



LWAPENG

BHC HANDS OVER 36 FLAT UNITS TO BURS at Ramokgwebana Border Post



IN THIS EDITION



CEO LAUDS ERP PROJECT PARTICIPANTS FOR A JOB WELL DONE



BHC SHINES AT THE MLH PERFORMANCE AWARDS



CORPORATE PLANNING HOSTS A WORKSHOP FOR PERFORMANCE COORDINATORS

The Botswana Housing Corporation invites citizens and majority citizen owned companies to apply to purchase properties from our new project at Thema...

...the panoramic view of lobatse

PROPERTY INVESTMENT OPPORTUNITIES AVAILABLE IN LOBATSE, THEMA 2



Front View of Typical High Income House



Spacious Living



Open Plan Kitchen / Dining



Built in wardrobes



Modern furnishings

PROPERTY FACTS

- Only 20 houses available
- Total floor area – 170m²
- Ideal location on the foot of a hill in Thema 2, Lobatse
- Spacious three bedroomed high income houses with master ensuite
- Plot size ranges – 894m² - 1332m²
- Modern furnishes i.e. porcelain floor tiles, ceramic wall tiles, bathtub, shower
- Fitted kitchen with granite counter tops
- Motorized garage
- Partially paved
- Self contained detached servants quarter
- Price Range: P1,168,160.00 - P1,192,800.00



TYPICAL PLAN

1. Living Room
2. Open Plan Kitchen/Dining
3. Master Bedroom (ensuite)
4. Bedroom 2
5. Bedroom 3



Detached servants quarter at rear of plot



BHC Lobatse Contact:
Tel: +267 533 0460



P.O. Box 412, Gaborone, Botswana
Tel: +267 360 5100 Fax: +267 395 2070
Email: info@bhc.bw

Editor's Note



Welcome to the second quarter edition of Molwapeng. In this edition we feature an article on the handover of yet another successful external project by the Corporation. The Botswana Unified Revenue Service was recently handed over a complete housing development by BHC at the Ramokgwebana Border Post. We have in the past successfully completed several projects for BURS and this latest project bears testimony to our commitment to successfully delivering projects on behalf of our clients. Read more about the handover ceremony on pages 4 - 5. The Corporation took part in the Ministry of Lands and Housing Performance Awards where several employees and departments managed to win awards. We wish to take this opportunity to congratulate all the winners and hope to see more at next year's awards. The article in full is covered on page 6. The Chief Executive Officer of the Corporation recently commended the Pinagare Project Team for a job well done at a dinner hosted in their honour. The Project Team were instrumental in the successful delivery of the Oracle ERP system. Our health and wellbeing continues

to play a critical role in ensuring that we perform optimally be it social or professionally. In this issue we have several tips on leading a healthy lifestyle, which is dependent upon several things such as the right diet and engaging in physical activity. Going forward we will have more articles on health issues and the importance of keeping healthy. Lastly we wish to welcome new talent at the Botswana Housing Corporation family. The new staff members join several departments within the Corporation. We hope that they have fruitful careers in the Corporation and contribute significantly to the achievement of our Corporate Objectives.

Keep well.

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Tebogo Mmokele
Editor-Public Relations Officer
TMmokele@bhc.bw

TEAM

Tefo Kebabope
Tebogo Mmokele
Thato Makanye

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P1.2million. He also said that in 2009 they were assigned two significant projects by BURS at Maitengwe and Matsiloje Border Post, which involved construction of office blocks, staff houses, guard houses and inspection sheds, all of which were completed at a total cost of P23.1 million.

"The project we are here to officially handover to our client, BURS comprises of 6 blocks of flats which translates to 36 two bedroomed accommodation units with associated works such as paved roads, water, sewer reticulation, elevated water tank, conservancy tanks and palisade fence all of which was completed at a cost of P31.6 million," he added.

For his part the Deputy Permanent Secretary in the Ministry of Lands and Housing, Maotoanong Sebina who was the guest speaker said that the handover is a testimony that BHC continues to strive to deliver what it has been directed to do by government. He

Botswana Housing Corporation (BHC) once again proved its commitment to quality service delivery as it handed over 36 residential flats to the Botswana Unified Revenue Service (BURS) at Ramokgwebana Border Post last week.

