

## 4 YEARS GONE: MANY MORE TO GO!

Four years ago, Noel Daniels and Howard Johnson initiated the journey to bring into operation our vision to make the Fundamentals Training Centre (FTC) an 'internationally acclaimed leadership and management training provider'. We have lived this vision through the many partnerships we have formed both locally and internationally.

One of our most prominent achievements has been the project management of the University of Cape Town's Advance Certificate in Education: School Leadership and Management programme from 2007 to 2009, culminating in the graduation of more than 160 students at the end of 2009. Today FTC continues to deliver lecturing, mentoring and materials development services to this cutting-edge programme.

Another of our significant achievements has been our accreditation with the Education, Training and Development Sector Education and Training Authority (ETDP SETA). We are proud to be one of a limited number of providers registered to deliver the Higher Education Certificate (HETC) in Development Practice. Our delivery of this qualification underpins FTC's commitment to social development, which forms part of our 'Leaders for the Future' youth development project. A major spin off our work in this arena has cemented the positive relationship we have with a number of not-for-profit organisations, including the South African Youth Ministers project, New Women's Movement, Catholic Welfare Development and the City of Cape Town.

We are particularly proud of our partnership with Jazzart

Dance Theatre, South Africa's premier dance company. Working together with Jazzart's visionary leadership on the management and delivery of the academic programme for 34 amazingly talented company and trainee dancers, must rate as the most rewarding and stimulating work we have ever done.

Our international footprint is demonstrated through the long term relationship we have established with internationally renowned corporates, Schlumberger and Chevron, to provide Leadership and Management courses to their middle and senior management and administrative staff. The distinctive features of customised and needs-driven training programmes, underpinned by on-the-job implementation and impact assessments, ensures that we are regularly invited to travel beyond our borders. The award of the International Standards Organisation's (ISO) 9001:2008 certificate to us in 2009 bears testimony to our international standard of quality management.

All of this work takes place from our newly acquired premises in Garlandale (see picture) - truly a vibrant, energetic and creative space where the FTC team muscles in and leaves no stone unturned in our utter and complete dedication and commitment to make the world a better place. We are making significant contributions to the education, training and development of all who comes in contact with us. Long live learning!



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### INSIDE THIS ISSUE

- Announcement of new Executive Short Courses  
Book now; only limited places available
- Enter our fun Crossword Competition and put yourself in line to win the widely acclaimed *Driemanskap* CD - featuring one of our very own



**Coming together is the beginning. Keeping together is progress. Working together is success.**

These words tell the story of FTC four years down the line. It is in the 'togetherness' that we take control of and fulfill our destinies. Issue 7 of *Celebrate Learning* is a manifestation of the team spirit that prevails within and amongst those we so fondly call 'The FTC Team'.

We would love for you to become part of our team simply by contacting us, or even better walking through our doors. In this issue we point to the various doors that we have opened and continue to open in our quest to bring the opportunity to participate in meaningful learning to your doorstep. Whether you find yourself in a corporate environment, government office or community-based organisation, we have something to offer you. Because we are engaged in the 'fundamentals' - those cross-cutting learning areas that matter, regardless of what sector you are active in or what level you are - we can be of service to you. All you have to do is respond to our question: 'How can we help you?'

We trust that you will enjoy reading our newsletter as we endeavour to update you on what we have been up to; what some of our future plans are; the courses we have on offer; the people we work with; the social development activities we are involved in and, very importantly, the myriad of reasons we have for celebrating. After all, if we do not take the time to revel in our achievements; to step back and say life is good; and, unabashedly acknowledge the reaching of milestones, our own and others, what point would there be to living?

At this time it is particularly apt to thank all our mothers, sisters, daughters, aunts, nieces and girlfriends because without them we would simply be nothing.

Special thanks also has to go to the entire FTC Team, especially Tameez Amon, our Programme Officer Intern, for pulling this newsletter together.

Know that you are appreciated!

