



LEADCHANGE DEVELOPMENTS NON-PROFIT ORGANISATION

Company Profile

Non-Profit Company: 2015/285633/08 | PBO: 930058255

Non-Profit Organisation: NPO 167-181





Introduction

WELCOME

LeadChange Developments is a non-profit Organization, with a goal to educate & empower individuals living with a disability, we target previously disadvantaged youths from impoverished backgrounds, by offering professional ICT focused training & various skills development programs at no cost to the beneficiaries.

LeadChange Developments was founded by Shaun Soko in March 2011, an IT professional who sought to give back to the community on a part-time basis. The need for such a service grew so much that offering it part-time was not enough, partnering with Senzo Mbonambi (Blind) a Software Developer, had the company register in August 2015. Other members include Mfundo Sithole, Nosipho Takayi (Scoliosis), Aidan Gamble (Lecturer) and Tebogo Poopedi (Blind). The main objective of the company is to provide various opportunities for persons with disability. One of the biggest challenges faced by our beneficiaries is commuting from one city to another for quality training.

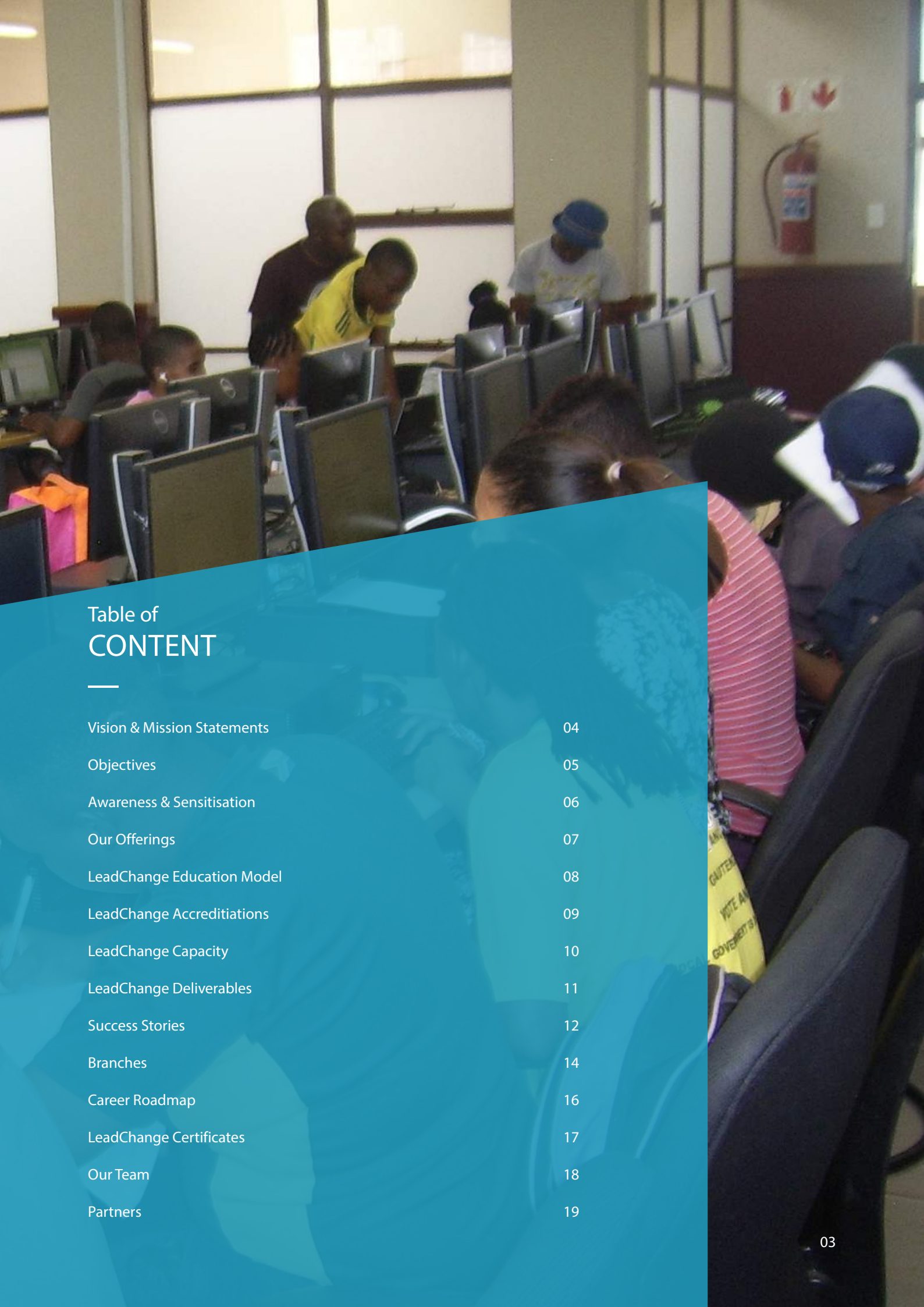


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LeadChange Developments VISION STATEMENT