The state of the art project which was completed recently was developed at a cost of P31.6 million through the Corporation's External Project Management Arm. The move is expected to help curb shortage of accommodation for BURS officials at the Ramokgwebana Border Post.

Giving the overview and background of the project, the Chief Executive Officer of BHC, Reginald Motswaiso said that the handover demonstrates their continued commitment to delivery of quality third party projects through their Project Management Arm.

"This occasion signifies yet another milestone in the successful delivery of a complete project on behalf of one of our most valued clients being the Botswana Unified Revenue Service. The Corporation has a long standing relationship with BURS as can be evidenced by a number of successfully completed projects at various locations around the country," he said.



Motswaiso said that their relationship with BURS dates as far back as 2007 when they were tasked with building guard houses and providing maintenance works for several buildings at the Tlokweng Border Post and the contract sum of the whole project was

said that External Projects Management has become one of the Corporation's strategic initiatives owing to its immense experience in managing large scale developments which are seen in most towns and villages around the country.

"The Corporation has over the years since its inception in the 1970's earned itself a top spot as the largest property developer in the country. Its ability to manage these developments has enabled it to carve itself a niche in the area of project management for construction development of numerous clients. This particular project, and a lot others before, exemplifies the Corporation's ability and technical know-how in the area of project management which continues to earn it trust among its clients for delivering quality projects," Sebina said.

He further showered accolades on BHC saying that the project is one in a list of many projects that the Corporation has successfully completed for various clients. He said that lack of accommodation facilities for officers serving in most of the public and parastatal authorities continues to be a growing concern.

"It is also expected that this will enhance

efficiency at the border, which has become one of the busiest borders owing to an increased movement of people crossing between the two countries of Botswana and Zimbabwe," he added.

The General Commissioner of BURS, Ken Morris said that the construction of the houses is a big achievement for BURS and BHC. He said that the facilities will also benefit other government departments deployed at the border post such as the Immigration Department and the Botswana Police Services.

"These houses will not only benefit BURS, but will also provide accommodation for other government staff deployed at Ramokgwebana Border Post. In BHC we have found a strategic partner as evidenced by this successful project and many others. We will continue to engage BHC in all similar projects" he said.

He also lauded the Office of the President for taking heed of their call to address accommodation shortages and refurbishment of facilities at the border posts. He said that it is very important for the government to improve facilities at the border posts in order to enhance service delivery.

Giving her vote of thanks, the Councilor for Jackalas No. 1 village, Hon. Joyce Mahube lauded the establishment of BURS houses as welcome development. She said that the move will address accommodation shortage for staff at the Ramokgwebana Border Post and also give their village a facelift.

"I want to urge the beneficiaries to take care of these beautiful facilities. These facilities will also give a facelift to our village and provide employment opportunities for locals," she said in conclusion.



many of today's popular P2P sites offer a pretty accurate rating system that can provide you with a sense of just how these downloadable files have performed for other users.

