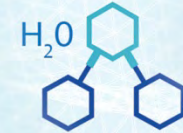


# SKILLS SUMMIT 2018

## Skills Development

CHEMICAL  
FORMULA



STRUCTURE  
Crystal structure

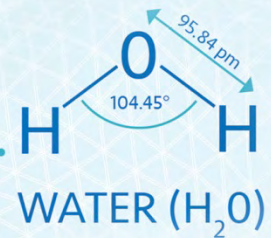


APPEARANCE

Crystalline Solid or Liquid



Transparent with a hint of Blue



# RAND WATER BACKGROUND

- Rand Water was established in May 8, 1903 in Johannesburg, South Africa.
- Previously known as the Rand Water Board.
- Supplies water to Gauteng and other areas.
- The water is drawn from numerous sources and supplied to industry, mining and local municipalities.
- RW is also involved in sanitation.



RAND WATER





# Our areas of operation

45%  
of the population's water is supplied by Rand Water



Rand Water supports 60% of the country's economy

Rand Water supplies water to at least

11 million



4 Provinces  
Randwater serves 18 000km<sup>2</sup> - Gauteng and parts of Mpumalanga, North West and the Free State.

Rand Water supplies

4 757 million litres per day



# Rand Water Mission

*To consistently meet the expectations of our customers, partners and the government by strengthening our capacity to:*

- *Attract, develop and retain leading edge **skills** in water services;*
- *Sustain a robust financial performance;*
- *Develop and sustain globally **competitive capabilities** in core areas;*
- *Enter into and sustain productive partnerships; and*
- ***Develop**, test and deploy cost-effective technologies*



# Skills Development Initiatives

- The Skills Development Facilitator and Talent Consultant/Manager work together to align Organising Framework in Occupation.
- Legislative, functional and Section 26D initiatives for 18.2 and 18.1
- **PIVOTAL.**
- Initiatives responsible for managing consistency of process design and development.



# EWSETA REBATES

- Discretionary and mandatory.
- Mandatory grants disbursed upon WSP/ATR submission.
- Discretionary grants upon successful application.



# RAND WATER LEARNING PROGRAMMES

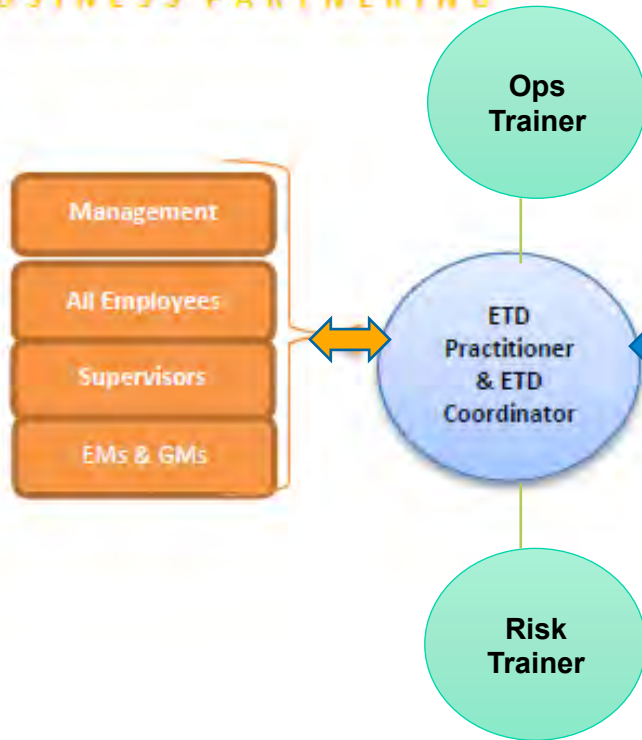
- Learnership.
- Artisans
- Bursaries
- Graduates/ Internship Program,
- Leadership programme





# CURRENT CB DELIVERY MODEL

## BUSINESS PARTNERING



## CENTER OF EXPERTISE





# Building Talent through Pipeline

PIPELINE TYPE	DESCRIPTION	POSSIBLE DURATION
Pipeline one (PP1)	Bursary program which includes vocational work.	36 months
Pipeline two (PP2)	Experiential training	6 – 12 months
Pipeline three (PP3)	GDP Program	24 months for external GDP 24 months for bursars working back to RW
Pipeline four (PP4)	GDP Retention program	18 months

