

Masterclass 3 Event – Ndaba Mandela

Speaker Key:

MP	Mark Pittsey
CD	Carly Doshi
NM	Ndaba Mandela

Time code	Speaker	Text
00:00:01	NM	Hi. I'm Ndaba Mandela and I just want to say thank you for watching this playback of the masterclass event. It was great to speak with Carly and HSBC on what my grandfather's legacy means to me. I really hope you enjoy it.
00:01:15	MP	Hello, everyone, and welcome. My name is Mark Pittsey. I am Head of Wealth for the Americas for HSBC Wealth and Personal Banking. I'm sure the global situation this January was not where any of us wanted to be, so we're hoping this event will bring some light and inspiration to you all. Our original motivation for this virtual masterclass series was to find a way to bring you some added value and support at a time when face-to-face contact wasn't possible.
00:01:43		We also knew we wanted to address some of the key issues faced by the next generation. Our speakers, so far, Nadja Swarovski and Azran Osman-Rani, have excelled on that with a wealth of inspiring, engaging, and entertaining guidance, insights, and strategies that you can use. Which brings me to today and our final exclusive masterclass. We are delighted to be joined by activist, author, and founder of the Mandela Institute for Humanity, Ndaba Mandela.
00:02:15		He will be taking you through and talking about his experience of managing such a famous family legacy, and how he has built upon his grandfather's legacy and taken it forward to make it his own. Over the next hour, our very own Carly Doshi will be in conversation with Ndaba. Carly is Head of Wealth Planning and Advisory for the Americas at HSBC Private Banking. You will then have a chance to ask Ndaba your questions, discuss ideas and challenges around dealing with high expectations and finding your own way to make a positive impact in the world with other like minded attendees from across the word.

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00:02:53		You'll have 30 minutes with Ndaba and the remaining time for your questions. You can post a question by clicking the Q&A box on your screen. Just post your question at any time during the session and fill out anonymous in the name field. With that, thank you again for joining us. We're very excited about having Ndaba with us and I'll turn it over now to Carly and Ndaba. Carly, please.
	CD	Thank you so much, Mark. I am delighted to be here and truly excited about the next hour.
00:03:24		Our very special guest, Ndaba Mandela, is the grandson of Nelson Mandela, the infamous South African antiapartheid revolutionary political leader philanthropist, who served as the president of South Africa from 1994 to 1999. Ndaba, in his own right, has embraced his family's legacy as the founder and chairman of the Mandela Institute for Humanity, something we'll definitely discuss shortly.
00:03:51		And I've had the pleasure of getting to know Ndaba over the last couple of years, and I know how passionate he is about legacy, family, and impact, all themes that are close to so many of you, too. And I know that the lessons that Ndaba has learnt on these topics will resonate with all of us. Thank you so much for being here, Ndaba.
	NM	It's a pleasure.
	CD	We have so much to cover, but I want to start by taking a big step back in time, and I'm going to ask you to start by telling us the story of how you came to grow up with your grandfather?
00:04:27	NM	Well, I must say, I'll never forget that that day, because I was playing marbles with my friends outside our house in Soweto at the time. And as we were playing those, a black BMW drove up. This was a serious, big car and we were, like, whoa. And this gentleman jumped out, wearing a suit and tie, and he came directly to me and he said, are you Ndaba? And I said yes. And he said, well, I've been sent by grandfather to come and fetch you. Let's go. And I said, whoa, whoa, whoa, whoa, what are you talking about?
00:04:58		The last time I saw my grandfather was in jail, just before he came out, and then he came out and that was it. Now, of course, my parents hadn't come home from school, because it was about two, three in the afternoon, so I refused to go with

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		him and the gentleman said to me, Ndaba, do you have any idea who your grandfather is? Do you want me to get fired? And in the back of my head, I was, like, stranger, danger, right?
	CD	Sure.
	NM	So, I refused and he eventually gave up and left. And when my father came home, I told him what had transpired and my father said to me, well, if that an comes again, you should go with him.
00:05:33		And lo and behold, the man came back that weekend on the Saturday, and I went with him off to the leafy, white suburbs of northern Johannesburg, and I rolled up, this big gate that opened and went in, and finally, I met my grandfather for the second time, and he told me that he would be sending my parents to university, because they never had the opportunity to go to university, and he didn't want them to worry about me, so he would then look after me.
00:06:01		And that was that. And I remember the first couple of days with my grandfather, he was very strict. Many people don't know, but he was also a military man back in the day, he was the first commander in chief of the military wing of the ANC. And he even showed me that this is how you fold your things, because occasionally, he walked past, saw my room was upside down and a pigsty, and scolded me. And he would show me how to fold my shirt, how to fold my bed.
00:06:30		And he even showed me how to do some exercises on the medicine ball. So, his real thing that he cared about was education more than anything.
	CD	Interesting.
	NM	[Overtalking].
	CD	This is so interesting to me because while Nelson Mandela is such a story figure, of course, he was also a regular human being and a grandfather who loved his grandson. And I think that so many of us can relate to that human side. Even the private side of someone with such a public persona.
00:07:01		You mentioned education. Tell me a bit more about his commitment to your education. I think that's another interesting story.