To create & implement various opportunities for people with disabilities.

LeadChange Developments MISSION STATEMENT

Eliminate the stigma and stereotypes associated with disability, thereby creating a non-judgmental society where both disabled and non-disabled will work together without discrimination to achieve a common goal.



Our OBJECTIVES

Youth Development & Empowerment

Information Communication Technology Training

Disability Awareness & Sensitization

Poverty Alleviation

Facility & Equipment Accessibility

Counselling

Community Development

Entrepreneurship & Mentorship

Employment

Indepth Professional & Accredited Training

Life Skills Development



Awareness & SENSITISATION

Employers & General Public who come in direct contact with Persons with Disabilities at the work place or in the community are the biggest enablers/disablers for inclusion in the workforce & society. Sensitization for them becomes an important agenda in inclusive hiring initiatives and community participation.

This will then lead to successful inclusion and long term benefits to them, the company and the community at large. Ultimately all Government Departments, Private Entities and impoverished communities will have the necessary knowledge of addressing the issue of exclusion that has been a major contributor to inequalities and poverty for persons living with disabilities.



Our OFFERINGS

Microsoft Office Specialist

Mict SETA: End User Computing Level 3

Microsoft Technology Associate

Microsoft Digital Literacy

Sage Pastel Accounting

Bookkeeping

Internet Core Computing Certificate (IC3)

International Computer Driving License (ICDL) etc.

Project Management

Entrepreneurship



LeadChange Developments EDUCATION MODEL

The Lead Change teaching and learning methodology supports the fresh and more practical approach by actively encouraging reflection through technology based methods, with tailor made and unique methods of adapting to each individuals disability also using it to address all individual challenges respectively. The participants are encouraged to bring their practical and real-life experience to the classroom. Through abstract conceptualisation and active experimentation in their real world environment learners are encouraged and enabled to apply their learning in the workplace.

Our experienced facilitators are capable of supporting different learning styles and creating cognitive conflict required for learning by encouraging participation, expression, experimentation and reflection on theoretical models and practical experiences. Our training programs expose participants to knowledge and skills, as well as instilling attitudinal and behavioural change. The LeadChange Integrated Leadership Model proposes that to change others, one has to change oneself first by accessing one's spiritual intelligence, emotional intelligence, mental intelligence & physical intelligence.



LeadChange Developments ACCREDITATIONS

National Certificate Mict SETA: End User Computing Level 3

National Certificate: ISRM Project Management

Certiport: Authorized Training Centre

Sage Pastel Accounting: Certified Training Centre

MTA Accredited: Microsoft Technology Associate

International Computer Driving License – Computer End Users

Internet Core Computing Certificate (IC3)

Microsoft Office Specialist

Microsoft Digital Literacy



LeadChange Developments CAPACITY

We have customised our programs to ensure the content is relevant and addresses the development needs of all its respective beneficiaries no matter their Disability. LeadChange Developments learning programs are based on a philosophy of servant leadership, inside-out principles of change, action learning, interactive adult based learning methodology, systems and the development of spiritual and emotional intelligence that can be aligned to core values and principles that believe in equality. LeadChange Developments training and development initiatives encompass a holistic approach with the aim of developing the person as a whole through exposure to leading edge knowledge, skills and thinking that awakens personal transformation. This is executed by astute, highly skilled Lecturers, Educators, Facilitators & Moderators delivering quality.

LeadChange Developments DELIVERABLES



TRAINING

Updated and fully equipped computer lab



CERTIFICATION

Accredited Qualifications



EMPLOYMENT

Placement and continued mentorship



Success Stories ACADEMIC

From the four exam sittings since LeadChange Developments inception in January 2016, more and more students have become digitally literate as seen in the high numbers of students passing Microsoft Digital Literacy (Introduction to computers). This course has equipped learners with basic IT knowledge and they are starting to take advantage of information received as seen in them preferring electronic mail to postal, being active on social platforms, making informed decisions when purchasing digital equipment and security considerations as well.

