

bokgabane

botoka le botoka – better and better

from THE ROYAL BAFOKENG Operations Room

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PROJECT SPOTLIGHT

FEATURED PROJECT

Construction of Basketball and Netball courts at schools

Project manager: Tshepo Malatsi and Lucain Paulik

RBS manages various mass participation and development programmes for Bafokeng school goers. Currently there are approximately 10 000 children (aged 6 to 18) taking part in these initiatives. Of the 10 000, 350 exceptionally talented children were identified and are receiving more intensive coaching through our development squads.



Six qualified and experienced coaches are based in Phokeng where they are spearheading these sporting development initiatives. In addition to this, 450 local coaches have received training in order to assist with the roll-out of the mass participation programmes.

A key objective of RBS is to develop local football talent to a level where they would be able to qualify for professional soccer teams participating in the Premier Soccer League within the next five years. Activities such as soccer clinics, run by visiting teams and coaches, and opportunities to train with teams from abroad are facilitated, which works towards this goal of fostering excellence. Likewise, the establishment of 150 soccer teams, across different age groups, and the construction of 15 multi-purpose sports fields are but two of the projects to be launched within this programme.

Apart from soccer, this programme includes five other sporting codes; martial arts, rugby, netball, athletics and, the latest addition to the list, basketball. Basketball is a physically demanding, competitive game that will engage girls and boys in healthy activity and provide lots of fun. The focus is on developing the game among young people and promoting basketball as well as life skills. The Royal Bafokeng School Sports Programme emphasises the value of physical education and sports as part of a holistic approach to education.

With the introduction of this new sporting code, the need for quality training facilities arose; giving life to the “Construction of Basketball and Netball courts in schools” project. Thirteen schools from all 5 Bafokeng regions were identified. The chosen schools include, in the Capital region, Bafokeng high school, Keledi middle school and Matala middle school; Sekete high school, St Gerald Majella, Matsukubane middle school and Tsitsing sports grounds in the Central region; Mafenya middle school, Charora high school, Molotlegi middle school and Rasimone middle school in the Northern region; Seolo middle school in the North Eastern region and, finally, Thekwane middle school in the South Eastern region.



Basketball, as a new sporting code in the RBS, was boosted further by the launch of the Royal Bafokeng NBA (National Basketball Association) which took place on 26 May 2011. The Royal Bafokeng NBA development programme teaches basketball fundamentals and life skills.

The RBS believes that the challenges, experiences and lessons learnt from team sports, such as basketball and netball, would assist in the overall development of the Bafokeng youth; developing character,

confidence and self-esteem. As NBA Hall of Fame inductee, Michael Jordan, famously said:

"I've missed more than 9000 shots in my career. I've lost almost 300 games. 26 times, I've been trusted to take the game winning shot and missed. I've failed over and over and over again in my life. And that is why I succeed."

FEATURED PROGRAMME

RBS Sports Academy programme

Programme manager: Cavin Johnson

As a developmental tool, providing the Bafokeng youth with the opportunity to partake in sport alone is not enough. It is imperative that RBN players, who display the potential to qualify for the top football clubs in the world, are identified and developed – the RBS Sports Academy is developed for this very reason. In short, it is envisioned that the Academy will become Africa's leading sports training destination for top sportsmen and women, coaches and referees.

The Academy is situated at the Bafokeng Sports Campus, in the Capital Region on the Phokeng/Sun City road.



Talent Identification for the 2012 Intake, a project within this programme, serves to identify talented individuals in the 29 Bafokeng villages for the intake of the Academy's second group. Open trials and an interregional assessment were held, where the 44 top performers were selected to attend a "boot camp" for further assessment. It was during this boot camp that twenty infield players and two goalkeepers were selected to become the second group inducted in the RBS Sports Academy.

The 2011 inaugural intake of 22 will graduate in 2016 and 20 youngsters are planned to graduate annually thereafter. By 2015, the Academy is set to be at its capacity of 102 enrolees. Students are expected to perform academically as well as on the soccer field in order to develop all participants holistically.

The Academy is envisioned to be self-sustaining and, as such, revenue streams must be generated to enable it to function as a business entity. Sponsorships are sourced with the vision of developing these young players into marketable commodities that will be sold at a profit at the end of their tenure at the academy. It is hoped that the money accrued during these sales will sustain the Academy and yield a favourable return on investment. Over time the proceeds will be reinvested in the upgrading of infrastructure to perhaps enable the Academy to house greater numbers of students.



The programme needs personnel of the highest standard to achieve the set goals and objectives. The Academy ensures that all its coaches are trained by the relevant football training institutions. In 2012, 141 aspirant school coaches attended a coaching workshop in March and a further 80 village coaches will be developed through basic coaching courses before August this year.

The Academy collaborates with the Royal Bafokeng Institute and Lebone II College. Intake to the Academy is assessed by these reputable entities in order to keep the academic interest of the students in mind. Learners are attending school at Tlaseng Primary and Seolo Junior Secondary.