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	NM	Well, my grandfather really savoured education, because they never had the opportunity to go to excellent schools and go overseas, etc., so he wanted me not to mess up that opportunity and do the best. And I remember one day, I was sitting with him at the dinner table, and he said, Ndaba, you are my grandson.
00:07:31		Therefore, people will look at you as a leader. Therefore, you have to get the best marks in class. And I was, like, whoa, whoa, whoa, whoa, pressure, pressure. But what I understood, first and foremost, is that pressure makes diamonds, right? And the people that love you are going to push you to make sure that you can achieve and understand what your true potential is. And that was something special about my grandfather, but I only realised much later because I just wanted to be a normal kid.
00:08:02		I sat in the back of the class, I pea shot girls in the back of the neck, and I always tried to be a regular kid. But later in life, I realised that because of where we come from, we do have a certain responsibility, not just to ourselves, but to the greater community.
	CD	Absolutely. That is, I think, such a good lesson. Diamonds create pressure. I love that. Now let me pivot a bit, I want to fast forward to today. Could you explain some more about the work you're doing today with the Mandela Institute for Humanity?
00:08:37	NM	Yes. So, I released my book, Going to the Mountain: Life Lessons from My Grandfather, in 2018, and we received such great support and admiration from people, especially in America and Europe, that we decided to have a presence in America. And our goal, one of the things I thought about is how can we make sure that the values of Nelson Mandela continue on with the next generation?
00:09:05		Because [inaudible] agree that Nelson Mandela was one of the greatest leaders in the 21 st century. Surely, we should be studying his leadership style and the values that he uses in his own work. So, we want to, then, create a programme that we call the Hundred Mandelas, where we want to activate leadership in young people, so that they can release them up and reach their own potential by being inspired by those values.
00:09:31		What is humility? What is discipline? What is integrity? What is fairness? What is compassion? These are some of the values

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		that we want to do. Then secondly, we obviously want to fight HIV AIDS now. I lost both my parents to HIV AIDS and it is a disease that has really ravaged a lot of the African continent, as well as the rest of the world. And so, a whole child headed household here in Africa, where 13 year olds will try to look after the nine year olds, after the five year olds.
00:10:07		So, it's important that when we work through HIV AIDS, we also get to deal with some of the social ills that impact on our community. Because what kind of a job is a 13 year old going to really get, in order to support her siblings? And these are the things that continue the social [?] [unclear]. And we really want to be a platform for uniting people around the world with ideas, regardless of where you come from, not matter how old you are.
00:10:35		We believe we need to foster and environment of love, respect, and happiness.
	CD	That's amazing. And it's touching that it's so personal for you, too. Of course, it would be easy to assume that this is all somehow and extension of your grandfather's work, but it sounds like it's more than that. The institute was developed squarely in line with your own passions.
00:11:02	NM	Yes. You see, I was very lucky to have been brought up by my grandfather from a young age, because I was with him for about a year before my older brother came in, and he was much older. So, when I moved in, I was about 13 years old and still quite impressionable. And watching my grandfather conducting his meetings, and all the different people that came to the house, was really amazing and inspiring. So, those values that he had got transferred onto me.
00:11:35		But one thing that really ignited me was the passion of Africa, our African people. How we are viewed. How we are seen. How we're portrayed. And I felt that we needed to do something to lift up the pride and confidence in young Africans, so that they can have access to tools and resources, in order for them to get the skills to break the cycle of poverty.
00:12:02		And, for me, that was really the thing that ignited my fire, because when you look at the world today, most of the leaders do not connect with the youth. And we need to try and inspire more young people to get involved in their community, in their civic societies, and fill in those positions. Because most of us

