

bokgabane

botoka le botoka – better and better

from THE ROYAL BAFOKENG Operations Room

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PROJECT SPOTLIGHT

FEATURED PROJECT

Essential Oils

Project manager: Motlapele Tumagole



Agriculture is an important component of Royal Bafokeng Enterprise Development's (RBED) economic development plan. In the RBN, agriculture focuses primarily on cattle grazing, irrigated sunflower production and small emerging operations in intense agriculture, such as vegetables, pigs, goats and poultry. Another agricultural activity supported by RBED is the plantation of rose geranium for the production of essential oils.

A multi-faceted project, such as this one, requires time, proper planning and a detailed business- and project plan. Factors to consider in these plans include training of all who will be involved, infrastructural planning, planting and monitoring, harvesting and distillation, marketing, contractual agreements with buyers and selling the product. It is envisioned that the project will be converted to a programme upon completion of the first phase of the project to ensure a long term revenue stream and job opportunities for all involved in the venture.

Geranium planting and the eventual production of oils from them needs time, lots of effort, patience and determination. Initially, the first phase of the project was to run from June 2009 and end December 2010, but due to challenges faced during the implementation of the project, this phase was delayed.

Currently the project is faced with challenges such as unfavourable weather conditions. Planting requires very specific conditions; the project manager noted that "during very hot weeks the soil becomes hard and dry and when it rains, working in a wet soil is difficult so conditions must be such that it's not too hot or too wet". Despite these challenges, the RBED has every intention of completing this project and are confident that the programme will have long term benefits for the Bafokeng Morafe.

There is no doubt that investment in agriculture could potentially result in a multitude of benefits to the RBN in the form of creating work and revenue opportunities to those involved. We look forward to the future of Bafokeng Essential oils!

COMPLETED PROJECT

Product and skills development: Art and Crafters

Project manager: Motlapele Tumagole

Royal Bafokeng Enterprise Development (RBED) is charged with developing entrepreneurship in the Bafokeng Nation. One way that it hopes to accomplish this is by initiating product- and skills development.

Recently, the RBED appointed Aid to Artisans South Africa (ATASA) Trust to assist in executing an 'Arts and Crafters' project. ATASA is a South African not for profit trust, established in 1976, that offers key services to the local craft industry. These services include, among others, the African market readiness programme, customized training programmes, product development and designing, and market access. In this particular project, six Bafokeng SMMEs were identified to be trained by ATASA; these were, by name, Nkutona, Modisa ke Monyatsi, Bo Mkhosi Projects, Brotherly Love, Atlegang Arts and Moitoi Creations.



The project ran over a period of five and half months where these enthusiastic groups primarily attended skills development workshops, all facilitated by the ATASA Trust. By the end of the project, the six SMMEs had gained technical and production skills, improved product development knowledge, project management skills and background on how to gain access to markets. The group leader from Moitoi suggested that "ATASA Trust has opened another world of business approach to us".

The overall objectives of this project was to facilitate collaborative skills development for crafters in the Bafokeng region, to economically empower these crafters through improved market access and sales, and to support, mentor and instil an eye for entrepreneurship among them that can ensure ongoing product development with current and new craft enterprises in the area. The consensus is that this goal was achieved.



"Product and skills development: Arts and crafters" is one way of showing our commitment toward the Bafokeng recognizing and developing people's skills. Congratulations to Motlapele Tumagole, her team from RBED and the ATASA Trust for the effort taken to assist the Royal Bafokeng Nation in its attempt to achieve its vision of a self sustaining community.

PROJECT MANAGER OF THE MONTH: Zula Tlholoe

- **What is your key role in the Royal Bafokeng Enterprise Development (RBED)?**

- *Developing strategies for SMME development*
- *Facilitating SMMEs business development interventions and training*
- *Facilitating access to markets and finance for local SMMEs*
- *Promoting and marketing local SMMEs*
- *Conducting benchmarks to identify best business enterprise development models*
- *Facilitate growth and maintenance of SMMEs*
- *Providing an interface between RBED and its internal and external shareholders*

- **How long have you worked for the organization?**

I have joined RBED in October 2009 which makes it 1 year.

- **What is the most important thing that you think people should know about being a project manager?**

Critical is the planning for the project and managing the resources within the project. It is also critical to develop the discipline to stay within the time allocated and if there is any reason to review the time then sufficient thought should go into making sure that the new deadlines are met.

