



Foundation for Excellence

Leago Imbizo 2010

Feedback on the strategic session
held on 30 January 2010

Program of the session

Agenda:

1. Welcome
2. Purpose and objectives
3. Address from the chairman
4. Strategic session:
 - Vision and mission statement
 - Performance assessment
 - Organisational environment (internal & external)
 - Strengths, Weaknesses, Opportunities and Threats
 - Identify strategic direction
5. Action planning:
 - Goal setting
 - Roles & responsibilities
 - Resources
6. Projects in 2010:
 - Sports
 - Academia
 - Health Sciences
7. Closing

Welcome

Lead Tutoring
Tebogo Mabusela



Education
Dineo Mokono



Marketing & Communications
Siba Pooe

Director: Education
Kgomotso Tabane



Head: Marketing
Mandy Mokono



Head: Business Development
Caleb Motsamai



New Member
Kgololosego Mogapi

Head: Finance
Tswelelopele Ranta

Purpose & Objective

Purpose

- To reaffirm the objectives, mission and vision of Leago Sports Academy
- To strengthen and align the focus of team members
- To discuss the outlook for the 2010 year and beyond

Objectives

- Review of the Academy's performance for 2009
- Identify the strengths, weaknesses, opportunities and threats
- Highlight internal and external challenges faced by the Academy
- Outline the strategic principles for 2010
- Suggest activities and projects for the new year and beyond

Address from the Chairman

The Chairman, Thato Mushi, dialled into the session at this point and:

- Thanked each member for attending the session
- Extended his appreciation for the work done in 2009
- Encouraged the team in setting new achievable goals for 2010
- Motivated the team to raise the Academy into new levels of performance
- Reminded the team that our efforts will ensure the future success of Hebron's youth

Vision & Mission

Vision of the Academy

To help bring back the pride in sports within the Hebron community and give rise to heroes of tomorrow.

Mission of the Academy

Provide a platform for the children of Hebron, young and old, to give back to the community of their birth.

Objectives of the Academy

The Academy has three main objectives which are:

- Sports
- Academia
- Health Sciences

Performance Assessment - 2009

- Each member was given a performance evaluation form to complete
- Members completed the forms confidentially and kept the results to themselves
- Members were encouraged to be as honest and impartial in completing the forms
- Rating scale of performance was:
1 = Strongly disagree & 5 = Strongly agree
- The completed forms were gathered and the results are summarised below

Performance Assessment - 2009 (cont)

		Responses from candidates	
<i>In the activities of the academy, do you find that:</i>		Summary	Rating
1.	There is team work amongst members	3.38	Good
2.	Communication is effective within the team	2.63	Poor
3.	The leadership provides clear direction and vision	3.00	Fair
4.	The members show commitment to the activities of the academy	3.13	Good
5.	Strong relationships are formed by the members	3.50	Good
6.	We have the sufficient skills to run the academy	2.88	Poor
7.	The community actively participates in activities of the academy	1.88	Poor
8.	We are able to raise the necessary funds for each project	2.13	Poor
9.	Enough support is shown by sponsors and community	1.75	Poor
10.	The organizational structure is effective	3.25	Good

Performance Assessment - 2009 (cont)

	Responses from candidates	
<i>In the activities of the academy, do you find that:</i>	Summary	Rating
11. Members have the appropriate technical skills to run the academy	3.63	Good
12. The projects are sufficiently planned and implemented accordingly	3.50	Good
13. Equipment and facilities are available for projects	2.88	Poor
14. Project are well managed	3.50	Good
15. The academy stands for integrity and respect	4.00	Good
16. Energy levels and enthusiasm are high	3.88	Good
17. The academy helps bring back the pride in sports within the Hebron community and give rise to heroes of tomorrow.	3.63	Good
18. The academy helps bring back the pride in sports within the Hebron community and give rise to heroes of tomorrow.	3.86	Good
19. You are valuable to the development of the youth	4.38	Good
20. The academy lives up to your expectations	3.25	Good

Performance Assessment - 2009 (cont)

How do you believe the service can be improved?

Better communication & support from the community will increase our visibility.	Team respect, appreciation and support is necessary
Finding more sponsors and increasing participation of the Hebron youth	Build alliances with other youth structures and support groups
Leadership should participate in the activities of the academy	Transparency about the activities of the Academy will attract more members
Increased marketing is essential in growing and sustaining the Academy	Team building activities will strengthen the team

Any additional feedback you can provide

The Academy needs more members and input from external bodies e.g. PSL	Departments should be ran by members who proved themselves during 2009
The Academy provides a critical service in developing the potential of the youth	The leadership should be elected only if they are willing to head the departments

SWOT Analysis

- Members were divided into 4 groups of 2
- Each group discussed the possible strengths, weaknesses, opportunities and threats faced by the Academy
- One member of each group presented the results of their discussions to the team
- All items were debated by the team
- The results of the debate are described in the SWOT matrix below

SWOT Analysis (cont)