Microsoft Digital Literacy – Intro to computers	Passes: 23		Fails: 7
Microsoft Office Specialist – Word	Passes: 6		Fails: 1
Intel Easy Steps	Passes: 26		Fails: 0
Call Centre	Passes: 20		Fails: 0
International Computer Driving License	Passes: 15		Fails: 0



Success Stories SOCIAL

Not only did we succeed in educating the learners but we have created a friendly environment where one can express his/her personal concerns without the fear of being discriminated. We are faced with a challenge of learners not having a social life due to the nature of their disability, they are kept indoors away from society on the basis of protection against victimization.

Success Stories EMPLOYMENT

With the increasing numbers of student enrollees, we have appointed 2 students as Tutors whom we are grooming to become qualified Lecturers, i.e. Theo Mokoto – Male (Epileptic) and Dineo Madile – Female (Blind). 20 learners have been placed in a learnership program studying Business Administration, 7 with Sabela Learning and 13 with Kukhula Global Projects. 2 learners have been employed on a fixed term contract.

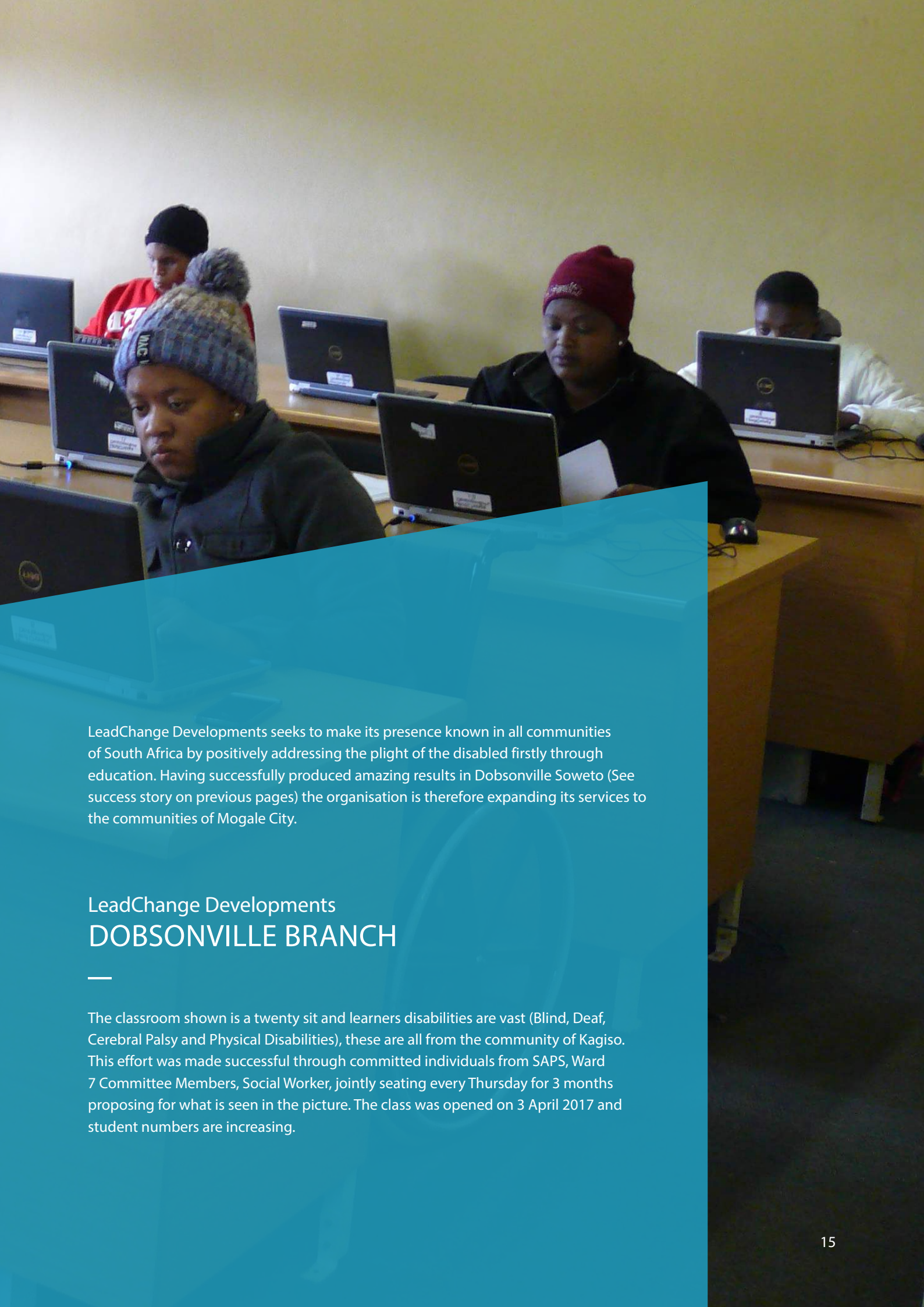


LeadChange Developments KAGISO BRANCH

Access to education is one of the basic rights to humanity and when exercised effectively it promotes individual freedom and empowerment and yields important development benefits, and there are a number of factors that when positively addressed education does not end up becoming a privilege.

The lack of special schools in disadvantaged communities coupled with lack of skilled Special Needs Teachers has gravely affected the disabled community to an extent that skills/gifts and talents invested in them go un-nurtured resulting in the system labelling the disabled “Good for nothing – Better recipients of grants”.

It takes professionals coming together to nurture such gifts thereby rewriting the chapter of Better recipients of grants. By this we say let the disabled be taught to use their skills to become economic contributors in the communities they live in.



LeadChange Developments seeks to make its presence known in all communities of South Africa by positively addressing the plight of the disabled firstly through education. Having successfully produced amazing results in Dobsonville Soweto (See success story on previous pages) the organisation is therefore expanding its services to the communities of Mogale City.

LeadChange Developments DOBSONVILLE BRANCH

