



# SAIMAS NEWSLETTER

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## FROM THE EDITOR

There is an old saying: "How time flies when we are having fun". Well, this year has gone past in the wink of an eye and through lockdown and the pandemic SAIMAS managed to provide webinars to SAIMAS members. We are just sad that only a few members actually used the opportunity to attend the online presentations. We hope it was not due to infections that members did not attend. To those who could not attend please visit the SAIMAS website to catch the details on the presentations. Thanks you for all the support during the year.

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## FROM THE EXECUTIVE PRESIDENT

Dear fellow SAIMAS Members,

The end of 2021 is upon us. As with 2020 for most of us it was again a challenging year, still requiring us to make changes to our lives and working circumstances.

The SAIMAS Council continued hosting Webinars during this year, and webinars were held in March, June, September and November 2021 respectively. The fifth webinar will be presented on 27 January 2022 with the topic '*Creating a culture of workplace compliance in a Covid-19 world*'. The Annual General Meeting is planned for 20 May 2022 and final arrangements regarding this event will be communicated in due course. The Annual Conference, which was postponed, is planned for the second quarter of 2022, more

information will be shared closer to the event. The conference will be hosted at the previous identified venue, namely Emerald Casino and Resort in Vanderbijlpark.

On behalf of the SAIMAS Council, I want to thank all of our members that supported SAIMAS during this year, your on-going participation is appreciated. I want to thank all SAIMAS Council members, Gerda Morrison our Office Administrator and Johann Pienaar our Web Administrator, for their dedication, commitment, hard work and support during the year.

*On behalf of SAIMAS Council, I want to wish you and your loved ones an enjoyable Festive Season and a prosperous New Year, trust you will enjoy spending time with your family and loved ones. Stay safe and all the best wishes for 2022.*

*SAIMAS greetings*

Ria Loubser

## **TEAM BUILDING OR TEAM DEVELOPMENT**

**ORIGINAL ARTICLE WRITTEN Christi Pieterse**

I came across this short article dealing with the difference between Team Building and Team Development written by Christi Pieterse, an Industrial Psychologist and Owner at CLR CONSULT.

She indicates that before you decide to embark on "Team Building", you should understand what you need to achieve with this endeavour. She states: "Do you (a) want to spoil your staff with a nice, relaxing day away from the office or (b) invest in your team and increase team effectiveness."

**TEAM BUILDING** is about staff having fun and games, which often is without lasting benefits for the team members or the organisation.

According to her, a team building event will be more effective if it is conducted as part of a TEAM DEVELOPMENT programme, than on its own. The TEAM BUILDING event should be used as a reward for work well done, for achieving goals and therefore providing a nice fun day for the employees to enjoy some time away from work.

According to her TEAM BUILDING will NOT:

- Increase commitment and co-operation;
- Increase levels of Accountability;
- Solve trust issues; and
- Not Lead to increased productivity

However, TEAM DEVELOPMENT will achieve the above, as it focusses on team growth and development. The benefits of a TEAM DEVELOPMENT exercise far outweighs the costs.

### **TEAM DEVELOPMENT WILL :**

- \* Gain an intimate understanding of each team member's Communication preference, Personality traits, Stress handling ability, Strengths and Weaknesses and Team Role preference;
- \* Enhance effective Feedback;
- \* Help the team understand its potential and how to become better; and
- \* Increase co-operation and teamwork.

According to Christi, "Effective TEAM DEVELOPMENT can change your company's future!".



## Elon Musk's Advice

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Based on article written by Joanie Faletto  
Published on April 25, 2018 (Source unknown).

Elon Musk, an ex-South African is living in the United States of America. My husband (an engineer) is an avid follower of Elon Musk. There are many endeavours that Elon is participating in e.g., Tesla motors, the Boring company and Neuralink but he currently focusses more on SpaceX and his Starlink project and is building a space rocket that can be used to send people to Mars. Being the person he is, he always seems to be in someone's firing line, however it does not stop him from executing his plans. The current news about him is that his SpaceX company might be bankrupt, but that does not seem to bother him. Based on that we found this article about him written by Joanie Faletto, which will explain a little bit more about the man.

According to Joanie Faletto and her research, she has found the following:

1. He never gives up. Due to Musk being stubborn. He has faced failure and bankruptcy, but he always gets up and tries again. In 2014 in an interview with Scott Pelley for "60 Minutes", he declared, "I don't ever give up. I'd have to be dead or completely incapacitated."
2. He states that you must really like what you do. In a presentation, Musk said, "Whatever area you get into, even if you're the best of the best, there's always a chance of failure. So, I think it's really important that you really like whatever you're doing. If you don't like it, life is too short."
3. Don't listen to the little man. If you believe in yourself, don't listen to the haters: Prove them wrong. As Musk told Pelley, "So many people tried to talk me out of starting my own company, it was crazy. One friend of mine collected a whole series of videos of rockets blowing up, and made me watch those. She just didn't want me to lose all my money. We're doing these things that seem unlikely to succeed, and we've been fortunate, at least thus far, they have succeeded."
4. Take risks. While giving the commencement speech to the University of Southern California Marshall School of Business and Leventhal School of Accounting class of 2014, Musk shared a few pieces of wisdom for the new graduates to take into the real world, among them: "Now's the time to be bold. Now is the time to take risks. You don't have kids. As you get older your obligations increase. And once you have a family, you start taking risks not just for yourself, but for your family as well. It gets much harder to do things that might not work out. So now is the time to do that, before you have those obligations. I would encourage you to take risks now and do something bold; you won't regret it."
5. Do something important. Musk told Pelley, "I didn't really think Tesla would be successful, I thought we would most likely fail. But I thought that we could at least address the false perception that people had about an electric car that it had to be ugly and slow and boring like a golf cart. If something's important enough you should try even if the probable outcome is failure."
6. Focus on signal over noise, as he also told the USC graduates. "A lot of companies get confused; they spend money on things that don't actually make the product better. For example, at Tesla, we've never spent any money on advertising. We put all the money into R&D and manufacturing and design to try to make the car as good as possible. I think that's the way to go. For any given company, keep thinking about 'Are these efforts that people are spending, are they resulting in a better product or service?' And if they're not, stop those efforts."