PIPELINE TYPE	DESCRIPTION	POSSIBLE DURATION
Pipeline one (PP1)	Learnership Program – Water related (NQF Level 2, 3 & NQF Level 4)	36 months
Pipeline two (PP2)	Process Controller In training	24 months



# Graduate Development Framework

## PHASE 1

ACQUISITION  
of  
GRADUATES

Recruitment  
and Selection  
of Graduates

## PHASE 2

INDUCTION

Internal and  
External  
Providers

## PHASE 3

PROJECTS  
(24 months)

Each graduate  
has a coach/  
mentor

## PHASE 4

PANEL  
REVIEWS  
(After 12 and  
20 months)

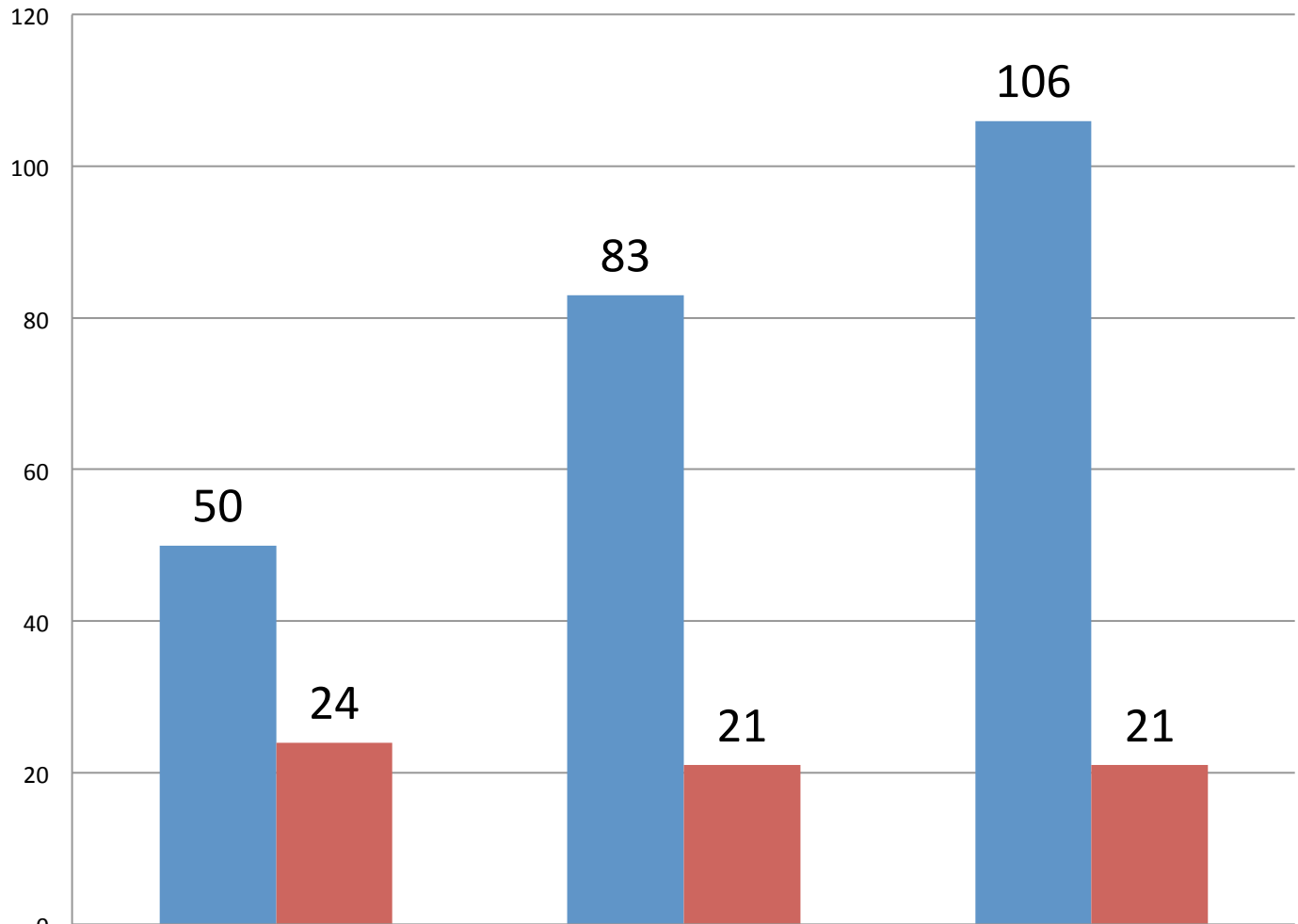
Graduates  
present to  
Coach, mentor,  
and SDF/  
ETDPs

