

Project Management Update from Harare¹



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UNDP Zimbabwe Rolls out massive Civil Society member Project Management skills capacity building programme

The United Nations Development Programme (UNDP) Harare Zimbabwe has rolled out a massive training programme worth over USD\$50 000 to empower Civil Society Organisations with project management skills. The Programme is being run in partnership with Project Management Zimbabwe (PMZ) from July to November 2019. Over 100 CSO representatives drawn from across the country are being mentored in small groups in the ongoing programme in Harare.

Participants have been segmented into four (4) groups with the largest beneficiaries being the 50 UNAIDS participants who have already gone through the Certificate of Competency in Project Management (COCPM). The other remaining groups have been segmented to receive project management certification based training covering PMP (Project Management Professional) and PRINCE2 (Projects In Controlled Environment) methodology.

According to the UNDP Programme Coordinator Mrs Nokuthula Mujuru, Civil Society Organizations (CSOs) in Zimbabwe and other developing countries have experienced a changing environment in care for HIV over the last few years. There are stronger and different treatment approaches to HIV being implemented mainly by the CSO and yet funding for civil society groups have dwindled. The changing institutional landscape highlights the urgent need for civil society to review, redefine its role and reposition themselves to contribute to the response to HIV and health generally, considering the linkages between HIV and other health issues. It is important that civil society groups adapt to the changing landscape to the response to remain relevant, considering that they are key player in the fight to ending the AIDS epidemic.

The question that arises is “How can CSOs in HIV adapt to respond appropriately to the changing landscape and the clarion call for access to health?” As Government

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provides most of the services including prevention and treatment to PLHIVs, civil society groups can focus on support adherence to treatment, support marginalised and key populations to enable access to both prevention and treatment, including providing watchdog roles in the communities.

For CSOs to be able to conduct such activities, there is need to strengthen their individual skills and organizational systems. Is it against this background that UNDP has rolled out this CSOs training programme targeting participants from across the country.

One of the COCPM delegates Mr Kasirai Hweta from Loving Hand Bulawayo, said the course was quite relevant as it is going to improve on the deliverables in their projects.

“As we are going to start new projects we are going to start on a firm foundation as we now know the things that are supposed to be done before a project starts and during the implementation hence an improvement in the outcome.

“Sometimes we do things haphazardly due to poor planning, but with the skills that I have acquired at this course I am even going to improve on the ongoing projects that we are running now”, said Mr Hweta.

Phillipa Mhike from the Sexual Rights Centre in Gweru said the training was very insightful and delightful as it focused on aspects which if applied rightfully can yield positive results. Mhike confirmed that the training touched on other important aspects which in most cases project managers take for granted. “One of the key areas that the training focused on was the Work Breakdown Structure (WBS) which most of us take for granted. In most cases we don’t really consider the sharing of duties yet it’s important for a project to be a success,” she said.

In another sentiments, Jabulani Tshabalala from Umuza in Matebeleland north said that the program was really exciting and applauded the facilitators from the Project Management Zimbabwe (PMZ) for coming with such kind of model of training. “I hope for such trainings to be scaled up so that all the CSOs in Zimbabwe funded by various partners can have this kind of approach which can actually perhaps satisfy the needs of stakeholders.

“Our facilitators were very motivating, knowledgeable and very patient with us, with very good time management skills. They managed to compress the long course in few days which is a very skilful approach.

Tonderai Chikono from Development Aid from People to people in Zimbabwe (DAPP), who was also the Group representative echoed same sentiments saying though the program was very educative and informative there is need in the future of extending duration for participants to really grab the important aspects of the course. Mr Chikono also said that in terms of participation, it was hyper and the participants were also eager to learn. “The participation was a two-way form as both the facilitators and participants created room for interaction,” he said

Following are photos from the programme.





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CAPTURE MOMENT



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PROJECT MANAGEMENT ZIMBABWE (PMZ) Marks 10 years of Project Management Excellence this year

Zimbabwe's largest Association of Project Managers Project Management Zimbabwe (PMZ) is this year celebrating 10 years of project management service in Zimbabwe. Established from humble beginnings in Bulawayo in 2009, to date PMZ boasts of a database of over 4000 Associate and Professional members. PMZ is the second largest Project Management Association in Southern African after Project Management South Africa (PMSA).