- a. **Get back to the basics.** Regularly updating your computer's operating system is one of the simplest, yet most important, ways to protect your computer. The newest software versions help your system run more smoothly and prevent you from becoming vulnerable to holes found in your old system.
- b. **Don't be click-happy.** Did you know that 9,500 malicious websites are detected by Google every single day? This stat includes legitimate sites that have been hijacked and those that are designed to spread malware. Stay safe by being wary of the links you click. Remember to hover over links so that you can review the full address before you click.
- c. **Pay attention to the latest social changes.** For example, Facebook recently changed your default email to @facebook.com. This means that a whole new group of marketers and spammers will be able to contact you much more easily than ever before. Like this or not, adjust your privacy protection settings and watch out for spam and phishing scams now that Facebook's messaging system is open.
- d. **Passwords, passwords, passwords.** Always create strong passwords for all online accounts, and include letters, numbers, and symbols. Longer passwords are more secure and harder to crack. Choose different and unique passwords for important sites, such as your primary email and financial accounts. Try not to use the same password for multiple sites. If a password gets compromised on one site, it may allow hackers to log into other accounts with the same credentials.
- e. **Protect yourself against P2P and pirated software.** The best solution is simply never to use P2P sites to download pirated software and, instead, download your files from the original software developer. But, if you still choose to take that risk, you should at least take a few precautions, like reading the user comments before you download the file. Keep in mind that
- f. **Beware of social engineering attacks.** Cybercriminals are scouring social media sites every day to learn all they can about you. They'll use the information they gather to send you highly targeted emails, pretending to be from your boss, friend, or family member. Did you post some information on Facebook recently about your favourite vacation spot – only to receive an email from a co-worker about the best summer getaways, complete with a request to link to a recent article? Stay on guard. Always watch what you say online – revealing too much information like middle names, pet names, and so on could be just enough to tip off a cybercriminal.
- g. **Choose your friends carefully.** There's nothing like making connections online via Facebook and other social networks. However, you definitely put yourself at risk by not taking the time to filter whom you accept into your inner circle. If you get a friend request from someone you haven't spoken to in years or someone you don't know, a social bot may be using this as an opportunity to hack into your network. They could exploit the trust you have built on Facebook and Twitter to send emails or notifications to your networks – using your access, personal information to solicit products and spread malware to others' computers.

CEO lauds ERP Project Participants for a job well done



The Chief Executive Officer, Mr Reginald Motswaiso recently praised the ERP Project participants for a job well done during the implementation of the new ERP system. Mr Motswaiso was speaking at a dinner hosted in honour of the project participants at the Lansmore Hotel in Gaborone. The project participants comprised three teams, which included the Project Team, Data Team and the Change Champions.

He said the journey to implement the new Enterprise Resource Planning system first started in 2007 with the new Information Technology and Systems Strategy. He disclosed that the strategy had recommended that the Corporation reviews its IT requirements and implements a single integrated system to address some of the challenges that prevailed at the time. Some of these problems he indicated were in the fact that the IFCA system at the time was only supporting a portion of the business functions. "The Corporation has stand-alone systems which were costly to maintain and resulted in data duplication and inconsistencies," he pointed out adding that there was also the risk of relying on only one supplier for the support of the previous system.

The CEO declared that the project to implement the Oracle E-Business Suite was successful and that it will help drive the business going forward. He requirements

that projects of this nature face multiple challenges which can sometimes end up delaying delivery and costing a lot of money. He said that despite some of the challenges which were experienced during implementation, the Corporation managed certain challenges which would have otherwise resulted in cost overruns and delayed implementation. "Research shows that only around 15% of ERP implementations worldwide are able to go live on time, within budget and meeting most of the noted of

the business. Therefore what we have achieved is something that we should be proud of and celebrate at every opportunity," he proclaimed. He further declared that research demonstrates that most projects fail not because of the technical systems issues, but rather user issues which is why the Corporation made a deliberate decision to identify and implement the change management framework known as the ADKAR model to manage the change aspect of the implementation. Mr Motswaiso said that resources were put in place to drive change and assist employees through various stages of implementation. This he said yielded results in that positive responses from employees were noted during the course of implementation. He said that suggestions on improving certain functions were also noted and ensured that all gaps were closed.

Various teams were put in place to manage the process of implementation and most notable the Project Team comprising employees from different departments who worked closely with the consultant to design modules. Other teams played an advisory role and made decisions accordingly to ensure the successful delivery of the project. Mr Motswaiso applauded the various teams that played a critical role to ensure that the project was delivered successfully. He reminded everyone of the benefits of having

implemented the system successfully saying that it will increase information efficiency, improve working relations between departments and eliminate risks associated with having isolated systems. He further pointed out that the expectation is that with improved or seamless relations between departments, the Corporation's strategic objectives will be met.



When delivering a vote of thanks on behalf of the Project Team, Mr Tshepo Molale praised the CEO for his guidance throughout the project saying that it was through his leadership that the project was successfully implemented. He said that the achievement was as a result of a collective effort by all members of the Project Team who spent a considerable amount of time and energy working hard to meet the deadline. "We faced many challenges throughout the course of the project but managed to remain focused to deliver what we were set out to deliver as members of the Project Team," he stated adding that their commitment to deliver was never lost at any point. He concluded his remarks by thanking the CEO and the entire Corporation for granting them the opportunity to play a critical role in the delivery of the project.

