef** 

**U**Report UNICEF



**World Health  
Organization**



This survey included participants from about 120 countries, and approximately 81% of the respondents were from developing countries.

The United Nations (UN) developing and developed country classifications were used in the analysis. Countries are ranked using the Human Development Index (HDI) which combines income, life expectancy, and education.

Note that only countries with samples 10 or above are listed below, and all countries are rounded to the nearest 10.



### UNEMPLOYMENT

Young people are 3x more likely to be unemployed and be in insecure job arrangements, with little to no social protections.



### LACK OF HOPE

Only 32% of young people believe that their country's economic situation will improve in the next year, while even fewer (27%) have confidence in the political and social outlook.



### MENTAL HEALTH

40% of young people report they are stressed almost all of the time. Young people are facing a well-being crisis, feeling unmotivated, unsupported and burnt out.

Compounding these challenges is a youth mental health crisis that is reaching boiling point, with only about half of young people reporting their mental health as being good in the past year.

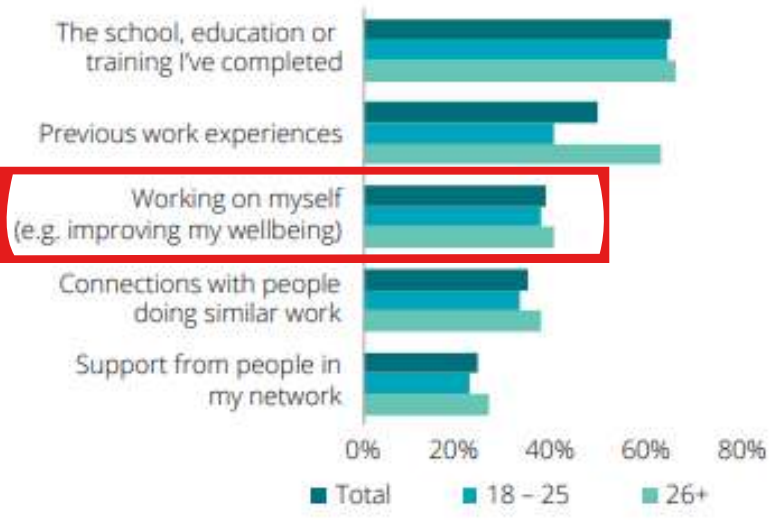
Some 40% of Gen Zs and 35% of Millennials report that they feel pressured all of the time, with pressures outside of work like cost of living and climate change also impacting young people's well-being.

This has devastating consequences, with suicide the fourth leading cause of death in young people aged 15 - 29.

# DELOITTE

## Crisis of Opportunity Young People Navigating the New Work Order July 2024

Chart 1.10: The things that have helped me most prepare for my current job are...



Source: World YMCA and Deloitte, Youth Meaningful Work survey; n = 7,030.