- Noel Daniels (FTC Managing Director)

## EXCITING UPCOMING EVENTS

### GRADUATION CEREMONIES

Our first group of graduates on the HETC: Development Practice Level 5 qualification will be awarded their certificates on 29 October at a glittering ceremony. These young adults have proven their mettle and are truly deserved of this award.

### SUCCESSFUL ISO IMPLEMENTATION

FTC is one of only two known private training providers in South Africa to be granted the ISO 9001:2008 certificate. We have successfully completed our first surveillance audit with Germany-based accreditation body Dekra and will be awarded an updated certificate reflecting our new address and consistent application of a high quality management system, comparable to the best in the world.

### INTERNATIONAL TRIPS TO AND FROM ANGOLA

Michael Anhäuser, one of our premier trainers, will be representing FTC in Cabinda at the end of August. He will be facilitating the Business Administration course to employees at Chevron Cabinda Gulf Oil Company. This marks FTC's 7th outbound training intervention for Chevron with courses focusing on Business Administration and Human Capital Development.

We also look forward to our next delegation arriving from Angola in September. We will be offering customised Training-of-Trainers, Financial Management and Business Administration courses. Our facilitators can hardly contain their excitement as these delegates have proven to be model students.

### ADULT LEARNING AWARDS

FTC has been appointed as adjudicator of the provincial Adult Learners Week Awards. The winners will be announced at a ceremony held under the auspices of the Western Cape Education Department and the Adult Learning Forum on 28 August 2010. FTC has volunteered its services and is proud to be associated with a process that encourages and supports adult learning.

### WOMEN'S DAY

As is tradition at FTC, we observe Women's Day with an event on 6 August - marking once again our insistence on there being no shortage of reasons to celebrate in South Africa. See *The Power of Women in South Africa* on p. 6.

## FTC SOCCER FEAST

South Africa hosted the 2010 Soccer World Cup bringing millions of people together from different destinations with different backgrounds, cultures and languages. FTC brought friends, colleagues and associates together under one roof to enjoy the experience of watching soccer on our big screen. In doing so we embraced the spirit of UBUNTU by coming together as ONE, as is the nature of FTC.

The gathering was held on a Tuesday 22<sup>nd</sup> of June 2010 at The Fundamentals Training Centre premises in Garlandale, where we extended invitations to various organisations and individuals that FTC had established a working relation with in our four years of existence. The game was the clash between our national team *Bafana Bafana* and the legendary French side broadcast from the Free State Stadium in Bloemfontein.

The FTC training room was filled with excitement, hope and positive vibes as everyone was anticipating victory from our home team. Indeed the big boys did us proud by beating France 2-1. Everybody was blowing their vuvuzelas, whistling and screaming their lungs out in celebration. FTC's aim of getting people together in joy and cheers for an international event of such high calibre was achieved. Everybody enjoyed it thoroughly!

- Nande Mancunga (FTC Projects Administrator)

*Thank you letter received from Kathy Hounsel, FTC Associate and Facilitator of our International Business Communication courses.*

What a wonderful "coming together" there was and a real spirit, so in order with the World Cup fever at the moment. I thoroughly enjoyed all the dancing. Thanks for playing Waka, Waka for me so many times. It was fabulous to connect with so many interesting people too. What a wonderful and very special feeling of warmth and team spirit you offered all your guests. Thank you so much. I enjoyed every moment and really appreciated all the efforts you put in making it such a remarkable and memorable day.



### FTC'S DEVELOPMENT PRACTITIONERS' SKILLS PROGRAMMES

You are invited to the following courses offered at our training centre at  
17 Garlandale Crescent, Athlone

**Is this course accredited?**

Yes. You can earn credits towards a qualification and/ or earn this course as a skills programme.