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		want to run away and go and do music, art, and fashion, and that's not a bad thing.
00:12:30		But who are we leaving these positions, that are very important, that are very dear to us, who are we leaving those for? We need to also [overtalking]. Make a small sacrifice.
	CD	That's a great point. A reminder to the audience, you can ask questions of Ndaba by submitting them in the Q&A and we will get to as many as we can throughout the hour. Ndaba, were there times through all of this that you thought why me?
00:13:00	NM	Yes, I did think why me. I have to do what's right. I have to constantly think about others and trying to inspire the world. But I'm not alone, that's one thing I realised, that there are many families out there who are in a similar position. You look at the Kennedy family, you look at Martin Luther King's family, you look at different families around the world that have similar responsibilities that weigh heavy on us. But we must remember that the passion comes from within us.
00:13:33		So, let's not do what we do because our father told us or mother told us. Let's do it because what's what we want to do. That is the value that I see in that, and that's how I see. Trying to add my voice and my initiative, in terms of making things better.
	CD	Absolutely. You mentioned a couple of other famous families or famous family names, I should say.
00:14:00		Was there a moment when it clicked and you realised that the Mandela name would work for what you were trying to achieve?
	NM	Well, of course, when you go outside and you hear people. But there was one experience when I was young, I went to Paris because my friend's mother was the ambassador there of South Africa to Paris, to France. And I was walking on the streets and these two cops stopped us and asked us for our identification.
00:14:30		So, I gave him my South African passport and he read it and he said, Mandela, Mandela, Mandela? And was, like, wow, okay. I didn't understand what he was saying, but my friend translated it and he was, like, hey, nice to meet you. Welcome to Paris. Can we escort you anywhere?
	CD	Wow.

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	NM	Okay. Mandela is a serious name in this world. That struck me, I must say. I'll never forget that.
	CD	That's great. In your mind, what challenges come with bearing a family name with legacy?
00:15:07	NM	Well, of course, people will expect you to walk in the same footsteps. They will expect you to achieve the same greatness. But I believe part of reaching or walking on the path of greatness or success, because success and greatness is not a destination, it's a path that you walk by making sure that you are making the right decisions consistently, surrounding yourself with people that love and trust you, and want to see you succeed.
00:15:42		So, it's really about building an environment in which you, yourself, can continuously try to achieve your goals, but making sure that there are people around you who can remind you, okay, here, you could have done better. One, two, three, here, you made a mistake. You know what I mean? So, that's what it is.
00:16:08	CD	Absolutely. We have a couple of audience questions coming in, and I'm going to ask one to you. so, the question in this post is are you considering one day running for office yourself?
	NM	Well, I'm only 38 years old this year, so I think perhaps now is not the time to answer that question, perhaps in the next few years.
00:16:34		But for now, I believe it's important to also build on self. As I have set up this institution in America, I want that to grow and to be a formidable organisation and achieve certain things before I can look to then moving on and evolving to the next level.
	CD	Absolutely. But you're not ruling it out. In US terms, we would know what that political answer means.
00:17:07		So, Ndaba, it's been a tumultuous 12 months or so, but amazingly, a lot of new, young philanthropists, innovators, and activists are emerging to address the issues that we're facing today as a world. What is your advice to other young people who are looking to make an impact?

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	NM	The first thing I would say to young people is that, guys, you have to take care of your health.
00:17:34		You have to make sure that you're strong, make sure that you eat your vegetables, because if you don't have health, what can you really do? You need to go out there, you need to protest, you need to make your voices heard, you need to shout. So, number one, is health. Then I would say to you and encourage you to dream big. You have to dream so big that your dreams scare you.
00:18:00		If your dreams don't scare you, ladies and gentlemen, then you are not dreaming big enough. Then you [overtalking] the king's dream. Think about JF Kennedy, they all started out with a dream. But with consistent work, week to week, month to month, they were able to have little challenges that you can achieve, and work towards that goal. Surround yourself by people that want to see you succeed and that love you, so you need to have a good mentor. Have the confidence to speak your truth and live your truth.
00:18:38	CD	That's wonderful advice. We have another audience question and this one is a little bit personal, but I think it's a good question, so I'm going to ask it. How do you manage your emotions when you see racial injustices still happen around the world, knowing that your grandfather and your family sacrificed so much for this cause? And also, what keeps you hopeful about the potential for continued progress?
00:19:05	NM	Of course, it's something very emotional and I do get torn out, and I do get angry, and I want to hit back. But when you look at history, we can learn from some of the mistakes that our people have made. And we can also learn from some of the successes and the decision making skills that people have made, like my grandfather, to say, listen, if I hit back, it'll only create a cycle of vicious one against the other violence nobody is going to win, ultimately.
00:19:40		So, for me, these are examples that show us what is really the way to go. Because we don't have much time, ladies and gentlemen, in this world at the same time. We want to make sure that the decision that we make will create a better world for the future generations to come. So, by fighting, it's not really going to take us anywhere.

