



Your Knowledge Portal for Future

Meaning

Definition

Explanation

Course outline IPSPJ

B-BBEE Compliant: LEVEL 1.

CSD Supplier Number: MAAA0895531

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COMMUNITY TRANSFORMATION MANAGEMENT COURSE OUTLINE

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Company Details	
Company name	Knowledge Bridge Academy Pty Ltd
Registration number	2019/114837/07
B-BBEE Compliant	Level. I
CSD Number	MAAA0895531
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Company Overview

Knowledge Bridge Academy (Pty) Ltd is a 100% black owned enterprise which was first established in 2015 and officially registered in 2019. We are a responsible corporate citizen committed to job creation across South Africa. We take advantage of the guidance, counselling and mentoring services from the Government's small business support agencies. It is our policy to uphold the legislative and policy requirements required for ongoing projects and programmes.

The enterprise is involved in General Supply, Learning Programme Development, Skills Development and Training of accredited learning programmes, learnerships, qualifications and short courses.

Our Mission

Our mission is to contribute to society through the pursuit of education, learning and research at the highest levels of excellence, and provide the best and cost-effective services in the shortest time possible.

Our Vision

It is our vision to become the service provider of choice, known and respected for our ability to always deliver exceptional value through service excellence throughout South Africa and beyond.

Our Values

We are dedicated to provide the best services, unparalleled which is met with utmost dedication and integrity in line with the values of the regulatory Board of South Africa.

We are committed to upholding the generally acceptable business ethics. We fully believe in serving you with the best of;

- Accountability
- Competency
- Dedication
- Integrity
- Trust
- Honesty

Our services

- Learnerships
- Compliance Training
- Skills Programmes
- Short Courses
- Recognition of Prior Learning (RPL)
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What Makes Us Different

Our differentiating approach is underpinned by the foundation of our No Guessing Framework. We focus on growth which is evident in the strategic objectives entrenched in daily business practices to ensure that you are served to the best of your desired interests.

Our 'No Guessing Framework'

Our No Guessing Framework is a structured and systematic methodology that we have developed to understand and highlight the issues at the heart of your required services, while understanding the desired outcome. Once we have successfully analysed your current position, we formulate a holistic package providing an effective solution that will suit with your required services.

COMMUNITY TRANSFORMATION MANAGEMENT COURSE

Course Duration

5 Days

INTRODUCTION

We have come to a point in our history where we have the opportunity to create a place we can choose to live in integrity with every moment; choosing harmony with ourselves, our circle of friends and family, and our community as a demonstration. The best part is, we can also do this in a way that better fulfills our community needs. Our community transformation is about these needs. How to simultaneously meet them all is our fundamental goal to establish a culture with cooperative and proactive values as a path to community transformation. Having these needs met is something that we consider as essential to society and a duplicable fulfilled living model capable of creating positive and permanent community transformation. To create a model for community change that integrates human needs and values, we studied the most prominent and comprehensive values and needs hierarchies.

COURSE CONTENT.

1. Community Engagement Approach.

Community engagement (CE) is a continuing process of activities towards achieving a set of objectives aimed for the well-being of a community affiliated by geographic proximity, special interest, or similar situations. It is exercised by health services organizations in close collaboration, coordination and cooperation with the community groups. Activities that help firms engage the community include credible and transparent reporting, meetings, talks and collaborative decision making.

2. Understanding Your Community

Local History is a Good Starting Point Being successful in any social activity requires knowing something about the community, its history, its culture and its political structure. Every community is different, so learning about the particular community is important. Other sources are more informal such as long-time residents of the community and professionals or business people who work in the community. Here is where social networking becomes an important part of learning to lead local organizations and meeting people gives you a chance to learn how citizens view their community.

Purpose this course.

The purpose of this course, is to enable an organization to better respond and adapt to community changes and technological advances.

Benefits of this course

By attending this course, candidates will be able to create a continuous cycle of improvement whereby strategies are planned, implemented, evaluated, improved and monitored. Organizational development is a proactive approach that embraces change and leverages it for renewal.

Course objectives

Our objective on this course is innovation, which leads to service enhancement. Innovation is achieved through team / staff development, which focuses on rewarding successes and boosting motivation and morale. In this scenario, team / staff engagement is high leading to increased creativity and innovation. Organizational development also increases product innovation by using competitive analysis, research, expectations and preferences.

Programme Schedule.

08:00 – 08:30 Registration and coffee
08:30 – 10:00 Morning session begins
10:00 – 10:15 Break time (Refreshments)
10:15 – 12:15 Session continues
12:15 – 13:00 Lunch time
13:00 – 15:00 Session continues
15:30 – 16:00 Completing the session

3. Dissemination and Evaluation

Once data collection and analysis are complete, there are two major steps in finalizing the evaluation process: dissemination and utilization of the findings. The purpose of evaluation is to ultimately make decisions that improve the quality of life. Although this can be done through small programmatic alterations or major policy changes, neither can ultimately occur without the proper dissemination and utilization of findings.