7. Seek out problem solvers. When hiring people to join your mission, Musk said in an interview at Ignition, an annual Business Insider event, to find the real problem solvers. "When I interview someone to work at a company, I ask them to tell me about the problems that they worked on and how they solved them. If someone was really the person that solved it, they'll be able to answer multiple levels, they'll be able to go down to the brass tacks. And if they weren't, they'll get stuck because anyone who struggled hard on the problem never forgets it."

8. Attract great people. Musk told the USC graduates to make sure to either join a group of great people or assemble them if you want to see collective success in an endeavour. "All a company is, is a group of people that have gathered together to create a product or service. So, depending upon how talented and hardworking that group is and the degree to which they are focused cohesively and in a good direction, that will determine the success of the company. Do everything you can to gather great people if you're creating a company."

9. Have a great product. In an interview about starting a business, Musk highlighted the importance of making sure whatever you're starting with is amazing. "Whatever you're doing is a great product or service, it has to be really great. If you're entering anything where there's an existing marketplace against large, entrenched competitors, then your product or service needs to be much better than theirs. You're always going to buy the trusted brand unless there's a big difference. It can't just be slightly better it's got to be a lot better."

10. Work "super hard." Musk mentioned this advice in his USC commencement speech, surely to the chagrin of the students finally leaving years of difficult schoolwork. "What does 'super hard' mean? Work hard like, every waking hour. That's the thing I would say, particularly if you're starting a company. If you do simple math, say somebody else is working 50 hours and you're working 100, you'll get twice as much done in the course of a year as the other company."

Therefore, we can all learn something from Elon Musk, really like what you are doing, never give up when the going gets tough and endeavour to provide your customers with the best service ever.

Source: <https://curiosity.com> March 6, 2018.



## A SHORT OVERVIEW OF THE WEBINAR: LEADERSHIP IN A VUCA WORLD By Dr John Eliastam

The concept of VUCA was introduced by the U.S. Army War College to describe the more volatile, uncertain, complex, and ambiguous (unclear), multilateral world which was a result through the end of the Cold War.



The acronym itself was not created until the late 1990's and it was not until the terrorist attacks of September 11, 2001, that the concept and acronym was being used.

Taking the pandemic into consideration one can relate to the uncertainties we are faced with and the real threat of becoming ill and the possibility of death. Therefore, we are living in a VUCA world.

This new VUCA environment is challenging the most able of leaders who may find their skills growing

obsolete as quickly as their organisations change in this volatile, unpredictable landscape which requires leaders to possess more complex and adaptive thinking abilities.

### **Understanding VUCA**

We're living in uncharted territory! "Whenever civilization has gone through one of these disruptive, dislocating technical revolutions...the whole world has changed in profound ways. But there is something different about the flattening of the world that is going to be qualitatively different from other such profound changes: the speed and breadth with which it is taking hold....This flattening process is happening at warp speed and directly or indirectly touching a lot more people on the planet at once. The faster and broader this transition to a new era, the more likely is the potential of disruption." "The World Is Flat, Thomas Friedman"

### **Volatility**

Volatility refers to the unpredictable nature of the nature, speed, volume, and magnitude of change. Apart from financial turbulence, other drivers of turbulence in business today include digitization, connectivity, trade liberalization, global competition, and business model innovation.

### **Uncertainty**

This refers to the lack of predictability in issues and events. Important information is not known or definite. It is doubtful, with a lack of clarity about the present situation and future outcomes; it is not able to be relied upon. These volatile times make it difficult for leaders to use past issues and events as predictors of future outcomes, making forecasting extremely difficult and decision-making challenging

### **Complexity**

There are often numerous and difficult-to-understand causes and mitigating factors (both inside and outside the organisation) involved in a problem.

This layer of complexity can have many different and connected parts: multiple key decision factors, interaction between diverse agents, emergence, adaptation, co-evolution, weak signals – Added to the turbulence of change and the absence of past predictors, adds to the difficulty of decision making

### **Ambiguity**

*This refers to the lack of clarity about the meaning of an event, or the "causes and the 'who, what, where, how, and why' behind the things that are happening that are unclear and hard to ascertain."*

*The "inability to accurately conceptualize threats and opportunities before they become lethal."*

*Ambiguity also means that a situation is open to more than one interpretation – the meaning of an event can be understood in different ways – and this gives hope.*

Charles Darwin said "It's not the strongest of the species that survives, nor the most intelligent... but the most responsive to change".



Hope you enjoyed the articles in the Newsletter

May you all be safe during the Festive Season and if you are travelling stick to the speed limit and wear your seatbelt!