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00:20:07		Try, for a moment, to step back and see things from the opposite side. Put yourself in the shoes of the opposite man and try, for a minute, to empathise with them if you were in that same position, how would you feel? Empathy is a very important thing. And what gives me hope about this world that we're living in today is when I looked at the marches that stood up and chanted the words of George Floyd, and Trayvon Martin, and Breonna Taylor.
00:20:45		The world did not stand back. Real global citizens made it their point to stand up and be heard and stand in the face of adversity. Our generation has decided to fight and not just stand back and enjoy our social media on our special devices, no. We actually stood up. And we had more than 20 countries across the world, standing up in solidarity with atrocities that are taking place in America. So, that, for me, gives me great hope for the future.
00:21:17	CD	That's great. A couple of questions around the same theme about your progress in your career trajectory, so I'm going to combine them. Has there ever been a time when you felt lost or hesitant when it comes to your career? And what advice would you have given to your previous self, struggling in that moment? And then on the other hand, a similar question, what do you do to ensure that you continuously keep growing and progressing?
00:21:56	NM	Yes, of course, I think it's normal. It's part of human nature to be weary and tired, and sometimes we feel very excited at the beginning of something, and maybe ten months in or two years later, you find yourself, I don't have passion anymore. I don't really want to do this anymore. Guys, if you have lost the passion for something, try to reignite it by speaking to those people that you ignited that very idea with.
00:22:30		Because if you cannot get support from your own home base, that's when you need to rethink and relook at your strategy. But also, at the same time, this is why you need people around you who are good mentors, who want to succeed, who can be honest with you and show you that you're slipping up. And they, in turn, become your beacons of light when you're feeling down in the dumps. You understand what I'm saying?
00:22:59	CD	Absolutely. I think that's great. Earlier, you mentioned your book, which is titled Going to the Mountain: Life Lessons from My Grandfather Nelson Mandela. And in it, you mention a

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		number of examples of just how supportive he was of you over the years. You've mentioned a couple of them already today. Can you share with me a couple more examples of how supportive Nelson Mandela was?
	NM	Yes. My grandfather was very supportive, because at the beginning, when we started Africa Rising, which was back in 2010, we obviously had asked...
00:23:36		We thought of asking him to be our first honorary trustee. And so, we wrote a letter to him and I was very nervous, of course, because this was a big idea and it was a new organisation. But I gave him the letter and later that day, he said, well, I'll joint the organisation. However, make sure you fix this grammar, fix the spelling mistakes, bring back the letter, and I will sign it.
00:23:07		So, for me, that was a great support because he was saying, I see what you're doing, I agree with it, but, boy, you have made mistakes here. So, fix this and then we can move together.
	CD	That's great.
	NM	And also, believe it or not, I actually worked in the music industry here, in South Africa, working with musicians. And we had a band. And right at the beginning, we needed to get some studio equipment, and I asked my grandfather, and he gave me the start-up capital to build our mini studio at home.
00:24:39		So, again, that support is coming from my home base, it's coming from your school, your community. The people that you work with and spend a lot of time with, this is where you should really start and make sure that they are people that are invested in your own success.
	CD	That's great. Another question that's come in that dovetails nicely with the point you've just made, which is about collaboration and leadership.
00:25:05		And your work is, of course, very much about bringing people together, stemming from the philosophy of people first. Tell me more about that philosophy and how it moves you.
	NM	That's actually also one of the things my grandfather said. He said, you need to speak to other young people, like yourself, who are in a similar position, same class, who you can then work with.

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00:25:30		And so, as you know, the old age philosophy of umuntu. Here, in Africa, we say umuntu ngumuntu ngabantu. Which means a person becomes a person or a human through other human contact. No man is an island. And so, when we are challenged in our communities, in our workspace, in our schools, with whatever it is, we need to firstly understand the root problem, the root causes and issues.
00:26:07		So, you need to gather the people around you to make sure you understand everything that's going on, so that when you are together, you can go far. There's an old age African saying that says, if you want to go fast, you go alone, but if you want to go far, you go together.
00:26:33	CD	Yes. I know that one. That's great. Another audience question that came in, this is on an interesting topic, as well, very timely. The question is, Ndaba, with so many alternate sources of information available today, the truth often gets deluded. What are your thoughts about this?
	NM	I have to agree with you very much. Because living in this day of social media, with robots, with AI, they are not, at times, able to actually decipher what the truth is.
00:27:14		And simply because somebody has paid for an advert to promote whatever that campaign is, they are going to promote it, regardless of if it's the truth or not. And that's the problem and that's the danger of the world that we're living in today. It's become so polarised through the social media and this technology that we're so reliant on these days. And it is going to be a problem because now people, if you want another side, they don't even have time to listen to you, right?
00:27:44		Now you don't even want to hear the other guy's point of view and it just because it's either you're my group or another group, and that's it. And that's what happened, that's a similar thing that happened in America. It's like the other group doesn't want to listen to the other group. And we need now, as a nation, as a community, to come together beyond our racial dynamics, beyond our historical dynamics, or our nation, our nationalities.
00:28:13		And next we have a frank conversation about the atrocities that took place in the past. A big discussion around the white elephant in the room to say, guys, there was lynching that took place in Alabama, there was slavery that took place, there were people in India who were colonised, they were colonised in