Various team members were presented with participation certificate as a token of appreciation for their contribution in the project.

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Botswana Unified Revenue Service

Plot 53976, Kudumatse Drive, Private Bag 0013, Gaborone

Tel: +267 363 8000/ 363 9000, Fax: +267 363 9999, Call Centre: 17649

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Consumer Fair 2013



Property Development Team Building



Tour of Nothern Projects



Sponsor's Dinner



Vision 2016 Awareness Launch



BHC SHINES AT THE MLH PERFORMANCE AWARDS

This past Monday saw some of the Botswana Housing Corporation employees and departments walking away with several performance awards at the inaugural performance awards event hosted by the Ministry of Lands and Housing at the Magnificent Gaborone International Convention Centre. The event was graced by the Deputy Minister for Local Government, Chieftainship and Parliamentary Affairs, Hon. Selibe Mochoboroane, who is in Botswana on a five day visit to benchmark on several issues pertaining to land and housing delivery. The Deputy Minister from Lesotho was accompanied by four other delegates among them, the Managing Director for Lesotho Housing and Land Development Corporation. Among other delegates included the Minister of Lands and Housing, Hon. Lebonaamang Mokalake, Deputy Permanent Secretary to the President responsible for Directorate of Public Service Management, Mr Carter Morupise as well as other high powered delegates from both the Government and the private sector.



In his official welcome address, the Minister of Lands and Housing, Hon. Lebonaamang Mokalake divulged that in 1999, the Government of Botswana introduced the Performance Management System instrument of change in order to improve service delivery. He said that this move was prompted by numerous complaints from stakeholders and customers that Government was not serving them well citing issues of delays, bureaucratic red tape, non-responsiveness and secrecy in the Government. The Hon. Minister went on to share a number of new structures and milestones that have been achieved over time among them that a Reforms Office has been set up to provide for Performance Improvement Coordinators and performance focal persons who have been charged with coordinating performance management activities in the Ministry's Departments.

The Minister shared that his Ministry continues to prepare performance annual plans, performance agreements and performance development plans on an annual basis where employees draw their contributions in form of performance objectives, indicators and targets to be carried out in a given financial year. Other structure which he mentioned include performance monitoring tools and performance reviews for evaluation purposes. The Hon. Minister also declared that the Ministry recently reviewed its strategy of 2009 – 2016. "This was in order to assess progress towards our defined goals and to ascertain whether the strategy is still relevant," quipped the Minister adding that this was in view of the rapid changes and evolving environmental challenges we face which include issues of rural-urban migration leading to rapid urban expansion, increasing squatter settlements, aging and derelict urban centres.

When delivering a key note address at the event, the Deputy Minister for Local Government, Chieftainship and Parliamentary Affairs, observed that the Performance Management System that was introduced by the Government of Botswana has transformed performance culture by improving individual and Ministry performance in a systematic and sustainable manner. He expressed that the approach ensures efficiency and effectiveness in service delivery.

Turning to the ceremony, the Hon. Selibe Mochoboroane declared that the essence of the celebration was indeed exciting as its strength is drawn from engagement of employees and it exerts motivation that inspires them to do their best to deliver the Ministry's strategic foundations. "Today we will witness Awards of high performance in a number of categories, as well as recognizing outstanding achievements of the employees in a way that is consistent with your values and behaviours," stated the the Deputy Minister.

In conclusion Hon. Mochoboroane impressed upon the achievers to elevate their horizons, to aim higher as indeed the event radiates a conversation of how much MLH values its human resources. "Each of you must be motivated. Your role is to shine as you encourage the entire organization, for every employee should perform with confidence and motivation as we all realize that best performance is rewarded," concluded the Deputy Minister.

The night culminated in to yet another part in the programme which saw achievers walking away with a number of prizes in trophies and cash. The Botswana Housing Corporation was among those recognized as three of its employees walked away with awards.