SHOW COURAGE



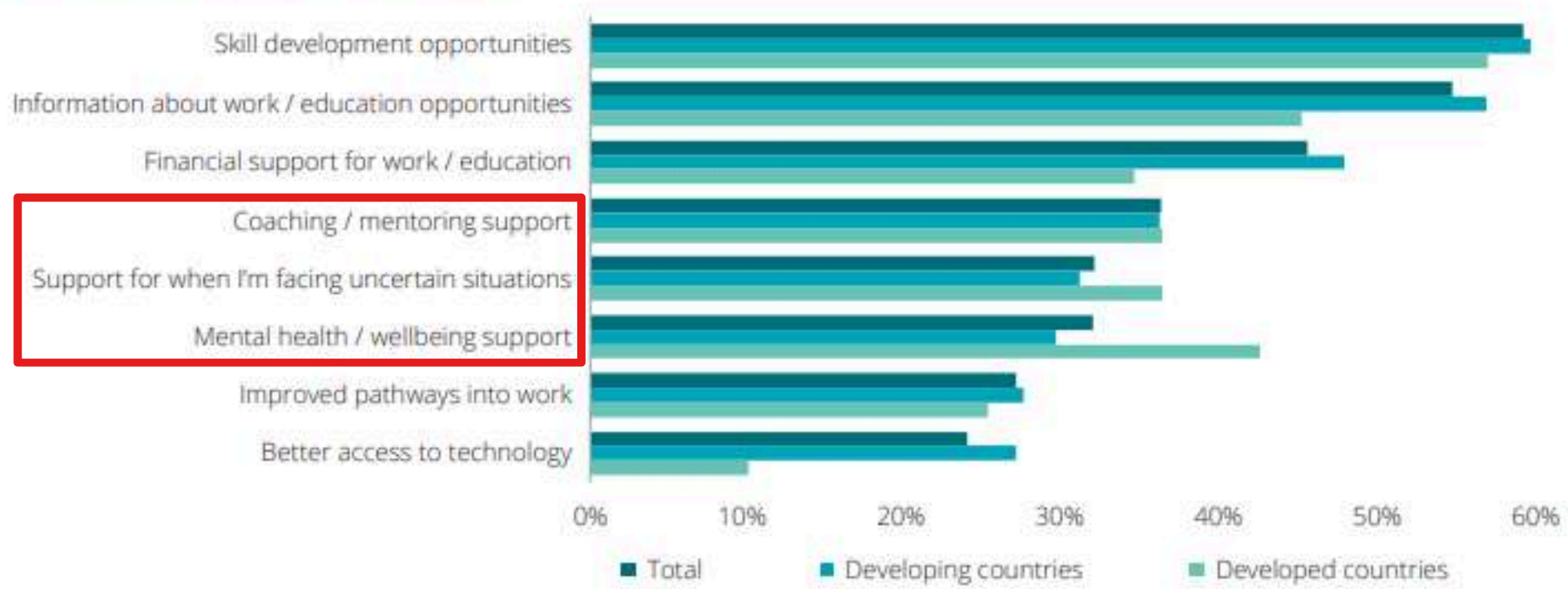
There were however supports which developed countries were more likely to require. Young people in developing countries were more likely to require support for mental health and wellbeing, at almost 2 in 5 (42%) young people.

However, this may reflect both prevalence and awareness (the latter being lower in developing countries).

# DELOITTE

## Crisis of Opportunity Young People Navigating the New Work Order July 2024

Chart 1.11: In the future, I need help with:



Source: World YMCA and Deloitte, Youth Meaningful Work survey; n = 9,730.



Some adolescents are at greater risk of mental health conditions due to their living conditions, stigma, discrimination or exclusion, or lack of access to quality support and services.

It is crucial to address the needs of adolescents with mental health conditions. Avoiding institutionalization and over-medicalization, prioritizing non-pharmacological approaches, and respecting the rights of children in line with the United Nations Convention on the Rights of the Child and other human rights instruments are key for adolescents' mental health.



# UNICEF'S SOUTH AFRICA U-REPORT 2023

UNICEF's South Africa U-Report 2023 latest poll was released, and the report showed that as many as 60% of children and youth in South Africa felt they needed mental health support over the past year.

“And the result is that many of them end up engaging in risky behaviours. We see this in many of our host communities – risky behaviour around alcohol and drugs, transactional sex between young women and older men, and a high incidence of teenage pregnancies.”

“This extends to adulthood, impairing both physical and mental health and limiting opportunities to lead fulfilling lives as adults.

“In addition, mental health directly impacts social ills such as grinding poverty, endemic joblessness, gender-based violence (GBV), and alcohol and drug abuse.”



# DR ALEX PLOWRIGHT, COMMUNITY HEALTH AND WELLBEING LEAD AT ANGLO AMERICAN

“The solution for me is about embedding mental health support through integrated “best buys” in the plethora of programmes and interventions available for young people and enabling comprehensive access through universal platforms such as school.

This requires resources, and a change in approach but I don’t think it is impossible.”