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		Nigeria, they were colonised and they were actually hunted in Australia, right, the Aborigines.
00:28:41		So, once we are able to come together as a community and actually talk about the truth and agree on what the truth is, I believe that will give us huge impetus to now come together and design and build how we want to move together and what kind of world we want to create moving forward.
	CD	It's a lofty goal, to be sure. And if anyone can bring people together, I know that it's you and the Institute.
00:29:13		What is the biggest change that you wish to see in South Africa? The question is from the audience and they say over the next year, but I'm going to broaden it and say just maybe over the next few years or even decades.
	NM	You see, our people here, in South Africa, have been very spoilt. Yes, we are still one of the hardest hit as far as colonialism and apartheid is concerned.
00:29:41		But now we live in a South Africa that is filled with technology and AI, and the economy is not at the best, but we are living, generally, a good life that can be compared to anyone living in Europe or Japan, in a manner of speaking. And, we have this notion that now South Africans are better than the rest of the continent, and that's quite a fallacy, in fact.
00:30:08		Because we need to remember that we would have not won our freedom and our freedom without the assistance of our fellow brothers and sisters across the continent of Africa. And so, now we can't be in a position to say now that we have the Gautrain, which is a high speed train that takes you from the airport straight into Sandton [?] city into the economic [?] hub [?] and straight into the CBD, right?
00:30:35		Now, we will [overtalking] our brothers and sisters to leave our country. That is despicable. And that is a common thing. This is xenophobia that has happened. It's the same thing that took place in America. Look at the average person. When you're in America, when you're in New York, where I met you, the cab driver could be from Ethiopia. The server at the restaurant could be from India, right?

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00:31:01		The one doing your hair could be from Africa, right? How can we turn around and say to our people, no, we don't want you here anymore?
	CD	Absolutely.
	NM	[Overtalking] and that these people from different nationalities are part of our daily lives.
	CD	That's true. And you're right, I'm based in New York and here, it definitely is a melting pot. We have people from all over, which is most New Yorkers, all New Yorkers, hopefully, would agree that that's one of the greatest things about this city, right? Absolutely.
00:31:36	NM	[Overtalking]. The differences that we have are less than 1% physically. And in the differences that we have throughout culture, those are things to celebrate. Those are things to celebrate. Our music, our dance, our fashion, our traditions, our customs. Think about the one thing that we all love to do is to travel, right, and to experience different cultures.
00:32:03		So, why can't we find a way to all live together in one nation under peace and harmony, where everybody in that society moves together and thrives.
	CD	Absolutely. A reminder to the audience, we do have questions continuing to come in, but if you have a question that you'd like to ask Ndaba, you can submit it to the Q&A and, as I said, we will get to just as many as we possibly can. On that note, another question from the audience.
00:32:31		Ndaba, what are you most excited about today? And also, what worries you the most and keeps you up at night?
	NM	Well, I'm pretty excited about the youth, the young people of this global village that we call earth. When I look at the country of Uganda where a young man of 38 years old has gone up against a mighty giant, a president who has been there since 1983.
00:33:02		And regardless of the persecution and the arrests that are unwarranted, that are unfounded, he continues to push against the grain. If you look at the majority of people who are protesting in America, Germany, Netherlands, France, and Italy, everywhere, it's young people. Those are the people who are

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		getting excited and say these young people are truly our future, our world. They are the ones who can truly build a world that we can be proud of.
00:33:31		What worries me at night is this COVID disease. This COVID-19 worries me, let me tell you something. We must not forget, this COVID-19, ladies and gentlemen, came out of nowhere and yet, we have a vaccine. No problem, we need a vaccine to fight this epidemic, but my question is through these bans of alcohol, through these curfews, have our human rights not been infringed?
00:34:12		Was COVID tested on animals before it was tested on humans? Because that is a human rights declaration that was put in 1948 after World War Two. You understand what I'm saying? And this is why the young people are standing up in protest to say, let not our simple inalienable rights, has humanity been taken away from us [overtalking].
00:34:37		Absolutely. Another question that came in from the audience, this is another reference to some of what's in your book, potentially, and it references lessons that maybe you've learnt from your grandfather about corruption. In your opinion and your view, how do we get people to rise above corruption and to raise about ego and self-gain?
00:35:06		And think about communities, to think about people first, as you put it.
	NM	It's something difficult because money has been the one thing that has corrupted many of our people in the past and the present. And so, one of the way in which we can curtail this is through raising our patriotism as citizens.
00:35:39		And making sure that whether you're rich or poor, young or old, we're coming together because we want to build a strong nation, a nation we can be proud of. So, these are the heartstrings that we need to pull in our people and make them realise that how much longer are we going to continue fighting prejudice and bigotry?
00:36:01		Don't we want our children to find new things to fight and fighting corruption? So, we need to find ways in which we can build that patriotism in our people. We need to get out of our comfort zones. One thing they created in Rwanda is that every