Understanding HIV/AIDS and its implications			Plan advocacy campaigns and workshops		
Date: 25 – 27 Aug 2010	Duration: 3 Days	Price: R1 500 <small>(This low price is only available for a limited period)</small>	Date: 27 – 29 Sept 2010	Duration: 3 Days	Price: R1 500 <small>(This low price is only available for a limited period)</small>
<p><b>About the course:</b> This pandemic has affected the lives of many South Africans and no one is immune. This course aims to unpack the effect that HIV/AIDS has not only on ordinary people but also on business and government. We will also work on solutions and tools to prevent this pandemic from spreading.</p>			<p><b>About the course:</b> An important aspect in the work of Development Practitioners is the organisation and implementation of advocacy/ marketing campaigns and workshops. This skills programme will assist you to develop and initiate and sustain advocacy campaigns. Insights on how to review and learn from past practices will also be shared.</p>		
<p><b>Who should attend this course:</b> Anyone who needs to know more about how to manage this pandemic including managers, supervisors, health and safety officers, field workers, development practitioners, community activists and counsellors.</p>			<p><b>Who should attend this course:</b> The <b>Plan Advocacy Campaigns and Workshops Course</b> is an accessible way for existing or aspirant community development workers to obtain a basic qualification in the field.</p>		



For more information speak to Nande or Hylton at 021-696 5003 or send an email to [info@onlineftc.com](mailto:info@onlineftc.com)

Hurry... places are limited

## EXCLUSIVE EXECUTIVE SHORT COURSES

The Fundamentals Training Centre offers quality training programs that are experiential, outcomes-based, participative and practical. We invite you to attend the following executive short courses which will be presented at our centre during September 2010 (Specific dates to be confirmed). Each participant will receive a certificate which can be used as a top management training record. Interested? Please submit your application on the form provided to reach our offices by the specified closing date.

**LIMITED PLACEMENT AVAILABLE. SUBMIT YOUR APPLICATION NOW.**

All prices will include training materials, CD Rom Toolkits, lunch and refreshments.

Training is conducted by highly qualified facilitators, in an informal discussion environment, encouraging group participation and sharing of knowledge amongst each other. Materials such as practical role-play and case studies will assist you in understanding the course content on a more interactive and practical level.

*For further enquiries contact Hylton Bergh at 021 696 5003 or [applications@onlineftc.com](mailto:applications@onlineftc.com)*

### BUSINESS COMMUNICATION TECHNIQUES - 1 DAY COURSE

**About the course:**

This course is especially designed for managers who need to sharpen a range of English language techniques used by those in leadership positions. The course includes making a first impression last, talking about your work and how to develop relationships. You will also be introduced to business writing conventions such as thinking about the reader, writing concisely and creating documents with effective lay-outs and style.

**Who should attend this course:**

The course is aimed at emerging and existing managers who have to conduct business communication in English.

### QUALITY MANAGEMENT SYSTEMS FOR BUSINESS LEADERS - 1/2 DAY COURSE

**About the course:**

This course is designed for selected Business Leaders who want to use Quality Management Systems (QMS) to their advantage. Points of discussion include the objectives of the QMS system, how to control it and opportunities for improvement in your company. Due to the busy schedule of the participants our aim is to mix training with the necessity to look after your well-being.

**Who should attend this course:**

This course is aimed at business leaders who want to improve the effectiveness and capacity of their business.

## LEADING YOUR STAFF TO VICTORY - 1 DAY COURSE

### About the course:

Our Leading your Staff to Victory course addresses the day-to-day challenges middle- and senior-level managers face in practically implementing the latest ideas and theories of leadership and management in the workplace. As such, it serves as both an 'entry-level' (for the new or emerging manager) or as 'refresher' course (for the more experienced manager). The focus is on the effective leadership and management of people.

### Who should attend this course:

This course is aimed at managers and supervisors who wish to change their management and leadership styles and systems for the better. Newly appointed managers can also benefit from this course as insights into how to avoid pitfalls and implement effective leadership and management strategies are developed. If you are challenged by the complexities of managing people, this course is for you.

## CRITICAL SELLING SKILLS - 1 DAY COURSE

### About the course:

This course is designed to enhance your selling capacity so as to improve the standard of customer service that your company offers and in this way strengthen your relationship with your client-base. It focuses on the development of professionalism within the workplace with regards to sales and customer service functionality.