# MOT RESEARCH RESULTS



SCAN TO READ  
FULL REPORT

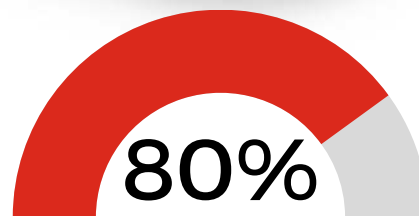


## RESEARCH REPORT CONDUCTED BY SPHER3 FOR OUR 3-YEAR COURAGE TO CARE GLOBAL PROJECT IN COLLABORATION WITH ROTARY INTERNATIONAL

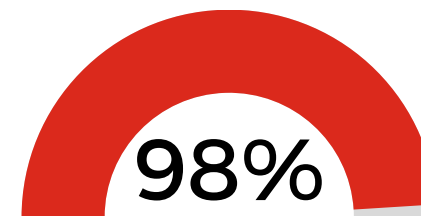
The research report highlights significant successes achieved through the MOT Programme, demonstrating positive impacts on learners from Fairmount Secondary School, Zeekoevlei Secondary School, and Lotus Secondary School:

# 1427 learners

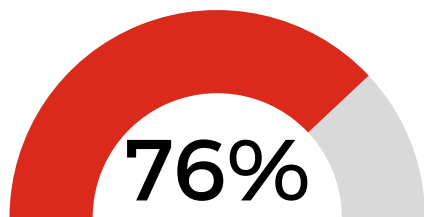
have benefited through the  
Global Courage to Care Project



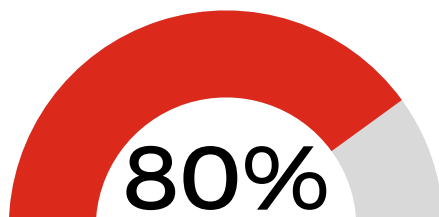
80%  
learners confirmed that the MOT programme improved their experience ("quality of life") at school.



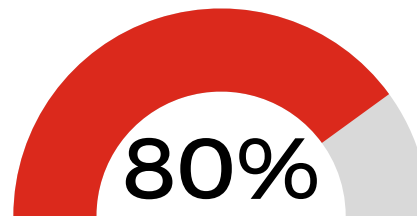
98%  
appreciated the sense of community and support created by the MOT programme at their school.



76%  
learners experienced spillover effects of the MOT program in their home life.



80%  
learners self-reported improvement in all aspects of personal development



80%  
of learners felt that they had achieved the principal outcomes of the MOT programme, viz: the Courage to Live, the Courage to Care and the Courage to Say No





# MOT RESEARCH RESULTS



SCAN TO READ  
FULL REPORT



## RESEARCH REPORT FROM THE UNIVERSITY OF THE WESTERN CAPE - INSTITUTE FOR POST SCHOOL STUDIES (IPSS) ON MOT SUCCESS



UNIVERSITY of the  
WESTERN CAPE

The project sought to independently evaluate the impact of the MOT programme on TVET College students, particularly with regard to academic performance.

This study, therefore, focused on comparing MOT and non-MOT TVET college students' results in an attempt to empirically ascertain the impact of the MOT Programme on academic success.



**“MOT is trusted brand”**

According to research done by  
Henley Business School

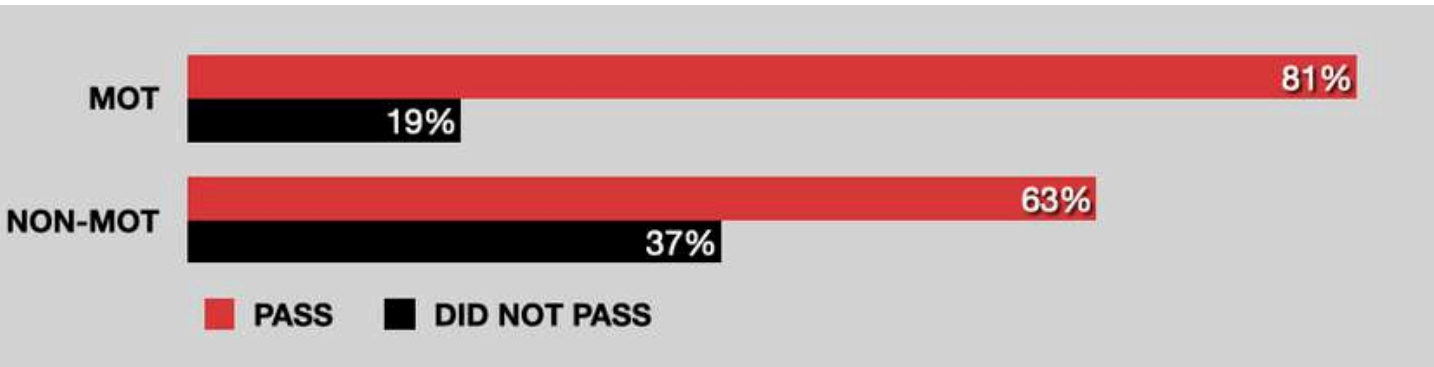
[READ MORE HERE](#)