The legacy of PMZ can be traced back to October 2009 when a group of over 50 students and facilitators who were passionate about project management back then converged in Bulawayo at Bulawayo Polytechnic on 9 October 2009 and endorsed the charter that led to the formation of PMZ. All the founder members at that time were men and women who had full time jobs elsewhere but frequently met during weekends without a physical office to mentor each other in project management issues.

"2009 is the same year that Zimbabwe dollarized the economy and there was an optimistic economic boom steered by an All Inclusive Government that had been established", said one of the Founder Members Mr Darlington Dube. "Many national development projects were launched by Government and the demand for project managers was everywhere at that time, we had always seen large scale projects for major infrastructure development projects such roads construction, power projects and water & sanitation being awarded by Government to expatriate companies from

South Africa, China and other countries, we were then keen to prove a point to Government that we had good project managers locally and PMZ was going to lobby for that stance among several establishment objectives. To date PMZ is registered and fully accredited by the Ministry of Higher and Tertiary Education, Science and Technology as an independent Exam Board, Vocational and training institution.

Corporate Governance Legacy

The October 2009 inaugural founders meeting unanimously agreed to register the Association as a Trust and a draft constitution was crafted, however full registration was only achieved mid 2010 under the leadership of inaugural Chairman Mr Felix Gwandekwande. The inaugural name of Project Management Institute of Zimbabwe (PMIZ) was used way back then before the 2013 change and re-branding to PMZ on the advice of International stakeholders. The first nine-member Board meeting of the inaugural board was held in Kwekwe in 2010 under the leadership of Felix, each board member contributed personal resources for the travel and hospitality costs given the blank office coffers at that time. Founder members Mr Kennedy Mangadze and Mrs Rose Nhamo voluntarily negotiated for PMZ to secure temporary physical accommodation in January 2011 at No. 17 Peterborough Ave. Eastlea in Harare, this was to become the physical address National Secretariat Office of the institute for the next 5years before the relocation to 8 Buckingham Rd Eastlea in 2016 to date. The Bulawayo Regional PMZ Office got its physical location in 2013 to serve the southern region and has been fully open and operational to date in the country's second largest city at Enterprise Building Cnr 12TH and J-Tongogara Street Bulawayo. As the institute marks 10 years of existence, PMZ has seen the enactment of three boards to date since 2009. The Felix Gwandekwande executive was the first (2009-2013) before they passed the baton to the Thandi Chibanda team (2014-17) before the current team led by Dr Themba Nyoni arrived.

Membership Services of PMZ

PMZ Membership services are managed from two regions i.e. Bulawayo and Harare as dual Chapters, as per the constitution each chapter has its own elected executive whose tenure runs for 2years with monthly and quarterly chapter meetings hosted in both regions. " Chapter events and activities are the lifeblood of the institute to drive our voice in lobbying and advocacy issues about project management, as a nation Zimbabwe is currently marching towards vision 2030 driven by our Government, it can only be projects and project management to navigate us to that strategic level, " said Mr Douglas Mapuranga the current Chairperson of the PMZ Harare Chapter. The Bulawayo Chapter boasts of administration of the oldest PMZ database and the Chapter takes care of members not only in Bulawayo, but also in Hwange, Vic-Falls, Masvingo, Midlands and Beitbrigde regions. On the national front PMZ has successfully hosted two annual events every year since 2013, i.e. The Annual Project Managers Dinner and the International Project Management Day conference, both Harare and Bulawayo have alternated hosting responsibilities of these 2 major events from year to year. Other Government Ministers who have hosted previous events in recent years include Minister Professor Amon Murwira, (2018 PMZ Annual Dinner) ex-Minister Obert Mpfu (2014 IPM Day Breakfast Meeting) among others. PMZ has

three major categories of membership with distinct benefits, Associate Membership, Professional Membership and Corporate membership.

PMZ Training Services

The PMZ Certificates and Diploma in Project Management (CPM, DPM & PGDPM) are the most popular and widely known conventional project management courses in Zimbabwe, training runs countrywide via accredited tuition centres (such as Trust Academy, Speciss College, Midlands Business School) throughout the year since 2012. An average of 200 CPM, DPM & PGDPM graduates roll out annually from the national training centres to enter the job market armed with appropriate project management skills. “Our CPM & DPM curriculum is flexible and robust for any candidate’s employment or entrepreneurship competency needs because we align the courses to the PMBOK Guide latest editions (Project Management Body of Knowledge),” said Mr Taruwona Robert, the Founder President of PMZ. The same sentiments were echoed by PMP (Project Management Professional) and Board member Mr Mlambo Pfungwa who reiterated that no Project Manager can go wrong in managing any large or small project if they follow the tools and techniques of the PMBOK.