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		second Saturday of the month, they have to go out and clean the streets. The whole country.
00:36:32	CD	Wow.
	NM	The president goes out and cleans the streets. He's now [?] building that patriotism, and pride, and confidence in the nation to be proud to be a Rwandan, a South African, a British [overtalking]. You understand? So, that people can understand that we are building something for the future, for tomorrow, but not just for me and my family, but for the entire nation.
00:37:00	CD	It reminds me of the phrase servant leader, which I think is so apt. And people that I admire most are often those that I would consider a servant leader. And it actually reminds me, also, recently, after the events that happened in Washington DC earlier this month, there were some images that came out of one of the members of congress, who was literally picking up trash in the wee hours of the morning after spending all day long, what a chaotic and terrible day.
00:37:35		But spent the time to literally pick up trash that had been left behind. And I think that really is powerful and it's such an important lesson for us all to remember that we, in our own way, are leaders in our own communities, right?
	NM	We are leaders, Carly. We are leaders and we need to make sure that we continuously feed that fire, right, building with our compadres?
00:38:03		And I want to remind people that a leader is not a person who boasts to be number one. A leader is not a person who is the best. A leader is the one who serves those that cannot be served, to stand up for those who can't stand up for themselves. That's what a true leader does, you serve. You are there to hear people. And I often say to young people, you know what? God gave us two ears and one mouth for a reason, so that we can listen more than we talk.
00:38:38	CD	That's a good one. Another question from the audience. In your grandfather's book, at the very end, in reference dismantling the apartheid regime as the start of a longer and more difficult journey. What did you mean by that and what does that journey look like now in 2021 moving forward?
	NM	Please repeat that, Carly.

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00:39:04	CD	I said in your grand, in the book, at the very end, you mentioned dismantling the apartheid regime as the start, not the end, of a longer and more difficult journey. And what does that mean and what does that look like in 2021?
	NM	That basically meant that to defeat the enemy of apartheid meant that we have now got our rights, our civil rights, for the first time.
00:39:37		Because before that, there was nothing you could actually do. Now that we have our civil rights, we can actually now be counted and vote for our leaders equally amongst all citizens in front of the law. So, what it means is it is the beginning of the awakening of ourselves to now understand what freedom really means. And not forget that freedom comes with responsibilities, you see.
00:40:04	CD	Absolutely.
	NM	When we defeated the enemy, that was the beginning, because there's such a huge gap that has been created. Over 400 years of slavery. There is no way it's just because now you are free, you think you're going to be on the same level as your former colonisers. No, of course, not. It's going to take us generations upon generations. 400 years, Carly, is 16 generations, so it's going to take us 16 generations to get to number one.
00:40:33		But imagine those 16 generations, the colonisers and the rulers would have already surpassed you, so you can hardly ever catch up. So, that's why it is the beginning and not the end, because we have a lot more to do and build.
	CD	Absolutely. And that reminds me of some of what's happened in the US as well recently. We saw the huge uptick in broader [?] registration among young people, first time voters.
00:41:01		It's a very fair point and a good one for all of us to remember, wherever it is that we're based.
	NM	That's true. We mustn't take it for granted.
	CD	Absolutely. So, Ndaba, you, yourself, have children, and here we are, we're talking about family and legacy, and we've spent a lot of time talking about your grandfather and the lessons that you inherited. But I want to spin this a bit and turn the tables on

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		you and ask you want legacy do you hope your children will pick up from you?
00:41:40	NM	Well, for me, there are one or two things that I really value in people is the ability to acknowledge everybody that's in the room. Because everybody deserves respect and dignity, and that is the one thing that slavery and apartheid had actually taken away from the people.
00:42:05		And so, for me, that is the first and most important thing, that we not judge people by their physical appearance, but rather, by the content of their character, as my Martin Luther King said. And I want them to also learn about their African roots. They must be able to say, I am an African, I know what it means to be African, and I am proud of it.
00:42:33	CD	That's great.
	NM	And from then on, I think they will do just fine.
	CD	So, no shirt folding and medicine balls in your house?
	NM	No, me, I take them straight to the field.
	CD	That's great. A couple more questions that have come in that are asking similar themes.
00:43:00		Advice that you would give to someone who wants to dream big, or maybe has big dreams, and wants to get involve with important causes, but has a hard time taking that first step. Knowing that you have been there and done that before, how do you take the first step? Especially when life feels busy or you have other responsibilities.
	NM	I can say no risk, no gain, right? If you don't take a chance, you'll never know the outcome, right?
00:43:34		So, it's like when you see that beautiful lady and you think, oh, my God, I want to say hello, I want to introduce yourself, but your heart's going de, de, de, de, de. You just have to take a deep breath, and go for it, that's all you have to do. Because you can't wallow in self-pity, wondering about what the outcome could have been or should have been.
00:44:01		No. You need to take the steps, the first step, and realise there's going to be 10,000 more steps, my friend, so it's better

