

SASOL STRATEGIC PLAN

2009 - 2010

SASOL STRATEGIC PLAN 2009 – 2020
Developed in Masinga Dam Resort, April 6-9 2009

1. Vision

To be a leading organisation in enhancement of sustainable Community development in Africa

2. Mission

Empowering and supporting communities' structures and skills relevant to sustainable utilization of resources to improve their livelihoods.

3. Core Values

- a. Integrity
- b. Professionalism
- c. Innovation and creativity
- d. Client First
- e. Equity and Equality

4. Mandates

- a. That all programs be done in a participatory manner with respect to target communities.
- b. That program activities be planned with the partners.
- c. That the overhead and operating costs be kept at a minimum so as to support activities, which are of benefit to the target communities.
- d. Those activities are based on knowledge and not development whims.
- e. That local and external knowledge be utilised to solve problems.
- f. Protect humanity and ecosystems with impartiality.

5. Key Stakeholders

- a. Community
- b. Institutions
- c. Development Agencies
- d. Collaborating Agencies
- e. Donors

6. SWOTs

Strengths

- a. Committed, competent multidisciplinary staff
- b. Accountable and transparent track record
- c. Good internal governance systems
- d. Focused policy and program formulation

Weaknesses

- a. Donor dependency
- b. Inadequate office space, equipment and property
- c. Lack of follow up programs (M&E)

Opportunities

- a. Extension of sand dams as an appropriate technology to mitigate climate change effects.
- b. To expand programs in ICT, vocational education and renewable energy sectors.
- c. To trade the water platform
- d. Proper utilization of existing resources for income generation.
- e. Offering consultancy services based on research, innovation and accumulated knowledge and experience.

Threats

- a. National political instability
- b. Economic turbulence
- c. Drought / famine
- d. Climate change (global warming)
- e. Different approaches by other agencies offering incentives for participation in development activities in the same areas
- f. Interference by mining companies

7. Trends and Impacts

External Trends

- a. Climate change
- b. Environmental degradation
- c. Demographic Changes
- d. Evolving Social Structures
- e. New business patterns
- f. Global and national recession

Internal Trends

- g. Demand of sand dam technology
- h. Increased programme sectors and specialisation
- i. Wider geographical area coverage
- j. Gender equity in employment

Impacts

- a. Food Insecurity
- b. Creation of more dams
- c. Skills training
- d. Increased community income and better livelihoods

- e. Increased budgetary requirements
- f. More regional and global contacts

8. Major Strategic Planning Issues

- a. Dry land agriculture
- b. Value addition processes
- c. Entrepreneurship skills training
- d. Vocational education training
- e. ICT centres
- f. Life skills development
- g. Community organization
- h. Catchment protection
- i. Water harvesting
- j. Facilities' development
- k. Renewal energy development

9. Strategic Initiatives

a. Dry Land Agriculture: January 2010

- 1. Resource mobilisation
- 2. Training farmers on appropriate farming methods
- 3. Promotion of draught resistant and traditional crops
- 4. Establishment of contact and demonstration farms
- 5. Linking farmers to other relevant institutions
- 6. Promotion of waste water recycling
- 7. Monitoring and evaluation

b. Value Addition Processes: January 2010

- 1. Community training on traditional and modern food preservation methods
- 2. Training and promotion of traditional food preparation methods
- 3. Training and promotion of resource use and management (wood carving, quarry stone, etc)
- 4. Monitoring and evaluation

c. Entrepreneurship Skills Training: January 2010

- 1. Baseline data and training needs assessment
- 2. Curriculum development
- 3. Development of training manual
- 4. Training of target group on identified skills needs
- 5. Linking target group to relevant institutions for more training, exposure, financial and technical assistance
- 6. Monitoring and evaluation

d. **Vocational Education: August 09**

1. Mapping the market
2. Resource mobilisation
3. Selection of approaches
4. Curriculum development
5. Trainee selection and placement
6. Linkage to market and institutions
7. Alumni formation
8. Monitoring and evaluation

e. **I.C.T. Centres: September 09**

1. Mapping the market
2. Resource mobilisation
3. Establish physical, hardware and software infrastructure
4. Curriculum development
5. Selection and placement of trainees
6. Alumni formation
7. Monitoring and evaluation

f. **Life Skills: August 09**

1. Mapping the market
2. Resource mobilisation
3. Establish physical, hardware and software infrastructure
4. Curriculum development
5. Selection and placement of trainees
6. Alumni formation
7. Monitoring and evaluation

g. **Community Organisation: On-going**

1. Needs assessment survey
2. Resource mobilisation
3. Development of training materials
4. Identification of target groups
5. Training approach selection and implementation
6. Linkage of the trained groups
7. Monitoring and evaluation

h. Catchment Protection: On-going

1. Identification of catchment areas
2. Baseline data collection
3. Organisation, mobilisation and formation of catchment groups
4. Training of catchment groups (NRM)
5. Layout and digging of terraces
6. Establishment of grass and tree nurseries
7. Trees and grass planting
8. Monitoring and evaluation

i. Water Harvesting: On-Going

1. Identification of areas of operation
2. Baseline data collection
3. Mobilisation of target groups
4. Identify approaches
5. Monitoring and evaluation

j. Facilities Development: On-going

1. Needs assessment
2. Site identification and confirmation
3. Architectural design development and approval
4. Resources mobilisation (materials and human)
5. Construction of MPCs, offices, labs, etc
6. Monitoring and evaluation

k. Renewable Energy Development: On-going

1. Needs assessment
2. Technology identification
3. Sites identification
4. Resources mobilisation (materials and human)
5. Construction and installation
6. Monitoring and evaluation

10. Human Resources Needs

SASOL has, within its current staff establishment, sufficient and capable staff to carry most of the planned initiatives. However there will be need to recruit ICT/Data Analysis anchor staff for the ICT initiative.

II. Financial Resources

Most of the planned activities are about expansion and deepening since there are already on-going activities in most of the initiatives with some seed money. All the initiatives are about building upon the already developed Water Platform to intensify 'trading the water' made available through the over 700 sand dams. There is need to raise more funds for the expanded programs.

Those Involved in the Strategic Planning

1. Evans M. Ngava	Board Member
2. Mathew I. Kitema	Community Trainer
3. Franciscar K. Kimangau	Intern from KEWI
4. Kennedy Paul Mutati	Technical Assistant
5. Peris Mumbi Munyaka	Community Trainer
6. Onesmus K. Mwangangi	Sasol Exchange Coordinator
7. Fredrick P. Kimwilu	Community Organiser
8. Aziz S. Bajaber	Executive Chair Designate
9. Bernard N. Muendo	Technical Supervisor
10. Elisah Mweti	Board Member
11. Elijah Kamama	Community Organiser
12. Francis Maluki Katua	Executive Chairman
13. Anna E. Mutuku	Exchange Assistant Coordinator
14. G-C M. Mutiso	SASOL National Chair
15. J Mutinda Munguti	Manager
16. Jemima Sila	Board Member