Kagiso Monkge, Manager, Computer Applications was awarded Employee of the Year and walked away with a certificate and prize money of P500.00, while Opelo Gaboitsewe, Acting Senior Corporate Planning Officer scooped the Most Improved Employees Awards and pocketed a whopping P300.00. Samantha Molefe who is the Corporation's IT Manager was awarded the Most Promising Leader Award. She also collected a total of P500.00. In team categories, the Property Maintenance Department emerged a winner and walked away with a Gold trophy while the Information Technology Department secured position two and got a Silver trophy. Property Management Department scooped position three and won a Bronze Trophy.

The Corporation wishes to congratulate all employees and teams/ department which made us proud at the recent MLH Performance Awards.



CORPORATE PLANNING HOSTS A WORKSHOP FOR PERFORMANCE COORDINATORS

The Corporate Planning Department recently hosted an induction and capacity building workshop for the Corporation's Performance Coordinators. The workshop was meant to resuscitate the performance management structures and ensure proper

manage this alone hence the need to put this structure in place to assist in managing the Corporation's performance," she said. She further said that the purpose of the workshop was to clarify roles between Corporate Planning and Performance Coordinators and find out what

can be done to improve the current structure, identify gaps and ways of addressing those.

The official opening was performed by the Deputy Chief Executive Officer – Operations, Mr Nkaelang



reporting in line with the newly adopted Corporate Strategy. It was also meant to give feedback for the first quarter performance and solicit ideas in terms of how it can be improved going forward. Attendees comprised representatives from all departments who will be custodians for departmental performance going forward.

When welcoming participants to the workshop, the Corporate Planning Manager, Ms. Botho Bayendi emphasized the purpose of the workshop, which she said was to revive the existing performance coordinators' structure which suffered due to the implementation of the ERP project as most resources were channeled towards it. "The Corporate Planning function is responsible for executing the strategy, however we cannot

Matenge who emphasized the need to draw attention to the adopted Corporate Strategy and its implementation. He said that the Corporation adopted the Balanced Scorecard methodology as an approach that would transform its approach to strategy formulation and implementation and place it on a path of success to achieve the mandate. He highlighted some of the challenges which the Corporation has had to contend with in the implementation of its former strategy which he said prompted the need to revise it and to address some of those challenges. "Whilst the economic uncertainty still hovers over our heads, we must not lose resolve in finding ways that would enable us to achieve our mandate through innovative ways of doing things and the



most of you, but let us all be drawn together by the idea of unity in action, working together to realize a common goal of achieving our mission and realizing our vision," he declared.

The Corporate Planning

Manager, Ms.

Botho Bayendi then gave an overview of the role of the Office of Strategy Management, which she said was mainly to develop the strategy and manage its implementation through various activities. She went on to talk about the Balanced Scorecard reporting highlighting several activities critical to preparing the report, conducting strategic review meetings and communicating performance of the strategy.

commitment of every to the strategy implementation and performance measurement," he stated.

He further highlighted the need for collaboration and commitment by everyone in the strategy execution not only in identifying obstacles and proposing solutions but to ensure that there is effective implementation and that results are measured for all to see. "Your appointment as performance coordinators presents an opportunity for the Corporation to tap into the invaluable resource that you are to manage its strategy implementation," he emphasized adding that the Corporation can take pride in the fact that their input an commitment demonstrated overtime will bring results in the newly adopted strategy. He urged everyone to draw inspiration from the goal the Corporation has set itself to put a roof over every Motswana by the year 2023 and assist Corporate Planning in the coordination and implementation of the strategy. "I am aware that the function of performance coordinator may have brought extra duties for

The last to present was the Executive Director at the Botswana National Productivity Centre, Mr Baeti Molake, who also emphasized the importance of proper reporting through the Balanced Scorecard. He discussed the IIAA Analysis Framework and, which he said was critical to measure performance in that it helps to identify issues, implications and an action plan for ensure that objectives are accomplished.

