



“ Only we are in charge of our destiny, only we can shape the changes by standing together and making change happen. The children of today are our leaders of tomorrow, by providing them with support and mentorship we ensure a brilliant future for our country. ”

Debbie Markides

Partner to **Vuyo Lerotholi**

“Change will not come if we wait for some other person or some other time. We are the ones we’ve been waiting for. We are the ones we seek.”

Barack Obama

This initiative was brought to my attention via Ruwacou with whom I have established good working relations.

I attended an information workshop on 15th November 2012 and left feeling that this is really one of the worthwhile initiatives to participate in. This is a programme that tackles the problems from the top, involving not only the transfer of skills, but also participating in courses that develop the business partner and the principals leadership / thinking / change management skills. This is a project that does make an incredible, sustainable difference.

Having been involved in many CSI projects and initiatives, the **Partners for Possibility** programme is the most sustainable and one benefits in numerous ways.

Courses include:

- Time to Think
- Learning the Art of Community Building
- Flawless Consulting

These are all very powerful courses and recommended for any manager to attend.

Mr Vuyo Lerotholi of Hodisa Technical High School was my partner; chosen as we have a very long and wonderful relationship with him and the school through the Saturday Schools and the Kaho Botjha Project.



He was transferred to a primary school in October 2013 and Mr Mariti joined Hodisa as the new principal. After much deliberation with our coach the decision was made to stay with Hodisa, but still keep Mr Lerotholi close. And so began a new wonderful relationship with Mr Mariti who bought in 150% to **PFP** and the initiatives evolving from the programme.

As part of the programme, all partners get together once a month to learn from each other and tackle common problems within the schools together. In addition each partnership has one-on-one coaching sessions with a qualified coach (10 sessions within the year).

This programme was officially launched in the Free State on 19th March 2013. We are a “Leadership Circle” of 4 businesses and 4 principals, this will build up over time and as this has only been launched in the Free State this year, it has been kept small to ensure that the business leaders and the principals get the maximum benefits and assistance. Our Woodmead office became involved in this initiative in September this year, with Pauline Makama as the business partner.

Each partnership has had to formulate a working partnership plan for the current year; the goals you wish to achieve and how. (In addition implementation plans for the following years have to be compiled and documented). These are documented and updated on a monthly basis and submitted to the Free State Facilitator who sends this to the **Symphonia** head office.

Each partnership also has to compile a Portfolio of Evidence and at the end of the first year this is sent on to **Symphonia** and the University of the Western Cape.



Vuyo Lerotholi

Hodisa Technical High School

Achieved to date:

- We have engaged in a Saturday School Teacher Workshop, involving our teachers and the principals and relevant teachers from participating schools. This was a huge success; we now have a committee with scheduled meetings every two months.
- A feeding scheme has been approved by the Department of Education and started on 27th May; the department also approved the funds to convert some of the lock up garages into kitchens.
- R1.5m approved via the Recapitalization Programme which will be used to build a new plumbing workshop and an extra classroom (of which there is a shortage).
- Ruwacn sponsored 30 pupils from Hodisa. Once they have completed Matric they will become trainees at the company until they are qualified in their chosen trade and thereafter they will be selected as employees.
- Meetings with SGB and parents which both went very well with total commitment as to how we wish to implement change in the school, these meetings are now on-going.
- Teacher's Motivational workshop was held to secure their commitment and address their needs.
- I managed to secure a grant from the Worldwide Learning Academy, based in Italy, of R12 000.00. They will construct a website based on our wants and create a twitter account linked to the site. They will fund this for 6 months and thereafter the school will only pay R99.00 pm/R120.00 per annum registration fee. The website is now "live".
- The Worldwide Learning Academy has subsequently approved a mobile learning programme at Hodisa. They have allocated a set of smartphones for use ONLY in a learning environment. These devices are specifically prepared for the South African school environment and they will work with our teachers to put content on the phones related to the South African curriculum. Worldwide Learning Academy will also provide on site and remote coaching in Mobile Learning for a period of 1 year.
- This coaching includes Professional Teacher Development, Project-Based Learning strategies and the deployment of unemployed young people as Mobile Educators. This programme kicked off in April, with the first team coming from Sweden for a period of four days, in which they visited the school and held a workshop for the grade 8 and grade 12 English teachers.
- This was a huge success and was followed up by a second visit, with the head of this initiative, Theo van Rensburg Lindzter from Rome, Paolo Russo from Italy and Louise Osterberg from Sweden. This visit included planning strategies for the roll-out and more in-depth discussions with the teachers and with the team giving classes to the grade 8 and grade 12 pupils, showing not only the learners, but also the teachers the huge advantages of mobile learning. This is ongoing and we hope the full programme will be rolled out shortly.



Through my involvement with the Worldwide Learning Academy, I received an invitation to attend the 1st Annual Innovation in Education Summit held from the 8th – 11th November at the University of Durban, with delegates from the Institute for Innovation in Education, University of Michigan, Beijing Royal School, the Worldwide Learning Academy, University of Durban, M-Ubuntu and Sonlig.

It was an amazing couple of days and I was mesmerised with the innovation in education happening all over the world; I made some incredible friends, established great networks and Royal HaskoningDHV was given incredible coverage and the initiatives that we as Royal HaskoningDHV are involved in (Saturday Schools, Pfp etc) were held in awe and I was subjected to countless conversations laden with questions.

It was a great summit to attend, I learnt a great deal that I can share with the principals in the Pfp programme and we can participate in international programmes that will benefit principals, pupils, teachers, parents and communities.

Through this initiative, I have learnt a great deal this year, and as we go through our internal changes, the coaching and courses attended and the practical implementation of change at the school have equipped me well. It helps when you have mountains to climb at work and in your personal life that when you get stuck halfway up, to have a coach who guides and talks you through the solutions you already have, but were not aware of.