Strengths

- Commitment from Academic dept
- Netball is the only functional team
- Communication between members
- Ability to raise funds
- Events are done on time
- Some members are committed
- Competent members
- Geographical location
- People know of the existence of LSA

Opportunities

- People are not aware of LSA
- Expand our services to other communities
- Marketing of the academy
- Soup kitchen start-up
- Field workers to market the brand
- Creating the hype at council level and community forums
- Exploring the younger youth for the development

Weaknesses

- Lack of equipment
- Lack of sponsors
- Head of dept are not ready/committed
- Record keeping, finances
- Not enough members

Threats

- Some members are not committed
- Community not assisting
- Theft of equipment
- Perceptions from the community (snobbish)
- Inter LSA conflicts amongst members

Proposed Projects for 2010

Sports				
Project Description	Objectives	Date	Planning Activities	Resources
1. Recruitment of players	Recruit new youth for development	March 2010	<ul style="list-style-type: none"> • Select four primary schools from Hebron to attend trails for LSA, • Meet with the principals and discuss the plans of the academy, • Plan the trails for this year and implement the plan, • Communicate the trails and LSA's objectives to the parents of the youth, • Signing up 	<ul style="list-style-type: none"> • Facilities • Communication • Printing • Trail program
2. Training sessions	Develop the youth of the	Weekly	<ul style="list-style-type: none"> • Soccer coaching • Netball coaching • Cricket coaching • Volleyball • Tennis Coaching 	<ul style="list-style-type: none"> • Facilities • Coaches • Equipment

Proposed Projects for 2010

Academia

Project Description	Objectives	Date	Planning Activities	Resources
1. Tutoring sessions	To supplement and improve the quality of education in Hebron		<ul style="list-style-type: none"> Recruit more tutoring from high school students and past matriculates Tutors to be rotated between the members Team to communicate with the teachers to perform tutoring Secure the venue of the sessions Monitoring the progress of the students with assistance with schools 	<ul style="list-style-type: none"> Facilities
2. Open day experience	The students to experience the varsity life		<ul style="list-style-type: none"> Approach TUT and Tuks for attendance of the open day Get the support of the schools Organise the transportation for the open day Plan and implement the plan for the open day 	<ul style="list-style-type: none"> Transportation Funds Schools relationship
3. Career day	Ensure that the students are well informed of the possible career options	30-May-10	<ul style="list-style-type: none"> Plan and market the career day from April 2010 Send out invitations to the schools Circulate the posters Radio broadcasting the day Organising the professionals through word of mouth 	<ul style="list-style-type: none"> Facilities Audio/Video Brochures Applications Findings

Proposed Projects for 2010

Health Sciences				
Project Description	Objectives	Date	Planning Activities	Resources
1. Awareness of the illnesses in Hebron	To raise awareness of the most common deceases in Hebron such as HIV/AIDS, teenage pregnancy and hypertension	Every quarter	<ul style="list-style-type: none"> • Meet guidance teachers, nurses and social welfare to assist • Identify a community venue • Obtain brochures and pamphlets • Publish the event on posters and radio • Find a successful single mom to give a speech 	<ul style="list-style-type: none"> • Venue • Brochures
2. Soup Kitchen	Raise health awareness	Monthly	<ul style="list-style-type: none"> • Setup a team of three permanent to management the project • Obtain funds from members each month and monitored by Finance • Identify two orphanages for this year • Communicate the event and feedback via the Newsflash • Secure support from nurses 	<ul style="list-style-type: none"> • R500 from members • Members to attend the sessions • Nurse to assist

Proposed Projects for 2010

Operational Activities				
Project Description	Objectives	Date	Planning Activities	Resources
1. Newsflash	All members to receive a weekly communication via Newsflash and abridged sms	Weekly	<ul style="list-style-type: none"> Feedback from the Head of Department to be sent to the Communications department Communications to circulate the Newsflash to the general member 	<ul style="list-style-type: none"> Email Internet Mobile telephones
2. Membersip database	Create and update the membership database for members, general public and stakeholders	Monthly	<ul style="list-style-type: none"> The team to submit the new members to the communications department 	<ul style="list-style-type: none"> Database maintenance Computers
3. Sponsorship scouting	Obtain a number of sponsors for the actives of the academy	Monthly	<ul style="list-style-type: none"> Develop a task team to identify and scout for sponsors The task team to report to the members on a monthly basis Research to be done on the possible sponsors and internet 	<ul style="list-style-type: none"> Members Telephone Printing
4. Maintenance of sports facilities	Maintain the facilities and ensure the safety of the youth	Monthly	<ul style="list-style-type: none"> LSA to approach K Enterprises to fix the netball poles LSA to approach KK Hardware to fix the netball fence 	<ul style="list-style-type: none"> Members to assist in maintenance

Closing



The facilitator, Caleb Motsamai , thanked the team for attendance and the family of Mokono for hosting the session.

The feedback of the session will be provided in the General Meeting of February 2010

Prepared by Caleb Motsamai