# MOT RESEARCH RESULTS



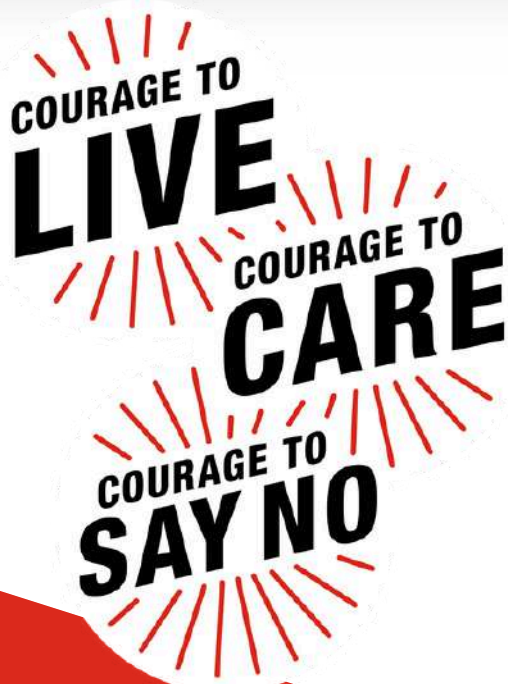
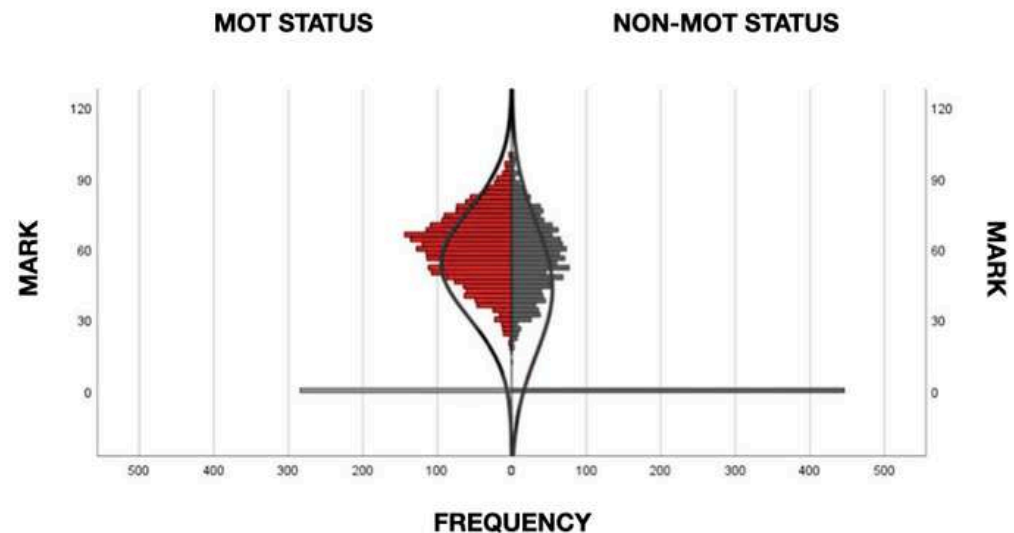
## DIFFERENCE IN PASS RATE

As shown in the Figure, **MOT students passed 81%** of their subject exams, whereas non-MOT students passed 63%, a difference of 18%. From the results, it is apparent that MOT students performed better.