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		you take it now, so you can reach that 10,000 steps much quicker, you understand?
	CD	Sure. Absolutely, one step at a time, right? We have a light question, but I think you'll appreciate this. What instrument did you play in the band?
	NM	I wish. I wasn't part of the band, I was the manager of the band.
00:44:32		And I was the record label, I don't know, director or whatever, we had an independent record label. So, I was the admin guy. I'm the back and the scenes, going out, trying to get my band out there. I often became the MC a lot of the time.
	CD	Well, I'm sure that the band benefitted from your organisation skills in bringing people together, right?
00:45:02	NM	Yes, indeed.
	CD	Can I at least ask you, was the band successful commercially.
	NM	You know what? The band was not successful commercially because of some, what can I say? They relied too much on their talents and not actually coming together and rehearsing on a regular basis. So, they relied too much on their individual skills, and didn't come to merge those skills and take enough time to merge these skills, so they can create one unison [?] powerful sound.
00:45:36		That's what ultimately killed them. They were lazy. They were lazy buggers, to be honest.
	CD	That's another good lesson, right?
	NM	Lazy buggers. But you know, our keyboard, he plays for the most successful rapper here, in South Africa, as well as our drummer, he's one of the biggest producers in Africa [?].
	CD	Okay. So, that's commercially successful. Maybe not in this form, but obviously a lesson learnt.
00:46:03	NM	[Overtalking]. And then making the individuality [?], not as a team. And as a team, they could be international stars. So, the individuality and seeing things too much from... When you are, sometimes, too hungry or too desperate to succeed, your judgement becomes clouded and you do things and make

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		decisions that you're not supposed to make because you are impatient. So, patience is also a very important virtue.
00:46:34	CD	Yes, absolutely. Another question, I've got a couple of questions coming in, I think this is a good one. Is good character built or is it born, in your opinion?
	NM	Well, I think, yes, good character is built over time, that's what I believe.
00:47:01		Because we are all influenced by our upbringing, by our parents, our siblings, and, of course, the things that you're exposed to. I often say that the apple doesn't fall far from the tree. So, definitely, this nurture versus nature conversation, and most of the time, you have found, for example, my grandfather, he grew up in a kingdom where there were different families.
00:47:42		And our family was in charge of mediating and peacekeeping within the kingdom. And so, he learnt that from his father and when his father died, he was sent to live with the king in the rural areas. And now he was the one to see the king, because every day, people would come from the village with squabbles, with issues.
00:48:07		And then the king would have to take a decision on it, like a judge. [Overtalking] and watched that, and I think that was also part of Nelson Mandela's character. Growing up, knowing that we come from a family of mediators, negotiators, and peacekeepers, you know what I mean? So, there's definitely a bit of both. But if you look at Messi versus Cristiano Ronaldo.
00:48:34		I think consistency, even if you're not born with it, you can achieve it.
	CD	Absolutely. What guidance would you give to the next generation of a well-established family with a global name? Obviously, it sounds very familiar.
00:49:00	NM	It starts with you. It starts with your values. It starts with what makes you tick, as an individual. What really grinds your teeth. What are the things you can't stand in society, or in your community, or in your workplace? And how can we try and fix or mend that issue that's out there. So, it really begins with you as an individual, to find out what is it that you care about most?

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00:49:30		And then, for example, if it's an orphanage or if it's the crime that's happening out there, you need to go there and understand, from the community, what are the key issues from the different sides, a lot of the different sides. Don't go anywhere with preconceived notions of how to fix a problem. It is important that you engage with whatever issue that you're trying to solve. And remember, it's important that whatever it is that shows you are really passionate for it, because you are going to come across speedbumps and hurdles along the way.
00:50:07		And so, having a good mentor is very important, right? But it's very key to find out what is it that you care about, and then you will find a mentor or somebody who can help you and then you tackle it. But remember, make sure that the community or the geopolitical area that you're dealing with, if it's one of those kinds of things. Because here, we have long tentacles.
00:50:35		We are people of great privilege, so we can actually tackle serious problems. And also, then think about who are the people in your own circle you can reach out to assist you, and so on and so forth.
	CD	Absolutely. That's very much in keeping with the advice that we give at HSBC in our philanthropy advisory work when we're helping families get started in an impact project.
00:51:02		Same thing, listen and collect information, don't make assumptions, and work with experts, right? Rely on those in the community who have the experience that you need. It's much more effective than trying to just muscle your way through on your own.
	NM	100%.
	CD	Absolutely. Ndaba, I have a really important question for you from the audience. This one is a big one.
00:51:31		Very timely, given that we're all at home and we've been watching endless hours of television. Please recommend some, they include books, so please recommend some books you've enjoyed or a TV show or movie you've watched recently that you would recommend to the audience.
	NM	As a father, funnily enough, I just came across the book Rich Dad, Poor Dad. Actually, I just started that last week.