4. Participatory Approach

A community participatory approach brings together representatives of all the local stakeholders. This is often a diverse group of users, health workers, who might not usually work together, might come from different backgrounds, and have different values and interests. In its simplest terms, a participatory approach is one in which everyone who has a stake in the intervention has a voice, either in person or by representation. Staff of the organization that will run it, members of the target population, community officials, interested citizens, and people from involved agencies, schools, and other institutions all should be invited to the table. This is an extremely important point. Many low-income or minority individuals and groups feel that they have no voice in the society, that they are not listened to even when they are asked for their opinions. True participation means that everyone has a voice which must be acknowledged.

5. Transformational Leadership

Leadership provides direction for an organisation and its stuff, thus having a vision and sharing it with others. Your team need to know the direction in which the organisation is headed and who to follow to reach the destination. Only when you get to inspire others, it is possible to share a common goal towards which to direct the efforts and dedication of the entire team. Leadership is also about setting a positive example for staff to follow, by being excited about the work, being motivated to learn new things, and helping out as needed in both individual and team activities. Remember, your vision is executed by those who follow you so you need to show them that vision.

6. Community Finance Management.

Financial management is not an end in itself. It is, however, crucial to the successful functioning of an organization since it relates to how resources available to the organization are used. Appropriateness is measured by the extent to which programme outcomes meet the real needs of the community. It is recognized that the dynamics of public organizations sometime make it difficult to measure effectiveness and efficiency since these concepts are not always quantifiable. This, however, does not justify any argument in favor of less vigorous financial management for public organisations.

7. Developing 'Comprehensive Community Transformational' Projects.

The concept of "comprehensive community transformation" (CCT) is an idea that has emerged from collaboration with many colleagues, organizations and communities throughout the world. The basic concept for CCT is that the fast-pace of transformational change in our society and economy requires a deep level of collaboration. For any community to ensure its vitality and sustainability in an increasingly complex and connected age, there will need to be more than projects and traditional strategic planning...there will need to be "parallel processes" involved with seeding transformational thinking and action in the follow community arenas.

8. Project Implementation and Action Plan.

The plan describes what you want to achieve, what activities are required during a specified time period, what resources are needed to be successful. The community action plan should become a framework for implementing the activities that are decided by your organization and agreed upon but the community itself. It is a road map for implementing change by identifying and specifying WHAT will be done, Who will do it and HOW it will be done. It is important to emphasise that the community members should be the main actors.

9. Community Project Management

Many organizations suffer from an inability to advance their project management discipline to a higher level of performance. At its core, project management is about creating a structure to manage a process to achieve a project objective. This means that, you will be better positioned to understand challenges at the project level, overcome obstacles, and record lessons learned. It is inevitable that when a diverse group of individuals comes together to form a team to work on a project, there is bound to be differences in background and conflicting objectives and needs. Therefore, a critical element in project management is to manage this human complexity.

Human complexity needs to be understood before it can be managed, and this understanding is through stakeholders' engagement. However, in addition to engagement, the receptive behaviour of stakeholders is an important consideration towards a positive outcome.

10. Participatory Community Project Monitoring and Evaluation

Participatory community project monitoring and evaluation are extremely important for learning about the achievement/deviation from original concerns and problems faced by developmental projects / programmes being implemented, so that corrective measures can be taken in time. In a participatory M&E process, community members become active planners, decision-makers and actors. Instead of 'recipients of services' they become 'agents of change'. If people whose situation will be changed participate actively in the planning and assessment of a project, and if they participate in decision making, then they will have a high sense of ownership and motivation towards the project. This is because their specific interests and needs are taken into account.

11. Community Engagement Reporting

We believe key reasons for some community engagement initiatives failing where others succeed is their definition of, and approach to, 'community' and a lack of real engagement with the social context of community member's lives. The process of organizing data into informational summaries will help you to monitor how different areas of your organisation are performing. When using the reporting process, you will also be able to extract meaningful insights, which can be used to better understand and improve performance.

12. Community Feedback and Response Mechanism

CFRM was a tool which fosters transparency by establishing two-way interactions between the community and the project team. It enhances the abilities of communities to spot out pros and cons of programmes/projects from their perspective. If these forwarded information/ feedbacks are incorporate in the project, then it becomes more adaptable to the beneficiaries/ communities.

13. Follow-up and Feedback.

Despite the importance of internal follow-up of completed projects to ensure sustainability, it is usually a neglected component in the planning process. Follow-up is part of the monitoring and evaluation phase, which is carried out together with the stakeholders and end-beneficiaries, but it is an ultimate responsibility of the implementing agency or organisation. Here, you will find key information on how to supervise implemented projects in a simple and effective way, and how to take advantages of the lessons learned from past experiences.

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- All SHERQ Training and Implementation
 - Public Administration Training
 - Business Administration Training
 - Labour Relations Act Training.
 - Performance Management Training
 - Development strategies Training
 - Business Skills and Coaching
 - Management Skills and Strategies
 - Child and Youth Care Training
 - Manufacturing and Engineering courses
 - Supervision and Management courses
 - Welding, Crane, Forklift training and others
 - Construction training: Brick laying, Roads, Plumbing
 - Environmental Services
 - Project Management Training
 - Safety, Health and Environment Compliance
 - Integrated SHERQ implementation
 - ISO9001/ ISO14001/ ISO2200/ OHSAS18001
 - Legal and ISO standards Training
 - OHS and Environmental Compliance
 - ISO9001, ISO14001 & OHSAS18001 Audits

**It is well to read everything
of something, and something
of everything.**