## DIFFERENCE IN QUALITY OF PASSES

The figure below depicts a histogram of MOT and non-MOT results. **74 out of the 328 N6 students** (distinct count) had one or more **results over 75%**.



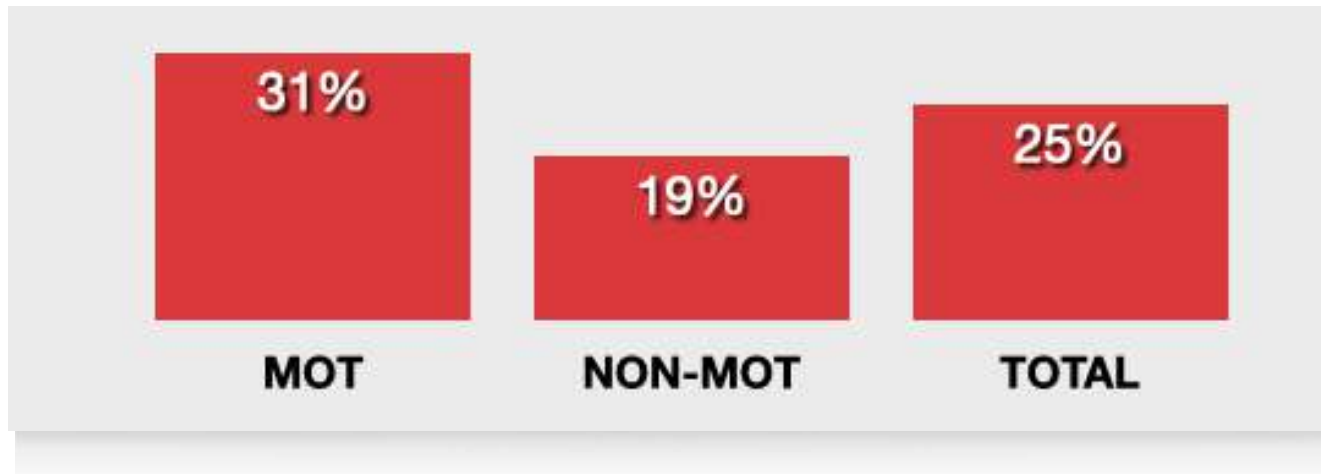
# MOT RESEARCH RESULTS



## DIFFERENCES IN LEVEL COMPLETION

The figure below compares the level completion between MOT and non-MOT students. MOT students in the sample were found to have a **31% completion rate** - that is, **31%** of all MOT students who enrolled at any point would have completed their studies in the period under study.

By contrast **19% of non-MOT students** in the sample completed their level - a **12% difference** in the number of students completing their qualification.



This study set out to evaluate differences in student success between MOT and non-MOT students. This larger task was evaluated in terms of three research objectives: First, whether there was a difference between pass rates of the comparative groups; second, whether there was a difference in terms of marks; and third, if there was a difference in terms of completion rates.

The study found that in terms of all three objectives MOT students performed better and that the results were statistically significant. In the first instance, **MOT students had an 81% examination pass rate compared with 63% of non-MOT students** in the sample. In the second instance, students performed on average one letter grade better than their non-MOT classmates (though this may be affected by the higher exam absenteeism of non-MOT students). In the third instance, **31% of MOT students completed their programmes, compared with 19% of non-MOT students.**

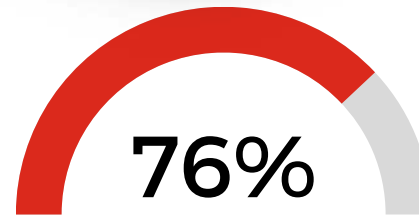
# MOT'S IMPACT ON CLASSROOM INTERACTIONS



