



THE MIBCONIAN

Good to Great Together

**April 2024 Newsletter
Vol: 17**

Happy 30 Years of Democracy!

As we know, April is observed as Freedom Month and the 27th of April marked the 30th anniversary of South Africa's first democratic elections.

Known as *Freedom Day*, the day is commemorated every year to honour those unsung heroes and heroines who fought for our freedom and paved the way for an equal, representative, non-racial nation.

MIBCO has also seen successful training programmes taking place during the month of April. Staff have participated in the Purpose Led workshops as well as the Two-Pot Retirement System sessions. These are all aimed at equipping us to become true servant leaders who enrich lives.

During the month of the April, we also released the first of its kind *MIBCO Insights: Updates From The GS Desk*, a newsletter straight from our Acting General Secretary Mr Paulos Masemola, highlighting all the amazing work accomplished by the various departments in the Council. A big well done to everyone who put in the hard work to ensure we reach these milestones.

As we enter a new month, we look forward to the opportunities to grow, learn and upskill in being servant leaders. During the month of May, we also celebrate Mother's Day and International Nurses Day, which are both on the 12th of May 2024.

Let this quote carry you this month: *Strive not to be a success, but rather to be of value.* – **Albert Einstein.**

GOOD TO GREAT TOGETHER!

MIBCO Values, Mission, and Vision Statements

OUR VISION

A sustainable economy where MIBCO promotes and maintains industrial peace.

OUR MISSION

MIBCO is committed to being the trusted partner in advancing social justice through labour relations for the motor industry.

OUR VALUES

As a Council serving the motor industry we are: Respectful, Trustworthy, Consistent and fair, Ethical, Transparent and Accountable, Collaborative & Committed to Innovation.

Western Cape Region gets a new Regional Secretary



MIBCO Welcomes New Western Cape Regional Secretary

'My journey with MIBCO started on April 1st, 2017 as a Trainee Agent, in the Inspectorate Department of the Western Cape Region. Prior to this appointment, I worked for the Hairdressing, Cosmetology, Beauty, and Skincare Industry Bargaining Council (HCSBC) as a Senior Designated Agent. This is where I really cut my teeth into Bargaining Council processes and procedures.

I completed the MIBCO Agents training programme and became a Designated Agent in December 2017. In September 2018 the Chief Agent in the Western Cape Region retired and this position became vacant. I naturally applied and was successful and was appointed the Chief Agent on the February 1st, 2019.

My most notable highlight is being a Chief Agent for the last five years and the various challenges faced and how to overcome them.

I have had the privilege to work with a group of dynamic individuals with whom I have shaped and moulded various Inspectorate staff by conducting Agents training and regular information sharing sessions.

Throughout my career, I have always wanted to work for an organisation like MIBCO, which recognises employees' abilities and guides them to become the best they can be through rigorous training programmes. My progression in this organisation is a testament to an employee being able to climb the proverbial ladder of success.

My ultimate goal in this new role is to make a meaningful contribution, and to take MIBCO to greater heights by living by our ethos of being *servant leaders who enriches lives* – Bradley Jacobs

He will commence in this position as of May 1st 2024. A big congratulations to Bradley on his new role!





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Remember The Upcoming Elections - 29 May 2024

South Africa's seventh democratic elections will be held on the 29th of May 2024, as announced by President Cyril Ramaphosa.

Since 1994, South Africa's developing democracy has succeeded in holding free and fair elections which is a demonstration of the strengthening democracy to hold regular elections. The elections are against the backdrop of the commemoration of 30 years of freedom.

The commemoration provides us with an opportunity to reflect on how our lives have changed since the oppressive days of Apartheid when the majority of South Africans were denied the right to vote, denied access to basic services, denied access to education, denied access to marry across racial lines, denied freedom of speech and media freedom, denied access to public spaces, and denied free movement.

Did you know? National and Provincial elections are two different elections to choose representatives to the National Assembly and nine Provincial Legislatures. Although they are different elections, they are held on the same day nationwide.

There are about 23 292 voting stations to be used in these elections so make sure you know where your local voting stations will be.

Play your role and remember to make your mark! For full details and more information on the upcoming elections, click [here](#).





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Performance Management Survey



PEOPLE FIRST

Updates and News Alerts from HR

VOLUME 6



Performance Management Survey

Dear MIBCONIANS,

Exciting news! Based on the Employee Engagement Survey results, we're gearing up to tackle some key challenges head-on. One of the top priorities? Performance management.

We're diving deep into reviewing our performance management system to ensure its top-notch and tailored to suit all of us. And guess what? Your input is absolutely essential in this process.

In the next week or two, keep an eye out for a survey on the Performance Management System at MIBCO. We're counting on your firsthand experience and insights to shape our strategy moving forward.