The classroom shown is a twenty sit and learners disabilities are vast (Blind, Deaf, Cerebral Palsy and Physical Disabilities), these are all from the community of Kagiso. This effort was made successful through committed individuals from SAPS, Ward 7 Committee Members, Social Worker, jointly seating every Thursday for 3 months proposing for what is seen in the picture. The class was opened on 3 April 2017 and student numbers are increasing.



Career ROADMAP

FRONT OFFICE ASSISTANT:

MS Outlook, MS Excel, MS Word, MS Digital Literacy

- 3 Months

ASSISTANT BOOKEEPER:

Pastel Inter & Adv, MS Outlook, MS Excel, MS Word, MS Digital Literacy
Bookeeping

- 3 Months

- 1 Month

DATA CAPTURER:

MS Access, MS Excel, MS Word, MS Digital Literacy

- 3 Months

MULTIMEDIA:

MS PowerPoint, MS Digital Literacy

- 3 Months

COMPUTER TECHNICIAN:

Cisco IT Essentials
MS Digital Literacy

- 6 Months

- 3 Months

ENTREPRENEURSHIP:

Intel Easy Steps

- 2 Months

The background of the page is a photograph of an office cubicle area. In the foreground, a black office chair is partially visible. In the middle ground, two blue tables are set up with chess sets. The cubicle walls are dark grey and have some photos pinned to them. In the background, there are computer monitors and desks. A large teal semi-transparent overlay covers the bottom half of the page, containing text.

LeadChange Developments CERTIFICATES

NPO CERTIFICATE:

Certification Of Registration of Non-profit Organisation

Available on request

NPC CERTIFICATE:

Companies and Intellectual Property Certificate of Confirmation

Available on request

BEE CERTIFICATE:

SED Beneficiary Recognition Certificate

Available on request



Our TEAM

SHAUN SOKO
Founder | Executive Director

MFUNDO SITHOLE
Marketing Manager

SENZO MBONAMBI
Operations Director

NOMPUMELELO
Administrative Manager

MFUNDO SHUSHA
Training & Development

DINEO
Facilitator



LeadChange Developments PARTNERS

Grow People Partners

We have formed a strategic alliance with Grow People Partners. Grow People Partners is a human capital consultancy with a special focus on Disability Talent Acquisition and Consulting. We provide them with candidates, jointly facilitate sensitisation and awareness workshops and collaborate in many other ways. We are also the first beneficiaries of their Disability Trust – which sees 10% of their Disability Services profits being directed towards disability service organisations. Together we are leading change and we look forward to a healthy and mutually beneficial partnership.



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