Besides CPM & DPM courses, PMZ has been known to be the centre for project management training for short term courses such as COCPM (Certificate of Competency in Project Management), PMP & PRINCE2 certificatory preparations, Microsoft Project and Risk Management. Large and small corporates such as Zinara, Dairiboard, ZIMRA, First Mutual Holdings, Anglo American Unki Mine, Mimosa Mine, TRB, and recently UNDP Harare, have benefitted from PMZ mentorship in these disciplines over the last 7 years. “Our 5 year strategic plans are now clear on the implementation front because we have roped in project management as the main vehicle of choice to drive the plans, thanks to the mentorship of PMZ in this regard, over 100 members of staff here at FMH are now competent Project Managers”, said First Mutual Life Managing Director Ruth Ncube recently.

In 2015 the Government of Botswana sponsored a group of 7 Heads of Key departments in their Ministry of Education portfolio to come and pursue the PMZ Certificate in Project Management course (CPM) on a full time basis for 6 months in Harare, all delegates managed to pull through the program before returning.

Next 10 years ahead

The main purpose of project management is to maximize, in the most effective and efficient way, the value created by a project. Central to such management is the attainment of both cooperation and coordination regimes that often transcend organizational boundaries. For these reasons, current theory on organizing and managing projects emphasizes the importance of understanding how such regimes can be established and maintained. As the story about the 10-year legacy of PMZ unfolds, stakeholders are keen to know what the next 10-year cycle will unfold to and the details of the strategy ahead. Projects such as the long overdue Master of Science (MSc) in Project Management training program are expected to clearly manifest for stakeholders to benefit by 2020. The major event to recognize and mark the 10 year

PMZ anniversary will be the International Project Management Day (IPM Day) Conference and Exhibition to be hosted in Harare on 7 November 2019. Dr Themba Nyoni is the current Chairperson of the PMZ Board (2019-2022) and will be hosting the 2019 IPM Day event. Dr Lunga Msengama from Project Management South Africa is expected to speak at the same event this year as one of the major international Guests alongside the Guest of Honor Minister Energy and Power Development Advocate Fortune Chasi or his representative. Various categories of Awards to reward those stakeholders that have contributed to the growth of the project management profession are lined up at the same event.



Project Management Zimbabwe

The Centre for Project Management excellence!

Project Management Zimbabwe (PMZ - Project Management Institute of Zimbabwe) is Zimbabwe's largest Association of Project Managers, with a membership base of over 1000. The institute has a mandate of policing the elevation of project management standards nationally through mentorship and membership services programmes. For information, visit www.pmiz.org.zw or email: info@pmiz.org.zw.

About the Author



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Peter Banda is an agile Portfolio Manager with Change Management, Marketing & Project Management Skills, and an accomplished entrepreneur with broad stakeholder management experience. He is a founder of Zimbabwe's largest Association of Project Managers with a membership of over 1000, Project Management Zimbabwe (PMZ - formerly called Project Management Institute of Zimbabwe). He has worked in both the private & public sectors during the last 20 years in Zimbabwe, Botswana & South Africa. Peter is a born & passionate teacher, mentor & trainer with skills ranging from Personal Development Planning to Project Management. Peter has presented & published over 20 papers at high profile international conferences & leading newspapers & publications respectively during the last 8 years.

Peter is currently Secretary- General & CEO of PROJECT MANAGEMENT ZIMBABWE (PMZ). Responsibilities cover strategic navigation of PMZ towards the vision covering board advisory and stakeholder management. He was previously a Higher Education Examiner, Facilitator, Lecturer, Curriculum Developer and Assessor for both local and International Diploma and Degree courses for the Zimbabwe Ministry of Higher & Tertiary Education. He also served as an Examiner, Assessor and Facilitator on for SpringSoft in South Africa. Peter holds a Bachelors (Hon.) degree and MSc qualification, and is currently studying for a PhD & PMP exams. A God fearing father of 2 lovely daughters & 1 son, Peter likes reading & researching current affairs, coaching others to realise their dreams, and watching soccer & cricket.

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