## PHASE 5

RETENTION  
or  
EXIT  
(18 months)

Extension of  
the project  
work

## Graduates and Leainerships 2015 - 2018



<b>Sum of Graduates</b>	<b>50</b>	<b>83</b>	<b>106</b>
<b>Sum of Leainerships</b>	<b>24</b>	<b>21</b>	<b>21</b>

# RETENTION AND EMPLOYMENT

## Learnership

## Graduates/Internship (Experiential)

- 2014/2015
- 2015/2016
- 2017/2018

**18**  
**2**  
**8**

**7**  
**4**  
**2**





# Process Controller Training: Benefits



- Improved operator knowledge and skills levels



- Identify the deficiencies in the Technical skills areas



- Determine corrective Interventions



- Determine future capacity building needs

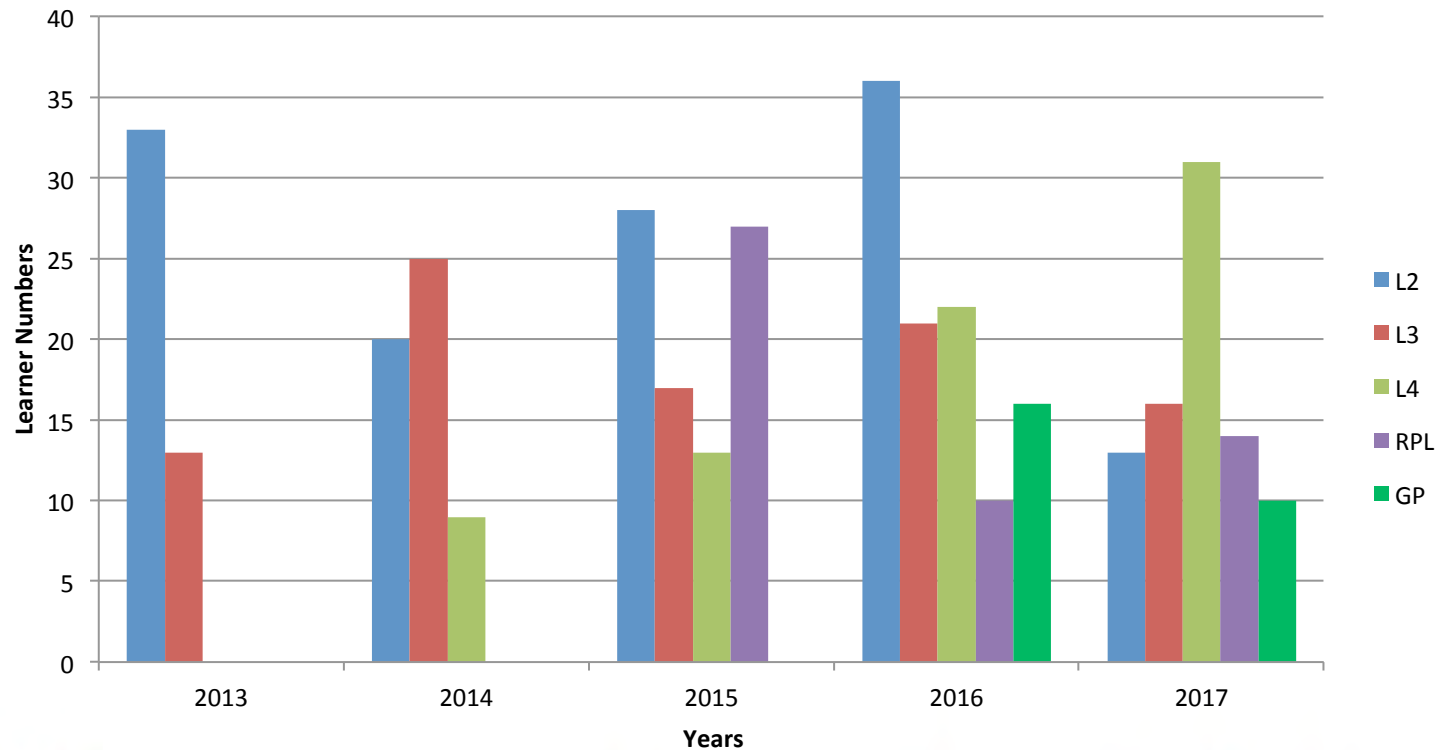
