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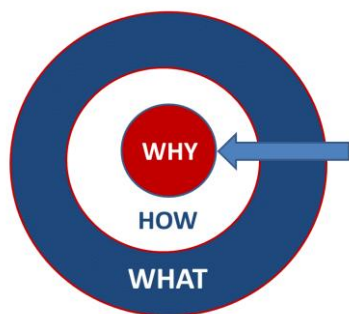
#INTEGRITASZA MONTHLY

INSPIRE AND INNOVATE/INSPIREER EN INNOVEER



#integritasza

THE MOVEMENT



Coalition Government and Political Integrity are needed in South Africa.

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Fanie Cronje writes about Integrity.

Integrity is the quality that sets you apart from the norm. You subscribe to the principles of respect, honesty, wisdom, and dignity.

You treat everyone with respect without reference to their standing. You treat people as you would like to be treated yourself.

Always be honest in any opinion, utterance, and communication. Honesty includes being honest on acknowledging your shortcomings.

Wisdom means that you acknowledge how to rectify this. Wisdom means being able to apologize when you are at fault.

Dignity means your behavior, in any circumstance, is impeccable.

My late father gave me this advice, as a young man, when I was appointed in my first junior management position.

"My son", he said, "remember that the person you manage, goes home and there he/she is the hero, the person being looked up to. Never take that away. That is his/her pride." That, in a nutshell, is integrity.

You may be the absolute "expert" in your field-that does not mean you have to belittle the quality of any other person. Different qualities have been bestowed on different people. Acknowledging and fostering such is integrity.

To be able to identify shortcomings is an absolute quality. Being able to acknowledge your shortcomings, boldly realizing such, and compensate for such to the greater good is commendable.

The man went into the corner shop. Without really checking, he took the change and went home. He realized that the owner gave him a change for R200-00 instead of R100-00. He immediately went back and returned the difference. That is integrity! This also led to exceptional service at the shop, invertedly he also improved the shop owner's service to his clients!



Stefanus Ignatius (Fanie) Cronje
Political Risk Analyst and Business Development Officer (BDO).
bdo@approachcpm.co.za



hugenote kollege
Waar Ondernemers groeiend in opleiding

Skool vir Sosiale Innovasie School of Social Innovation

Lyzette Schwella se Hoogtepunte:

Die #integritasza 2023 Konferensie en Werkswinkels oor Koalisie

Regering in Suid-Afrika



Die **#integritasza-konferensie** was 'n sukses. Dit het dialoog oor koalisië bevorder. Ek is diep onder die indruk van al die kundigheid en begrip vir die problematiek van koalisiëregering. Wat wel duidelik is, is die oplossing hiervan aansienlik moeiliker. Tegnies is die oplossings voor die hand liggend, maar die sosiale dinamika bring die kompleksiteit na vore en ook die kreatiwiteit om die oplossings te kan implementeer.

Die **drie hoof kwessies** wat tydens die konferensie geïdentifiseer is, is: gebrek aan vertroue, leierskap wat te kort skiet, en kulturele verskille waarvoor begrip ontbreek. Die **oplossings** wat voorgestel is om hierdie drie kwessie te hanteer is: Duidelike riglyne en gevolge vir oortredings moet neergelê en gekommunikeer word. Daar moet gevolge vir oortreders wees. Deursigtigheid en 'n gedeelde visie sal vertroue bou. Hiervoor is emosioneel intelligente leiers nodig. Dit is 'n spel van oneindigheid waar almal wen. Tans is egosentriese, magsbehepte leiers verantwoordelik vir swak dienslewering, en stel eiebelang bo die burgers van die land se belang. 'n Voortdurende soeke na onmiddellike beloning neem by dié leiers voorkeur, ongeag hoe nadelig dit die breër bevolking raak. Leiers is verantwoordelik vir die skep van 'n visie wat gedeel moet word.

Diversiteit se lof word dikwels besing. In die praktyk word dit nie altyd positief ervaar nie. Ou ingesteldhede van ons-en-hulle, maak opregte samewerking moeilik. Dit word ook uitgebuit om vrese in stand te hou. Die bevordering van "3rd Alternative Thinking" is dringend nodig. Die vraag: "Kan ons 'n oplossing vind wat nog nie bestaan nie?" is die wegspringplek vir "3rd Alternative Thinking". Die is nie meer my plan en jou plan nie, maar ons plan. Waar mense se behoeftes aangespreek en op wen-wen gefokus word.

Daar is baie meer dinge wat Suid-Afrikaners saambind as wat ons verdeel. Ons moet Ubuntu toepas soos wat dit oorspronklik bedoel is: "Ek is wie ek is as gevolg van wie ons almal is." Dit mag wees dat koalisiëregering eers in 2029 in volle swang gaan wees. Ons moet ons voorberei en die nodige kundigheid verwerf.



Ons het vir **Ton van der Smit**, by die #integritasza-konferensie gemis. Hy het altyd mooi vir ons vertel hoe om met integriteit te lewe.



Become a member: Support our Purpose to create wholeness and combat corruption! We ACT – create **Awareness of the value of integrity; that informs our **C**hoices and builds **T**rust.**

E-mail us at / stuur e-pos aan: admin@civinnovus.co.za and visit/besoek www.civinnovus.co.za or access the #integritasza social media tags. Contact/kontak Werner Schwella on/op 083 591 669.

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