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Trevor Manuel

sz nary 1990

COMMUNITY-BASED

DEVELOPMENT PROGRAMME

Training for Leadership and Community Effectiveness

A diploma course sponsored by the Kagiso Trust and the L'niwrsity oflhe Witwatersrand

1 The aim of the programme

To provide, through interaction between CBDP,  
community-based organisations (CBOis) and their  
sponsored students, a programme which will enable  
CBOis to realise the visions for which they were formed

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David Adler. Director, CBDP  
January 1990

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"as" M;Mv,yizwm Ir; hrg\$r73r4vp .7117, xmv,d7vgf) #797,177 (- 77 \_ V  
The unbunning of political organisations and the release of political leaders  
marked the begmnmg of 21 new phase In South Atricut  
Community organisations now face new demands and expectations and have  
to ask themselves some tough questlons.  
I What is their real strength on the ground?  
I How strongly have they built democratic traditions?  
I Have they generated the leadership needed at different levels?  
I Have they increased skills and used resources effectively?  
I Can slogans be translated into action?  
Do CB0ts have  
I the resources?  
I the people?  
I the skills?  
I the flexibility and adaptability to take a lead in transformation?  
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Weaknesses identined in Ilw ANCX New Year musxmges  
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I weaklwsxs'm' in leadership  
I low level afronmel Willi I/It' masses  
New Era  
March 1990

I What is CBDP?

The Community-Buscd Development Programme (CBDP) was started in 1989 to address, together with community organisations, questions of effectiveness and accountability. The Policy Committee has rcsrepresentatives from the Kagiso Trust and the University of the Witwatersrand, as well as from participating community organisations and the student body.

I What does CBDP offer?

I a two-yczlr. purt-timc training course in the management of community-based orgumsatlons (CBOK). The Unix'crsny OfIhc Witwatersrand awards a dploma t0 partlupzmts who meet the required Standards.

I bzick-up 10 participating organisations through consultancy, workshops, tzICIhtutlon und trulmng.

l a touching philosophy which cmphusiscs :1 "how to" approach and wheels u prgccss Wthh hmlds upon cxpcricncc so that it can be contextualised wnhm an orgzmlsutmn.

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By and lurgy m' arc ()nlzv rw/mnding u! (/10 mivm level. and WC don? take into u('('()1//11 regional or mmmml (mum. WU think in lurms ()fhprryccrs rather than programmes, mu! m Ilus ('omm'v 1/16 ('lzun'lxax' lmw Ir) carry a large share Of11lt' rmponszln/Hy. We haw l'('S/())II(/('1 (11 (/10 level ()f/Iuma/z 116611, and WC have never (I(Iua/ly engaged In planning.

Shirley Moulder

January 1990

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'Who can participate?

There are 25 places open to participants sponsored by a CEO. Formal educational qualifications, such as Matric or university certification are not a requirement. However, the participant should

I be a leadership person with strong experience in CBOs

I be able to introduce concepts learnt in the programme into the CEO

I be supported by a mentor who will act as a participant support and :1

catalyst for effecting Change within the CBO

I have a level of literacy and numeracy which will allow him/her to

participate at a tertiary level

I dedicate him/herself to the programme by meeting the time commitment.

and confirm the organisations willingness to participate

I f

Tuition fees are R2 000,00 per year. Participating organisations may apply to the programme for a full or partial bursary.

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( )ur organisations, given a chance, may develop a partrirularexpertise. But do we have the capaaty to (1050 - and, ifnol, who does? And how does the person who has that expertise use it to develop participation and the decisio;I-rmzking process?

Stone Sizani

January 1990

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??btwed from the CBO?

CBDP'S main focus is upon the participating organisation # although the participant is the essential link 711mlhcnccCBDPundlhc CBO cntcr Into an agreement ol'cmmilmcm 11mlco-npcmtlon. Thcorganisation lsrcllcl upon to:

I appoint :lmcnlurwhowillprovide support for the participant. attend CBDP nmolings and hc involved in shaping lhc derCIIUH 01 the programme I unsure that the participant ullcnds clzlsscs und .xpccciuliscd xskills training courses

I ussxl in thc purlicipzmtk research pmgrummc by cnsuring that people and mlm'mzltion WIIIIHH the organisation arc readily ucccwhlc 10 hlm/hcr

I assist in feeding lcurnings hack into the organisation and applying where necessary und/or upphcublc

\_ Tedchln'gwiiethods

'ITuining takes place lhmugh an interactive process: case studies. group work lectures rcscurch. role play. tusks and excursions.

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.loc Adam

J unuzlry 1990

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a Programme content

#### ORIENTATION

An intensive introductory programme

I MODULE 1 (13 full-day sessions)

Defining, understanding and analysing the concept of 21 CEO

I MODULE 2 (18 full-day sessions)

Strategic, operational and results planning and L'o-oniinzltion 10111111  
efficient CEO

I MODULE 3 (13 full-day sessions)

Financial accountability/viability, control and office organisation for 2111  
efficient, effective CEO

I MODULE 4 (14 full-day sessions)

Analysing 21st and 22nd century the socio-political environment in which Li  
CBO functions: strategic planning, efficiency and CHLLUVCHLSS111161112111y and  
in respect of

I the macro environment

I the constituent/market

I the public

I competitiveness

I MODULE 5 (12 full-day sessions)

Planning, L'o-ordinution, marketing and evaluation: assessing whether 21  
C80 is meeting needs

I MODULE 6 (18 full-day sessions)

Multimedia skills for CBO training, development, mobilisation and  
organisation

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Tony Karon

March 1990

COMMUNITY-BASED

DEVELOPMENT PROGRAMME

5 Jubilee Road ParkIm n Johannesburg

'Iblcphonc ((111)-184-37312

P () Box 32670 Bruumfomcin I(H7 Fax (H11)484-3713

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Mur hy Morobe

January 1990