# BD Compliance: Training initiatives

- Recognition of Prior Learning (RPL)
- Learnership-
- Skills Programme
- Grand parenting (GP)
- On the Job Training



# Compliance with Blue Drop & No Drop Legislation (Regulation 813/17/2384)

## Blue Drop No Drop Training

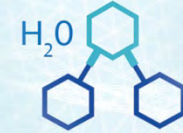




RAND WATER

# LEADERSHIP DEVELOPMENT

CHEMICAL  
FORMULA



STRUCTURE  
Crystal structure

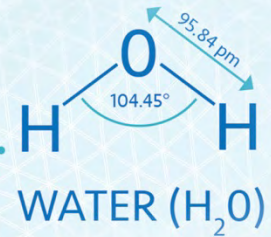


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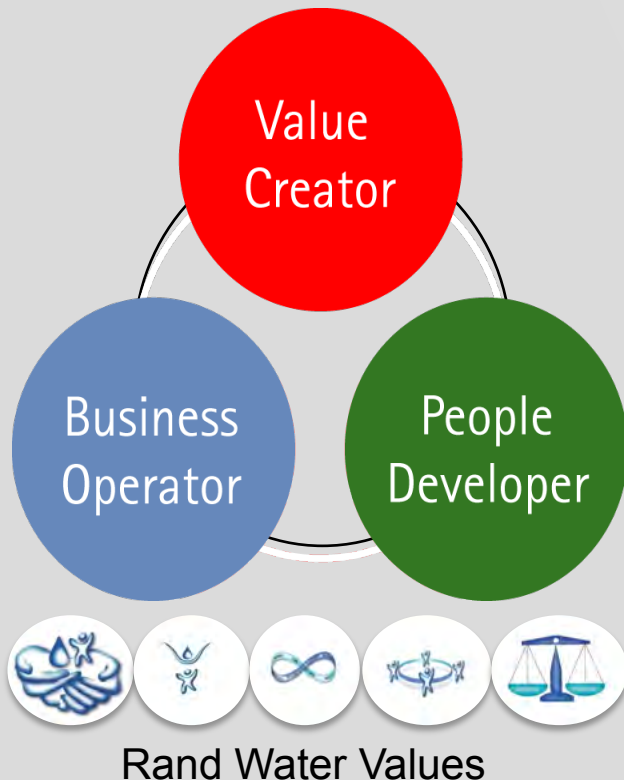




# WHAT DOES IT MEAN TO BE A LEADER AT RAND WATER?



Leaders must contribute as **Value Creators**, **People Developers** and **Business Operators**,



