



Contractor Development: Re a abelana Programme 2009

Building a knowledge and network base that inculcates creative and sustainable avenues for business growth.

Re a abelana is for the more experienced contractor looking to grow her business. Contractors in this programme should have a minimum of three years experience running a construction company, be fully compliant with all regulatory obligations and have completed at least 3 significant projects. Applicants should be able to demonstrate their potential, commitment to business, and the appropriate level of knowledge and experience.

This is a 9 month certificate programme (28 March – 3 December 09) taking place in Joburg.

Programme Objectives

Re a abelana creates a forum through which programme participants have greater access to leaders in the industry and opportunities with the established sector. The programme aims to provide participants with skills, exposure, networks and knowledge that will enable them to grow their businesses and plan for the long term.

In addition, this programme sets out to:

- Enable participants to have a greater understanding of the sector and to effectively engage with the established construction industry
- Assist contractors to identify areas for development and to improve efficiency
- Improve the contractors' ability to access finance
- Provide participants with avenues to develop their skills – particularly focusing on project management and financial skills
- Improve their ability to deal with financial, commercial, and contractual issues affecting their companies
- Provide participants with access to BEE related opportunities
- Facilitate access to skills, knowledge and tools that should lead to an improvement in a contractor's ability to deliver projects on time, within budget and of good quality.

Programme Components

Khuthaza's Contractor Development Programmes are unique in that they bring together a number of components and offer development through a wide variety of activities. The activities within each component vary according to the programme level.

PROGRAMME COMPONENTS	DESCRIPTIONS / ACTIVITIES
Assessments	Evaluate where you are in your personal and business development. This info will be useful in identifying areas for development, setting goals and accessing opportunities in the industry.
Career/Business Guidance	Information to enable you to consider options in terms of career development and business specialization.
Personal Development	Leadership, team building, professionalism, presentation and negotiation skills.
Training	Seminars, workshops and formal training targeting a range of skills including: business, financial, technical, IT, project management.
Business Tools	Industry information, business systems, software, templates and other tools to facilitate business development and efficiency.
Networking	Opportunities to engage with others in the industry including SAFCEC, MBSA and a range of stakeholders.
Exposure	Site visits, lunch meetings with industry leaders, interaction with established industry.
Advisory	Links to advisors in various aspects of business.
Linkages	Info on and links to appropriate resources, development programmes and BEE opportunities.
Giving Back	Opportunities to share while gaining experience.

Monthly Colloquium Series

March

Saturday 28 Opening Session - Strategic Planning and Business Development

April

Wednesday 1 C&CI Visit & Resource Centre (13:00 - 15:00)
Optimising Your Performance

Wed-Fri 15-17 Project Management part 1

Wed-Thurs 29-30 Project Management part 2

May

Fri-Sat 8-9 Financial Analysis

Sat 16 Site Visit to Dept of Foreign Affairs Mega Complex with Trencon

Fri-Sat 22-23 Negotiation Skills

June

Saturday 13 BEE

July

Friday 10 Contracts, Legal & Commercial Issues

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Saturday 25 Risk Management

August

Saturday 8 Women's Day Activity

Saturday 22 Tax and your Business

September

Thursday 10 Construction Finance Breakfast

Saturday 19 Health & Safety

October

Saturday 3 Communication Skills

Saturday 10 Procurement

November

Saturday 14 Industrial Relations

December

Thursday 3 Closing Dinner

Expectations

Participants should be willing and able to:

- ✓ Undergo an interview (new applicants)
- ✓ Attend at least 85% of the set programme dates
- ✓ Demonstrate a strong ethical character and commitment to the long term development of their businesses
- ✓ Keep Khuthaza informed of all new contracts entered into while involved in the programme
- ✓ Participate in a thorough assessment process for development purposes
- ✓ Make their company profiles available to our partners in the industry
- ✓ Be verified in terms of BEE to ensure maximum access to opportunities
- ✓ Produce annual financial statements
- ✓ Provide company registration information and documentation required to prove that participants will qualify for Enterprise Development under the BEE Codes of Good Practice
- ✓ Demonstrate their experience and have access to critical resources such as their own transport, computer and reliable internet/email.

Important Dates

Tuesday 17 March	Applications Close (18:00)
Monday 23 March	Interviews with Shortlisted Candidates (new applicants only)
Mon-Fri 23-27 March	Individual Assessment Meetings
Saturday 28 March	Opening Session (8:30 – 15:00 at GIBS in Illovo)

Fee

R5000 once off fee for registration (due by 28 March) = only R550 per month!

or

R6000 payable in three installments of R2000 (due by 28 March, 30 June, 31 October)

- * Each participant will receive a training budget to be tailored for their individual needs.
- * The Project Management course itself is worth over R6000 per person!
- * This is a great investment in your company.

Application

Please note that there will be a formal selection process for this programme as we are looking for contractors with experience, drive, passion, and plans to continue developing their businesses over the next 10 years.

Closing Date for Applications: Tuesday 17 March