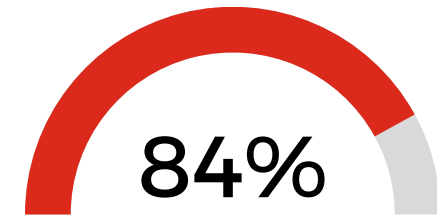
Every year MOT Norway runs a survey among the learners at their schools who have been through three years of MOT. It is to be noted that it is not a scientific survey and it is conducted anonymously. MOT Norway has made an important priority to start new research and have gone into collaboration with Norwegian University of Science and Technology - NTNU. Below are some of the results

The survey was completed by

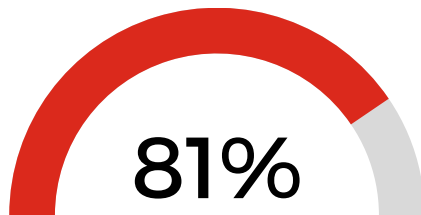
**6,437**  
learners



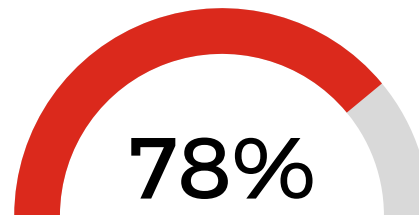
students in MOT's programme say that MOT has contributed to a class environment where no one is left out



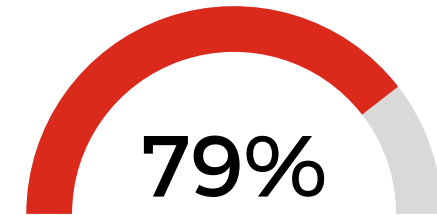
say that MOT helps me care more about others.



say that MOT helps me make my own and conscious choices In addition



say that MOT has made it easier for me to say no



say that MOT helps me show more courage to be myself.

# MOT RESEARCH RESULTS



SCAN TO READ  
FULL REPORT



**THIS REPORT PREPARED BY HENLEY  
BUSINESS SCHOOL INVESTIGATED THE  
RESPONSIBILITY, AND REPUTATION  
ASPECTS OF MOT**



**Henley**  
Business School

The program provides an environment which allows the learners to open up and share their reflections and challenges - some have breakthroughs, other breakdowns

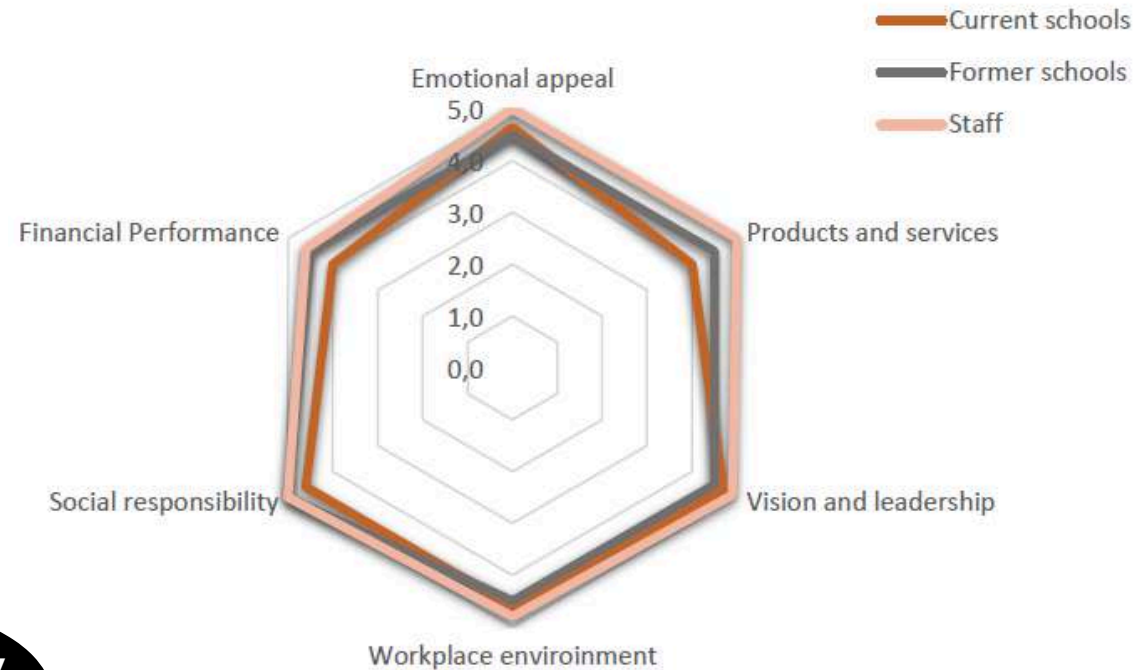
From one of the MOT coaches interviewed.  
This support the value of MOT's value proposition.