## Value Creators Drive Sustainable Value

- Proactively defines and offers innovation
- Operates with a global mindset

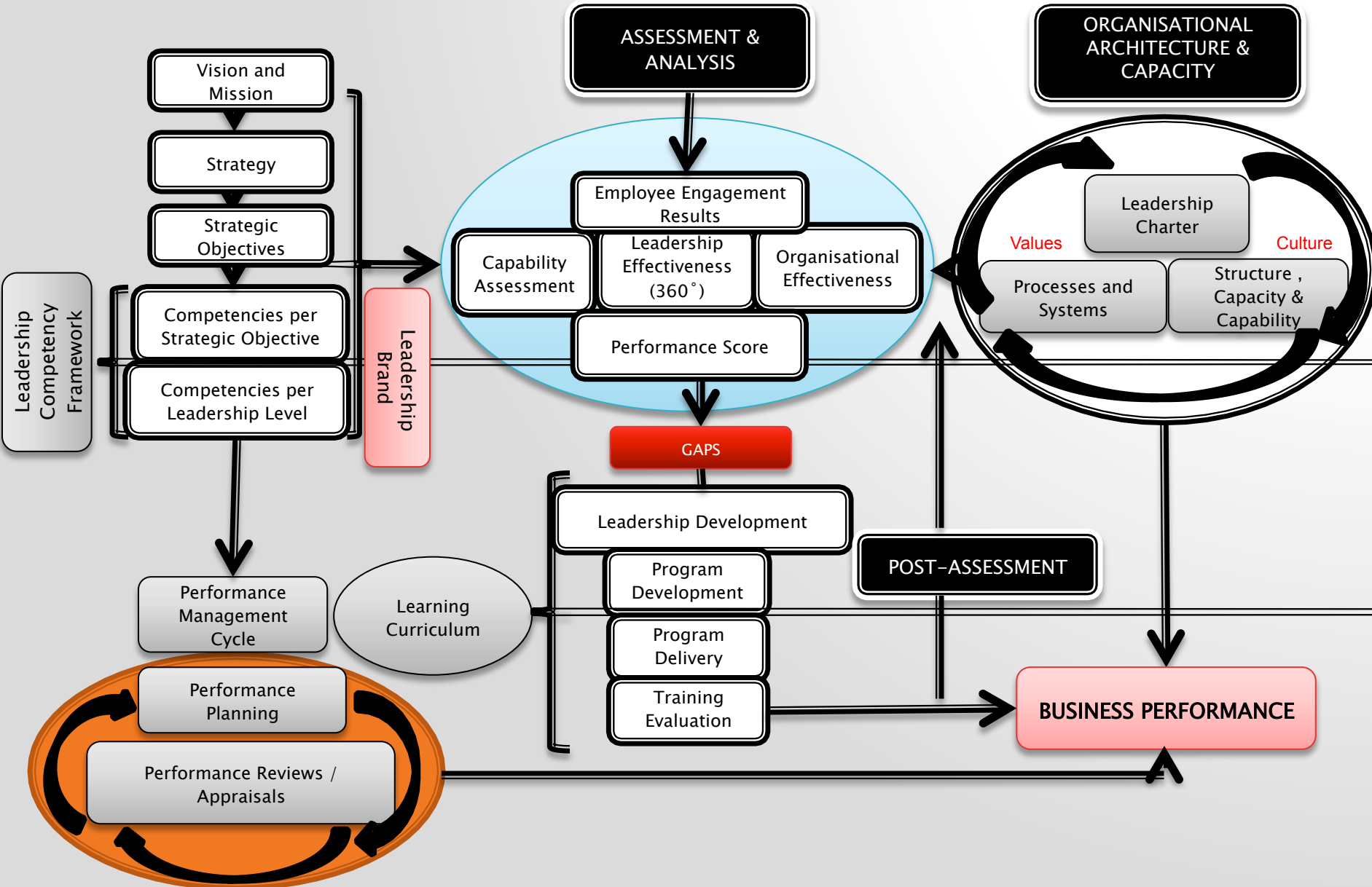
## People Developers Inspire and Engage Others

- Coaches upcoming generation
- Encourages peoples growth

## Business Operators Generate Profitable Growth

- Strives to deliver profitable growth
- Orchestrates rigorous delivery excellence