NEW

TALENT IN CORPORATION



Shimane Mongati joins BHC as a Senior Estates Officer – Land Acquisition and Preparation in the Property Development Department. He was previously employed at the Ministry of Lands and Housing as a Private Secretary to the Minister of Lands and Housing. Shimane has three children. He hails from Digawana village and enjoys volleyball and going to church.



Moses Papy Tladi joins BHC as an IT User Support Officer in the

IT Department. He was previously employed as a Computer Technician at Tawana Landboard in Maun. He joins BHC for its proven success in Property Development. Moses has two children and enjoys playing soccer. He comes from Mochudi.



Martin Kelebeng joins BHC as an Accountant in the Finance Department after his stint as an Intern attached to the Property Development Department. He hails from Motokwe village and enjoys football. He feels that BHC is the best place for him to start off his career at.



Balomeletsi Bafedile joins BHC as a Marketing Officer in the Marketing and Research Department. She was previously employed as a Product Offers and Promotions Specialist at Mascom Wireless. She comes from Selibe Phikwe and enjoys athletics and music. She has one child and states career development opportunities as the reason she joined BHC.



Selebogo Segokotlo joins BHC as a Procurement Officer in the Finance Department. He previously

worked for the Botswana Defence Force as a Logistics Officer. He is married to Keitumetse Sekhute – Segokotlo and they have been blessed with one child. He hails from Moshupa village and enjoys tennis. He states that he was lured to BHC due to the different professional challenge offered.



Tumelo Seabo joins BHC as a Marketing Officer in the Marketing and Research Department. He was previously employed at UNIGEM as a Sales and Marketing Officer. He comes from Ramotswa and enjoys swimming. He shares that he joined BHC as it is offered him an opportunity for growth.

*Congratulation
to you all!*



BOTSWANA O A KGALA



***If we do not conserve water,
life as we know it will change.***

We keep it flowing, for you



WHERE YOU
CAN REACH US



BHC OFFICES CONTACTS

Head Office

Corner Mmaraka & Station Roads, Plot 4773
P.O. Box 412
Gaborone
Tel: (+267) 360 5100
Fax: (+267) 395 2070

Property Sales Office

Molosiwa Road, Plot 1211
P.O. Box 1197
Gaborone
Tel: (+267) 395 2431/ 364 6800
Fax: (+267) 395 6649

Property Management Maintenance Office

Lejara Road, Broadhurst Industrial, Plot 10236/7
P.O. Box 168
Gaborone
Tel: (+267) 391 2330/5/364 6900
Fax: (+267) 397 5931

BHC Call Centre

Tel: 1167 (from the BTC Landline only)
Tel: (+267) 315 9902

Lobatse Office

Pitikwe Industrial Site, Plot 6392
P.O. Box 284
Lobatse
Tel: (+267) 533 0460
Fax: (+267) 533 3652

Jwaneng Office

Jwaneng Mall, Plot 2325
P.O. Box 25
Jwaneng
Tel: (+267) 588 0214
Fax: (+267) 588 1755

Sowa Office

P/Bag SW8
Sowa Town
Tel: (+267) 621 3533
Fax: (+267) 621 3293

Mahalapye Office

Flowerstown, Plot 617
P.O. Box 1231
Mahalapye
Tel: (+267) 471 1747
Fax: (+267) 471 3925

Palapye Office

Morupule Ward, Palapye Junction,
Plot No. 8MQ1.
P.O. Box 894
Palapye
Tel: (+267) 492 1075
Fax: (+267) 492 1076

Selibe Phikwe Office

Selibe Phikwe Industrial Site, Plot 2711
P.O. Box 133
Selibe Phikwe
Tel: (+267) 261 0569
Fax: (+267) 261 0814

Francistown Office

Government Camp, Plot 1283
P.O. Box 603
P/Bag F120
Francistown
Tel: (+267) 241 5080
Fax: (+267) 241 5070

Kasane Office

Plateau, Phuduhudu Rd, Plot 1148
P.O. Box 337
Kasane
Tel: (+267) 625 0146
Fax: (+267) 625 0146

Maun Office

Chobe New Mall, Plot MA3064
P.O. Box 00124
Maun
Tel: (+267) 686 0637
Fax: (+267) 686 2251



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