### Who should attend this course:

This course is aimed at employees who are at the frontline and need to provide a professional service to the company's clients and customers. Employers and managers who want to be on top of current trends in professional selling techniques and skills are also encouraged to attend.

## HOW CAN WE HELP YOU?

**Raimundo de Almeida:** ...has come to FTC for Leadership and Management training from Chevron Angola every year for the past 4 years. A warm and wonderful individual, he was promoted to Superintendent of the Cabinda Security Department in June 2010.



Raimundo de Almeida, Chevron: Angola expresses his gratitude to FTC

"It's the time to say my honest "THANK YOU" for all your support and assistance during my time as leader of the training process in the Security Department. I'm closing the cycle of three years as Planning & Training Coordinator and moving to a new position as Superintendent at Cabinda office."

## THE POWER OF WOMEN IN SOUTH AFRICA

To define the power of women can be the most difficult task for anyone in this world, because there are so many things you can say about us. Sometimes we don't know how creative and unpredictable we can be. The brilliance of women makes life easier and our smiles are an indication of our joy. The power we have is sophisticated, charming and smooth. Sometimes I would tell my self that our beauty is not just on the outside, it is also on the inside and it is about being brave. Women are blessed to create life. This power makes women the lifeblood of the family and in many cases the sole provider for the children.

Have you ever wondered why we celebrate Women's day? I would say it is something that bring us closer, makes us special as women, to remind others of what women contributed to this day, to acknowledge the difficulties and prejudices many South African woman face.

I am so proud of South African women: Lillian Ngoyi, Helen Joseph, Helen Suzman, and Khensani Nkosi. Especially Sophia Williams De-Bruyn, who continues with her struggle to work for the betterment of communities.

In recognition of her work she was appointed as a commissioner on the Commission for Gender Equality. Also, Albertina Sisulu, was one of the leaders who led thousands of women during the famous Women's March.

On the 9<sup>th</sup> August 1956 women marched to the Union Buildings in Pretoria to protest against the Act of Identifying themselves when visiting their husbands, use of passports books and their second class citizen status.

Albertina never had a comfortable life, she has been in the struggle for almost half century. She has become a living symbol not only of the spirit of the great freedom movement, but also of the crucial role which women play in it.

Lastly, the late Miriam Makeba, who spent 30 years in exile, still had something to sing about when she returned home. Her career continued to fly, the demands for performances from countries around the world continued to flood in "Pata Pata" is still a hit worldwide. Makeba didn't live in fear of the future because of her past.

All those women understand that life experiences are just lessons meant to bring them closer to self- knowledge and unconditional self-love. That is the Power of Women.

- Nelisiwe Ookweni (FTC Intern)



**"STRIKE A WOMAN STRIKE A ROCK"**

**"WATHINT' ABAFAZI WATHINT IMBOKODO".**

## WHERE ARE THEY NOW?

### Rudy Oosterwyk:

...the longest serving FTC Associate, is a researcher of note, a strategic planning expert and an absolutely brilliant facilitator. Previously based at FTC offices he has moved on, working from various bases.  
Email: rudy@thesocialprocess.co.za

### Pepe Hendricks:

...worked at FTC for 2 years as the Training Manager. About to set up his own business, he now works as a freelance facilitator and materials developer, specialising in community development. His energetic and giving spirit lives on in FTC's corridors.  
Email: pepehendricks@gmail.com

### Anthea November:

...a HETC: Development Practice NOF 5 Star graduate, has recently been promoted to Manager of the Community Centre in Atlantis for the Catholic Welfare Development organisation.  
Email: antheanov@yahoo.com

### Mahlubi Zibi:

... learner on our HETC: Development Practice NOF Level 5 course, spent the past year furthering his studies in Sweden. He has also travelled to Tanzania and has returned to South Africa to continue his sterling work in community development.  
Email: mahlubi\_zibi@hotmail.com

## JAZZART STUDENTS ON A JOURNEY OF REMEMBRANCE

My colleagues from Jazzart in the HETC: Development Practice programme and one of FTC's interns, Tanya Lewis, joined me on a Journey of Remembrance Tour in celebration of National Youth Day in June this year.