# INTEGRATED ORGANISATIONAL & LEADERSHIP EFFECTIVENESS



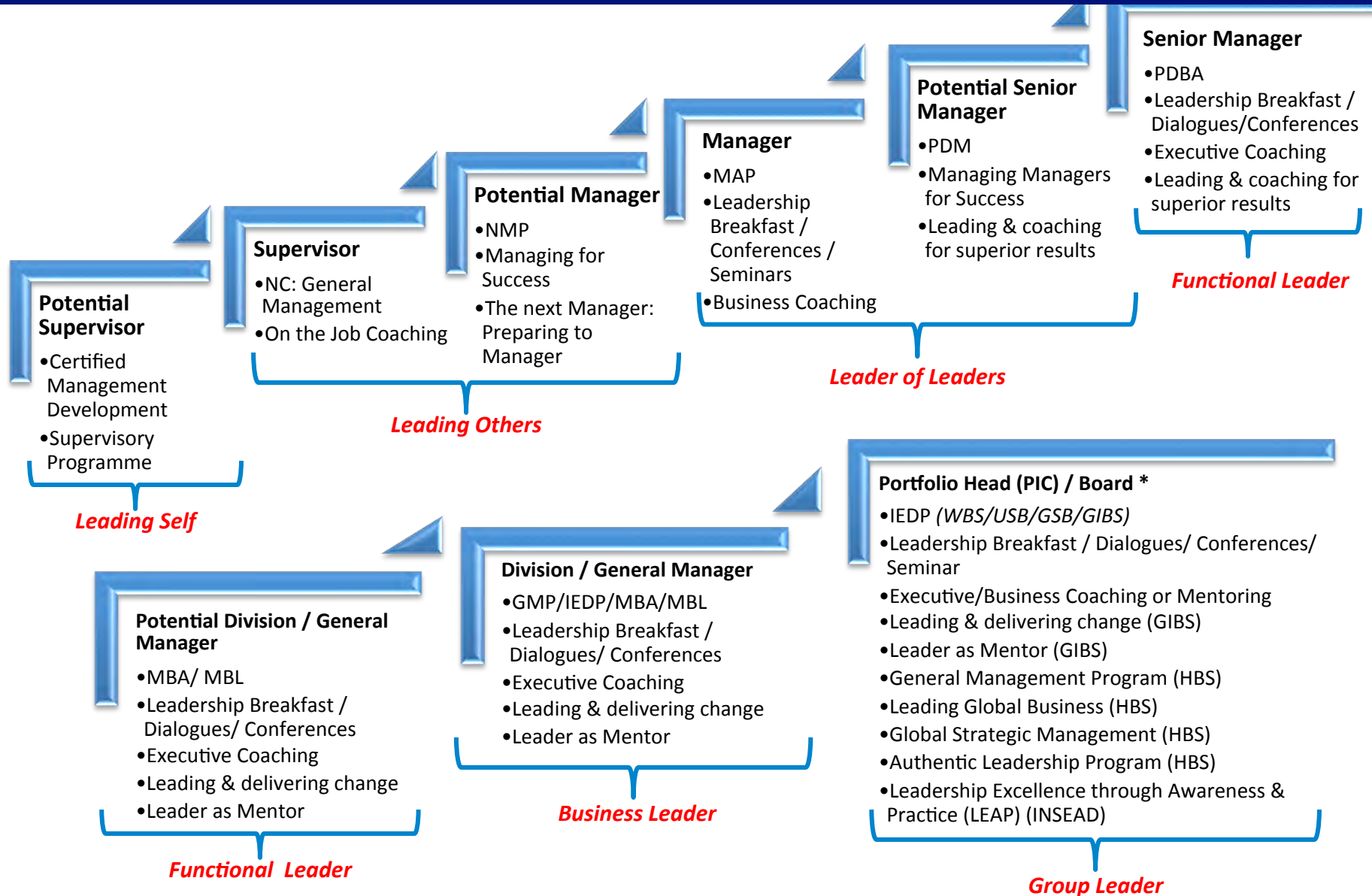


**RAND WATER**

# LEADERSHIP COMPETENCY MATRIX

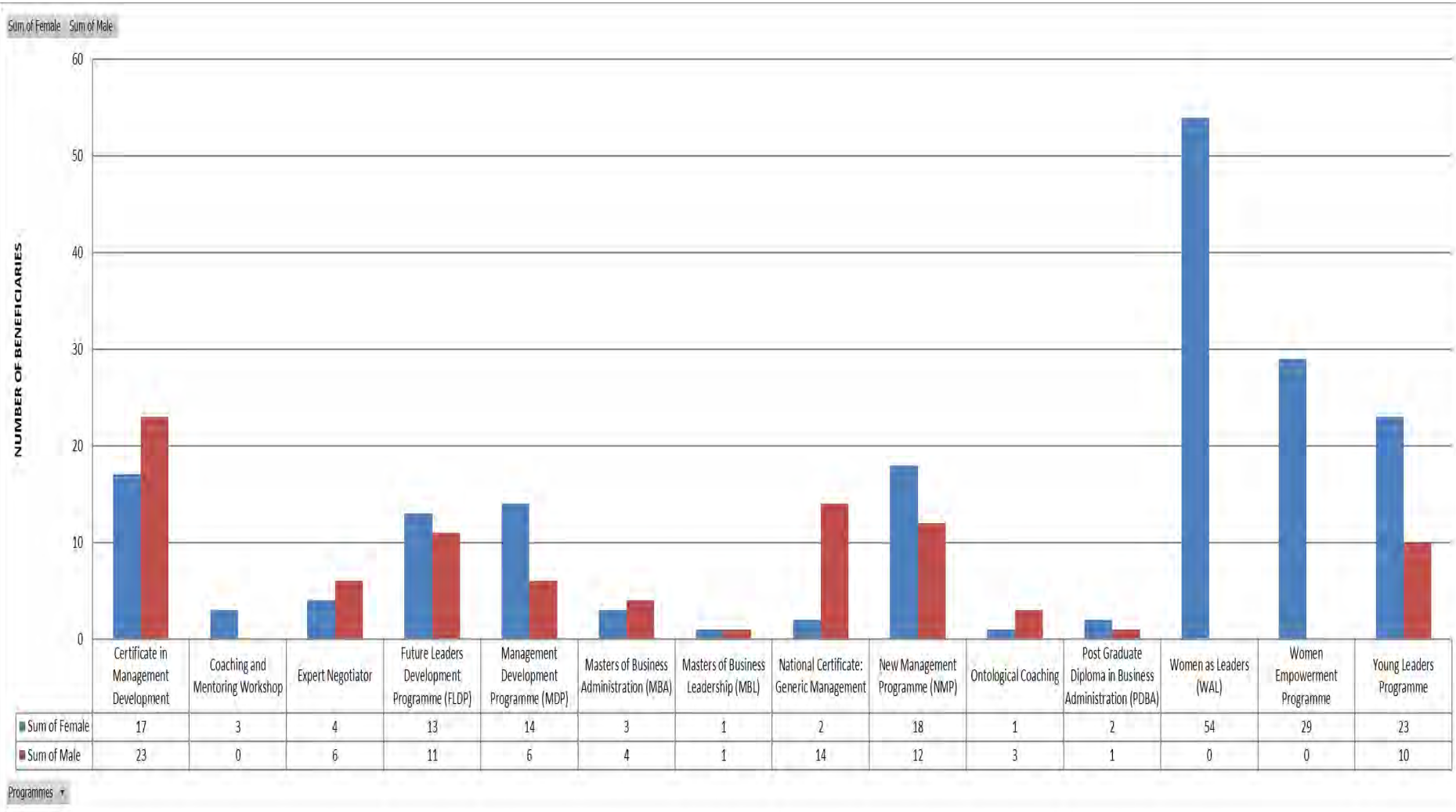
STRATEGIC OBJECTIVE	COMPETENCIES	SST 5+ PIC-*BOARD	SST 3&4 O-Q	SST 2 L-N	SST1 K & BELOW
GROWTH	Innovation	X	X	X	-
	Visionary	X	X	-	-
	Global Thinking	X	X	-	-
	Entrepreneurship	X	X	X	-
	Business Insight	X	X	X	-
	Strategic Intelligence	X	X	X	-
HIGH PERFORMANCE CULTURE	Performance Management	X	X	X	X
	Strategy interpretation and implementation	-	X	X	X
	Results focussed	X	X	X	X
	Team work	X	X	X	X
	EQ/EI	X	X	X	X
STAKEHOLDER ENGAGEMENT	Customer Focus	X	X	X	X
	Communication	X	X	X	X
	Networking and Influence	X	X	X	-
	Ethics and Integrity	X	X	X	X
FINANCIAL HEALTH & SUSTAINABILITY	Financial Acumen	X	X	X	-
	Governance	X	X	X	-
	Organisational Awareness	X	X	X	X
ACHIEVE OPERATIONAL INTEGRITY	Project Management	X	X	X	X
	Quality Management	X	X	X	X
	Management Skills	-	X	X	-
	Operational Thinking	-	X	X	X

# LEADERSHIP DEVELOPMENT PROGRAMMES





# Leadership Programmes





Leadership is not about  
being in charge.

Leadership is about  
taking care of those  
in your charge.

Simon Sinek

# Thank you

?

