

# Montshepetja Academy Global Competence Strategy



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Author, strategist and leader

Ever since I was a small boy growing up in a rural village, I have believed that the path of learning and knowledge, though arduous and time-consuming, carries more promise of progress than the commonly pursued path of privilege and extravagance.

This belief has been borne out by the more than twenty years of experience I have had in towns and cities around my country, while trying to both learn and make my humble contributions.

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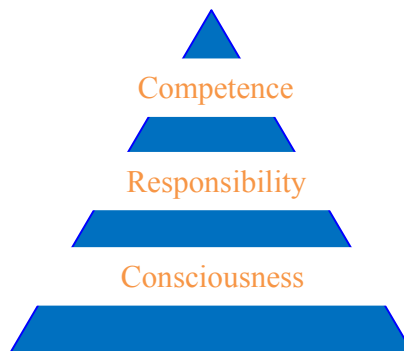
**WE FACILITATE: ENGLISH LANGUAGE SKILLS, PERSONAL DEVELOPMENT, CAREER DEVELOPMENT, ORGANISATIONAL DEVELOPMENT, LEADERSHIP DEVELOPMENT AND STRATEGIC COMPETENCE.**

The next decade of democracy in our country is going to continue to be characterised by endless analyses of what path our society should follow in order to transform itself while pursuing fairness and prosperity. Montshepetja Academy, as a talent management organization, stands firmly for inclusive and holistic people development principles and practices, instead of continuing on the unsustainable trajectory of turning human beings into technical functionaries serving short-sighted sectarian interests.

Montshepetja Academy identifies community immobilization, managerial ineffectiveness and strategic or leadership incompetence as the primary challenges of our society. The organisation utilizes its three-phase strategy of consciousness, responsibility and competence to facilitate behavioural change in both people and organizations.

	Challenge	Strategy
1.	Many communities are not embracing self-driven learning to enhance their consciousness  Communities have no effective programmes to help the majority embrace conscious learning and utilize their talents to live and serve. Many people in our communities continue to battle with ignorance and this makes it difficult for our society to stabilize and make progress.	Create conducive learning conditions in communities by providing facilities and talent management champions
2.	Many people in positions of authority are neither responsible nor accountable  There is insufficient commitment within our institutions to courageously utilize resources to develop and deploy managerial skills optimally. Our capable institutions are not used as viable learning centres to develop responsible citizens and effective managers.	Make deliberate efforts to train effective managers and hold them accountable to the wider society
3.	Many strategic leaders demonstrate neither leading-edge competence nor real courage  Two primary roles of leaders are to create organisations and to lead organisations. The leadership roles played by Walter Sisulu in terms of Nelson Mandela and Joseph Blatter in terms of the 2010 FIFA World Cup represent the finest examples of leadership excellence.	Sift through the effective managers and empower those with the right values and talent to assume strategic leadership

We engage communities through sport. We engage workers through workshops. We engage future leaders through education.



MoAc is your companion for a fulfilling talent optimization journey