The tour was conducted by a past FTC learner, Mzi Noji, who was born into the Apartheid struggle, became a freedom fighter and now is a well-known community development activist. The journey shared a history of over 300 years and was a commemoration of Cape Town's heroes and heroines of the struggle against apartheid.

The first leg of the journey was to District Six, with all becoming very emotional when a candle was lit to show appreciation to people close to you and who played an important part in your life. District Six was truly the 'Rainbow Nation' in the 1960's and the forced removals main impact was the loss of people's identity.

The second leg of the journey was to Langa, with a tour of the cultural centre and the statue in honour of those who died during the uprising.



Langa Liballe Dube, chieftain of a tribe, after whom Langa was named, was also a prisoner at Robben Island. Another interesting monument in Langa is the poem commemorating the 600 men who died aboard a ship on the way to fight a war.

The tour of Gugulethu (which means 'Our Pride') included a visit of the Amy Biehl monument, a human rights activist who was killed during an act of political violence. The visit to the monument of the Gugulethu Seven (G7) killed by the apartheid government was extremely moving.

The final leg of the journey was to the Trojan Horse monument in Athlone, to commemorate the massacre of children on 15 October 1985, a day that is etched in the memory of everyone in Cape Town, South Africa and the world.

The Journey of Remembrance was an intensely emotional and insightful experience for us all, showing that forgiveness is a journey, and when you forgive, you open yourself to that journey. A lesson which can be learned by all.

- Mbovu Malinga (Jazzart Student)

For more information about the *Journey of Remembrance* and to book a tour contact Mzi Noji  
Cell: 078 304 0756  
Email: [mzinoji@gmail.com](mailto:mzinoji@gmail.com)

### FOCUS ON....

**Hylton Bergh** is The Fundamentals Training Centre's Programme Officer and oversees the logistical and administrative aspects of our training interventions. He is an accredited facilitator and assessor with the ETDP SETA. Very passionate about the education, training and development of the people of South Africa, Hylton's commitment is demonstrated by his daily application to this cause. He has celebrated his second anniversary at FTC and looks forward to many more years with this dynamic company. He plays a key role in the marketing of the company and is takes responsibility for the procurement of contracts. He has worked on a number of successful projects, including the FTC/ University of Cape Town Spring School in 2008; FTC's Integrated Life Management programme for Schlumberger; and FTC's international training contract with Chevron, Angola. Most recently he has facilitated programmes for the Paraffin Safety Association of Southern Africa and FTC's Higher Education and Training Certificate: Development Practices.

His global travels and experience has equipped him to interact and communicate with people from diverse backgrounds.

He, like most South Africans, has been affected in some way by the HIV/Aids pandemic and has made it his mission to inform people about the effects that HIV/Aids has on our personal lives, as well as our country, and what we can do to prevent it. His contribution thus far has been to gain as much knowledge on the subject and to spread the message on prevention wherever he can.



# COMPETITION

## THE FTC CROSSWORD PUZZLE WIN A DRIEMANSKAP CD



Complete the crossword and stand chance to win a CD by up and coming rap group *Driemanskap* – 'Iqqabhukil' Inyongo' featuring FTC's very own Nande (Dla) Mancunga.