In conclusion, the Academy attempts to identify raw talent and develop that talent to a professional level. The youngsters enter the Academy at age thirteen and will spend a minimum of five years at the Academy. Talent identification will take place on an annual basis to ensure that new talent be developed continually.

With all these measures ensuring excellence in the Academy firmly in place, one can certainly hope and expect that the future stars of world- and South African football could be alumni of the RBS Sports Academy.

PROJECT MANAGER OF THE MONTH: Jeanette Sebopedi

- **Describe your role in the HSDS**

- *I am employed by the Royal Bafokeng Administration in the position of Chief Professional Nurse which is a senior management position. My role is that of managing the health services and activities in the Royal Bafokeng Nation (RBN). These activities take place at RBN clinics and in the communities. I also visit RBN schools for Health Education and Health Promotion.*

- **How long have you been working here?**

- *I have been employed by the RBA for six years.*

- **How many projects and programmes have you handled and how many are you currently working on?**

- *I have handled four projects which have been turned into programmes and I am currently working on all of them.*

- **From what you've experienced so far; what advice would you give to other RBN project managers?**

- *Every project manager should be like the "captain of the ship" or even the "conductor of an orchestra." If you plan well in project management, you won't fail. Project Management is a systematic and a smart way of working. In project management there is consistency and a way of tracking on the progress of the project/programme. Project managers should be able to resolve risks before they become problems.*

- **How do you think HSDS projects, specifically yours, are making a difference for the RBN?**

- *In the HSDS every project manager is able to follow his/her project closely and report precisely about what the project/ programme entails. My projects are benefiting the community in that they improve the lives of the individuals. With continuous monitoring of activities to the communities, there is improvement in the lives of the individuals.*

- **What are your personal goals/aims that you'd like to achieve with the RBN Health and Social Development Services?**

- *Health services are always essential to the lives and health of everyone. The health education and promotion to the individuals improves the knowledge of everyone to take proper care of him/her.*



The main aim that I aspire to is for the people in the communities to have an understanding and basic knowledge of health care.

- **What are some of the challenges you've experienced as a Project Manager?**
 - *The main challenge in health is the lack of qualified human resources as healthcare is both very broad and specialized. Another challenge is that the RBA hasn't got a unit that takes care of the health aspects in the community. A third challenge is the stakeholder relationship between RBA and external stakeholders.*
- **How has the Project Management Office and the MPS (Manage-by-Projects/Programmes System) assisted you in managing your projects?**
 - *Workshops on project management that were conducted at the beginning of the introduction of the MPS assisted in enabling me to manage my projects and programmes. The continual assistance by the PMO personnel is very beneficial in managing my projects/programmes.*
- **What are the steps you take as a project manager to ensure the success of a project?**
 - *The continual update of the projects/programmes*
 - *To foresee the risks and be able to resolve them*
 - *To work within the scope and to change it if there is a need*
 - *To track if the project/ programme is on schedule with its activities*
 - *To manage the project and ensure that it is within the budget*
 - *To manage the project within the time frames*



Web traffic on the Operations Room website:

Month	Site visits	% New visits	Average time on site	Average pages per visit
June 2011	1833 visits from 47 countries (1621 – SA; 35 – UK; 27 – US) 688 unique visits	29.35%	00:04:08	3.33
May 2011	1767 visits from 44 countries (1609 – SA; 25 – UK; 23 – US) 725 unique visits	31.47%	00:04:45	3.69
April 2011	1384 visits from 36 countries (1258 – SA; 30 – US; 9 – UK) 522 unique visits	29.26%	00:05:11	3.93

PROJECT MANAGEMENT CORNER:

It's budgeting time in the RBN

A **Budget** is a plan that outlines an organisation's financial and operational goals. In other words, a budget may be thought of as an action plan; planning a budget helps a business allocate resources, evaluate performance, and formulate plans.

While planning a budget can occur at any time, for many businesses, planning a budget is an annual task, where the past year's budget is reviewed and budget projections are made for the next three or even five years.

The PMO, in collaboration with the Treasury department, has developed an on-line Treasury section on the MPS. This section will allow all entities to submit their budgets quickly, easily and accurately and, in the process, improve the level of planning for projects and programmes. Training on this system is currently taking place; please ensure that all project and programme managers, financial managers and heads of entities/departments attend a training session.

Bokgabane Quiz:

Have a go at the Bokgabane Quiz! Three winners will be randomly selected from the correct responses

1. How many schools are identified for construction of basketball?
2. How many coaches attended the coaching workshop in March?
3. How long has Jeanette been employed at RBA?

Last month's winners: Please come collect your prizes from the PMO

Congratulations to:

1. Moses Maithufi
2. Lesego Tsitsi
3. Mmaphehello Serapelo

BOKGABANE:

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