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00:52:03		I know everybody knows that book, but, guys, the two chapters that I've read have been brilliant. I really recommend that book. So, I'm a bit of a sci-fi guy, I'm in the sci-fi world. I think there's one called Lost. Lost in Space, actually. Obviously, there's Star Trek Discovery, which wasn't bad.
00:52:31		There's Timeline or Timeless, I can't remember now. I think it was Timeline, if I'm not mistaken. I'll even call out things like How to Get Away with Murder. That was a classic.
	CD	That's a great show.
	NM	It was a classic. I really enjoyed that show, guys. And also, I'm talking to the guys now, I'm talking to the boys, Vikings. I highly recommend Vikings, if you haven't seen it. The girls might enjoy it.
00:53:03	CD	Vikings plays in my household, but that's not my cup of tea. But I do like How to Get Away with Murder. Ndaba, we are running short on time, but actually, I have a question for you. Which one of your many lofty dreams scares you the most?
	NM	The dream that scares me the most is the unification of the great continent of Africa, because, ladies and gentlemen, let us be honest, this is where humanity began.
00:53:36		Ladies and gentlemen, let us be honest, our people were enslaved for so many hundreds of years because they were scared of the dark skin? Why are you scared of the dark man? The most loving man on the planet earth. When you look at Africa, the resources that we have, most of the things that we eat, and we wear on our bodies, and we put on our bodies, comes from the continent of Africa. Do you know that?
00:54:02		The things that you are close to at heart come from the continent of Africa. And it doesn't end there. Look at H&M, look at Louis Vuitton, they're all getting inspiration to design their apparel from Africa. Now the cheetah is the popular one. Next, it's the zebra, or no, it's the lion, the mighty lion.
00:54:29		Africa, for me, once we're able to come together, unite the skills that we have, I believe we will be a great force on the continent that is no longer a basket case of charity, but a leader amongst the world and we can add to the voice of how the world

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		develops in a more humane way. Let me give you an interesting fact. They say that Africa has got a shortage of skills.
00:55:02		There are more Nigerian doctors in the state of California than there are in the whole of Nigeria. Did you know that? So, how can they tell us that we're short of skills? We are not short of skills. We are not short of skills. Our skills have made [?] us first. And once they are [unclear] and our people here, on the continent, realise that our destiny is united, we will make a concerted effort to make sure that our destiny is one that is bright, beautiful, but develops in a way we can encompass our children and the world to be with us, because we love them unconditionally.
00:55:42		And so, we have to reteach our children, the world, about our humanity.
	CD	That's powerful and amazing, thank you so much, Ndaba. This has been absolutely fascinating, truly enlightening. And you are, as always, an inspiration. Thank you so much for being with us today and sharing your thoughts on family legacy, as well as carving out your own path, both in furtherance of, and maybe, at times, in spite of, your family name.
00:56:14		Now, before we close, I do want to mention that if you are interested in learning more about the Mandela Institute for Humanity, you can check out the organisation's website, which is www.MISH.org . And I know that Ndaba and team are actively looking to partner with likeminded individuals on their Mandela Leadership programme that you mentioned. So, more information about that is also available on the organisation's website, if you have a specific interest. Thanks again for being here and back to you, Mark.
00:56:49	MP	Thank you, Carly and Ndaba. This was terrific. I'm sure you all enjoyed this as much as I did. Too bad we didn't have all the cameras and mics on to hear all of our reactions and responses to Ndaba's feedback and insights, because I'm sure that you would have heard a lot of great laughs and seen a lot of very interested and tuned in faces and ears. So, that was awesome. Thank you for that. And also to you, Carly, for your brilliant interviewing, and thank you to all of you for joining us today.
00:57:21		If you could all, all of you that joined us today, if you could please take a moment and think and reflect if there were points and examples raised today that resonated with you and sparked

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		and interest. And if so, please reach out to the person that you invited, the person that invited you today, for a further conversation. You can also stay connected through our HSBC LinkedIn group and join our local, excuse me, our global network of aspiring like-minded clients and philanthropists. A final thanks to all who joined the call and those that will be listening to the playback.
00:57:52		And before you leave the session today, a very short survey will appear. We would greatly appreciate it if you'd give us your feedback on the session today and if you could take a couple of moments to respond, before you exit the masterclass. Your responses will be anonymous. Once again, thank you, Ndaba, for joining us. We look forward to having you back again. And everyone, have a wonderful morning, afternoon, or evening, wherever you are in the world. Thank you very much.
00:58:16		