- **What are some of the most important lessons you have learnt since you became a project manager?**

- *Project managers needs to posses leadership skills in order to enhance the completion of project tasks.*
- *Proactive management and reporting of issues and risks related to the project.*
- *Selection of the resources to deliver on the scope of the project.*
- *Cash flow management during the implementation of the project to avoid over spending on the budgets amounts.*

- **What do you recommend as essential skills that each project manager should have in order to be successful?**

- *Management skills - Holistic project viewing to see the impact that project would have on the entity RBN and Vision 2020. Financial analysis to evaluation the financial implication of the decision on project implementation.*
- *People management skills – ability to motivate and sustain people during the project life span. It is key to be able to manage multi functional team members*
- *Coping skills - ability to handle unforeseen situations, Conflict, disasters and uncertainty during the implementation.*

- **What are some of the challenges you have experienced and still experiencing as a project manager?**
Project team commitment

- **How many projects have you worked on since you joined RBED and how many are you currently working on?**

Since my first anniversary with the entity I have managed 3 projects. I am planning to register and implement at least (3) three projects.



- **How do the projects you are engaged in help you in developing your skills as a project manager?**
My involvement in these projects assist me with more on leadership skills in ensuring that project are executed according to the scope and within budget.
- **Who are mostly beneficiaries of your projects?**
SMMEs in general and so far those in the following categories:
 - Emerging civil and building contractors
 - Food handlers
 - Bafokeng Women
- **Has the PMO's project management workshops helped you in managing your projects?**
Introduction workshop to MPS gave me a view of what needs to be managed within projects, critical aspects to be monitored and evaluated during the life of the project.
- **What are your views on the MPS (Manage-by-Project System)?**
In my opinion it is an excellent thought and initiative which will assist entities to manage their operations delivery and financial spend. It would be a platform for entities also to show some of their success and development within the Bafokeng business community
- **Do you have any words of encouragement or advice to other project managers?**
 - *We could share experiences in projects in an effort to utilize available human resources optimally for the benefit of the whole RBN.*
 - *We should see ourselves as change agents that strive to make a positive change be it minute or huge today.*

 www.rbnoperationsroom.com

Web traffic on the Operations Room website:

Month	Site visits	% New visits	Average time on site	Average pages per visit
November 2010	1154 visits from 24 countries (1085 – SA; 14 – US; 5 – Singapore) 374 unique visits	24.87%	00:14:00	8.66
October 2010	1097 visits from 14 countries (1051 – SA; 11 – Germany; 7 – Singapore) 251 unique visits	18.23%	00:15:11	9.37
September 2010	968 visits from 13 countries (926 – SA; 10 – US; 5 – UK) 297 unique visits	23.45%	00:14:55	10.16
August 2010	691 visits from 14 countries (624 – SA; 36 – UK; 9 – US) 191 unique visits	23.15%	00:14:27	8.82

➤ PROJECT MANAGEMENT CORNER:

The role of a Project Manager

The **Project Manager** is the person who takes *overall responsibility for coordinating* a project, regardless of its size, to *make sure the desired end result comes in on time* and *within budget*. (Baker, Baker and Campbell)

In summary the project manager will:

- **Develop a project plan** that describes the complexity of the project;
- **Mentally “fast forward” the activities** required to complete the project to calculate the duration of the project;
- **Ensure that all the agreed upon objectives are reached** on completion of the project; and
- **Continuously check the progress** of the set objectives against the agreed upon project plan. (Pycraft, Singh, & Phihlela)

➤ Bokgabane Quiz:

Have a go at the Bokgabane Quiz! The third e-mail with all the correct answers will win...

1. What is the biggest challenge facing the Essential Oils project?
2. How many Bafokeng SMMEs were involved in the Art and Crafters project?
3. When did Zula join the RBED?
4. What is the average time spent on the www.operationsroom.com website in November?

Last month's winners! Please come on collect your prizes from the PMO...

There were **no winners** for the November issue of the Bokgabane. Do not miss out on your opportunity to win great prizes!!!

The official unveiling of the prizes will happen on the 10th of December 2010. See next month's Bokgabane for pictures of the prizes.

lease send your answers, queries and/or comments on the Bokgabane to the PMO on pmo@bafokeng.com