This was a response received from an interviewed principal at one of our partnering schools. This supports the there that MOT is a trusted brand.

I trust MOT - they have not given me any reason not to

A quote from our MOT Youth (learner) from our partnering schools

The MOT programme has helped me so much, it helped me gain more self-confidence in myself, helped me stand up for myself and say no when I had to





**MOT AIMS TO BE THE WORLD'S  
BEST ORGANISATION AT REACHING  
YOUNG PEOPLE BY BEING**

**Youthful | Innovative | Sincere**



# MEET OUR TEAM



**VIOLA MANUEL**  
COUNTRY DIRECTOR



**ANDISWA MAKHA**  
HEAD OF  
TRAINING & ACTIVITIES



**GRANYA-LEIGH SEBO**  
TRAINING & ACTIVITIES  
COORDINATOR



**JACQUELINE CAROLUS**  
OFFICE, MARKETING &  
EXECUTIVE SUPPORT



**SINESIPHO GWANGQA**  
FINANCE ADMINSTRATOR



**THOKOZANI NGXIKI**  
FINANCIAL INTERN



**KHANYA NGOBOZA**  
FUNDRAISING & EVENTS  
OFFICER



**SHETARAH SOUTHGATE**  
ART & DESIGN INTERN

# MEET OUR BOARD



**BERYL KERR FERGUSON**  
CHAIRPERSON



**ODWA NDESI**  
DEPUTY CHAIRPERSON



**BRIAN DALTON**  
BOARD MEMBER



**JANNIE ISAACS**  
BOARD MEMBER



**KUBESHINI GOVENDER**  
BOARD MEMBER



**MURSHID OBARAY**  
BOARD MEMBER



**TANIA DAVIDS**  
BOARD MEMBER



**UVIWE MZILIKAZI**  
BOARD MEMBER



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Our dedicated MOT SA Board comprises individuals with extensive knowledge, skills, and expertise, who work tirelessly to help MOT expand its reach and impact.



# MEET OUR BRAND AMBASSADORS



MJ LI



JANICE



JP DUMINY



AYANDA DLAMINI



ROBIN BANKS



ANDILE NEBULANE



CARL WASTIE



SHARIEF HENDRICKS



HLONELA MINNIE



PENNY LEBYANE



SIYA KOLISI



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Our MOT Brand Ambassadors play a crucial role in raising awareness, engaging with our community, and championing the MOT values and principals to drive our mission forward. They significantly contribute to creating a better South Africa for our youth.

# AMBASSADORS IN ACTION



@JPDuminy



@carlwastie  
@JPDuminy  
Proud Ambassadors



@SiyaKolisi



@MJLi



@Janice



@AyandaDlamini



@CarlWastie



@Robin Banks

# MOT SA SPONSORS & PARTNERS



correctional services

Department:  
Correctional Services  
REPUBLIC OF SOUTH AFRICA



Scatec



# 10 REASONS TO PARTNER WITH MOT SA



1

Global and trusted brand



2

More than 16 years experience in the non-profit, youth development sector

4

More than 15 years experience in the non-profit, youth development sector



3

Access to youth target group 12 - 35 years

5

Level 1 BBBEE Status



6

Brand exposure on MOT digital platforms

8

Services SETA Training Provider



7

Quality programme and material based on scientific research

9

Passionate and skilled team



10

Section 18A certificate for tax reduction



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## CONTACT US

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