Once completed, unscramble the highlighted letters and tell us what we love to celebrate. Email your answers to [info@onlineftc.com](mailto:info@onlineftc.com)

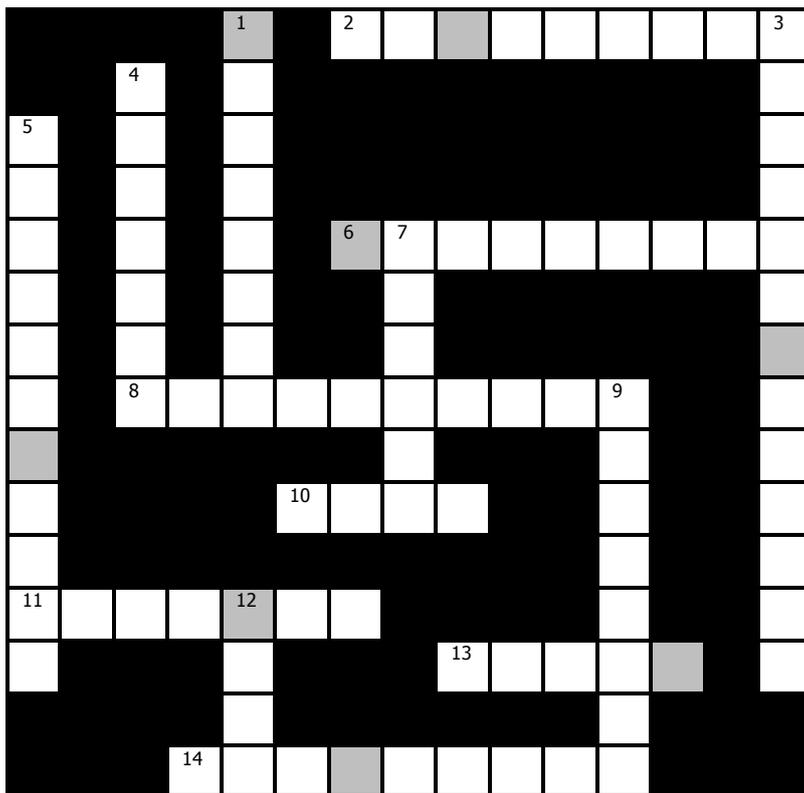
### Clues:

#### Across

2. FTC's website is [www.\\_\\_\\_\\_.com](http://www.____.com)
6. One of the places of interest on the Journey of Remembrance.
8. Where is FTC's office?
10. How old is FTC?
11. Where is Michael Anhauser going to train in August?
13. Who are celebrated on the 9<sup>th</sup> of August?
14. \_\_\_\_ Sisulu was one of the leaders of the 1956 Women's March.

#### Down

1. Hylton is an accredited facilitator and \_\_\_\_.
3. To improve your English, attend the Business \_\_\_\_ Techniques course.
4. What critical skill will you learn at our Executive Short Course Programme?
5. The Jazzart students went on this journey.
7. Our Football Feast embraced the spirit of \_\_\_\_.
9. FTC is fully accredited by the \_\_\_\_.
12. Who is the Managing Director of FTC?



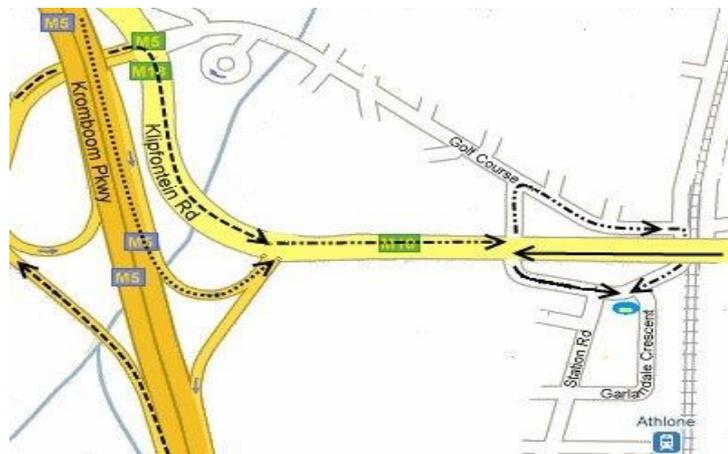
Fully accredited by the ETD P SETA  
Accreditation Number: ETD P 10163

ISO 9001: 2008 certified



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### MAP TO FTC



"Coming together is the beginning. Keeping together is progress.  
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