Here's how your feedback will make a real difference:

1. Crafting a Strategy Together:** Your thoughts will help us build a performance management strategy that's not just top-down but informed by everyone on the team.

2. Putting Policy into Practice:** We'll use your input to develop policies that make our performance management system practical, effective, and tailored to our unique needs.

3. Tackling Challenges Head-On:** Your feedback will help us identify and address any issues that might be holding us back, whether it's demotivation, customer satisfaction, or overall performance.

We're teaming up with an independent company, MINDSET, to manage the survey. It'll be hosted online, and rest assured, your responses will be completely anonymous. Please look out for it.

Your honesty and openness are key here, so when you get the survey request, take a moment to share your thoughts.

But here's the best part: We're not just collecting data for the sake of it. We're committed to taking real action based on what we learn. Your voices will shape the future of how we work together at MIBCO.

So, let's make sure every voice is heard loud and clear. We're aiming for 100% participation from every single employee. When that survey hits your inbox, jump on it!

Thanks in advance for being a part of this crucial process. Here's to making MIBCO from Good To Great Together!

Your HR Team



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MIBCONNECT IS LIVE!

Have you had a chance to check out the new and refreshed MIBCO intranet? Head on over to [MIBCO Intranet - MIBCO Intranet](#) and browse through the exciting platform.

Here are some interesting facts on why we have the workplace intranet:

- ✚ **Centralised Information Hub:** The intranet serves as a centralised platform where all MIBCONIANS can access important company information, such as policies, news updates, announcements and more, making it easier for everyone to stay informed.
- ✚ **Training and Development:** The MIBCONNECT has the link to the e-learning platform which can help in self-development, enhancement of skills and knowledge which will be useful within the workplace. Click on the [CONTACT](#) tab to access the option.
- ✚ **Fun polls and weekly quotes:** Stay upbeat and motivated with the weekly quotes provided on the MIBCONNECT! Also, in-between the hectic deadlines and workload, take time out and participate in the weekly fun polls provided. This is to create an inclusive and interactive environment for all.
- ✚ **Updated Calendar:** Keep abreast with the happenings in the Council. From training sessions, workshops and meetings, the new intranet now provides you insight on the important dates and events within the Council.
- ✚ **Staff Birthdays:** Under the [PEOPLE](#) tab, you can get to see fellow MIBCONIANS birthdays!
- ✚ **Health & Wellness:** If you have missed some of the previous health tips and articles, panic not! The MIBCONNECT has you covered. Simply hover over the [CAREERS](#) tab and click on [Work/Life Balance](#) and you'll get access to all the previous wellness articles.

These are just some of the many things you can access on the new MIBCO intranet! There is so much more we can still do so please feel free to pop your suggestions on ways we can improve it. After all, the MIBCONNECT belongs to all of us, so let's use it!

If you have any queries or questions about the MIBCONNECT, please email Thandi Xaba at thandi.xaba@mibco.org.za.

Welcome to **MIBCONNECT**



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Welcome to the new MIBCONIANS



The Returns Department at SSC has welcomed Innocent Shingange, who has joined the team as a Banking Clerk as of April 1st, 2024.

"I am passionate about numbers, and that made me pursue a career in accounting sciences.

I studied internal auditing at university and graduated four years ago.

Since university, I've worked in the financial sector, doing finance and compliance. During my time there, I've been able to grow my expertise in finance, accounting, and compliance," he says.

Innocent highlights that economic growth depends on a sound financial industry.

He elaborates that the financial sector facilitates business expansion through loans, providing capital for companies to grow and innovate.

Innocent says he is looking forward to facing team challenges and creating solutions.

Outside the workplace, he sings choral music and is involved in helping struggling communities.

"MIBCO is a good start for my career, and I am looking forward to adding value and contributing to the success of the organisation," he says.

All the best with your new role!



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Welcome to the new MIBCONIANS

MIBCO SSC welcomes Nthabiseng Monareng as the newly appointed Processing Clerk as of April 1st 2024.

"I love working with people and enjoy working in a challenging environment that allows me to think outside the box.

I'm a hardworking person who is always on the lookout for opportunities that will allow me to learn and improve my skills," she says.

Nthabiseng highlights that she is looking forward to learning a lot of things in the department and the company.

"During my spare time, I enjoy spending time with my family, listening to music, and going out to explore new places," she adds.



All the best with your new role!



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April Flashback!



CLOSING THE CHAPTER AFTER 19 YEARS

Nothando Dlamini

MY MIBCO JOURNEY

I started at MIBCO in the Returns department as a temp banker in 2005. Louise van der Linder had taken leave for Christmas, and I filled in for her. A month later, another staff member, Navel, was due to take leave and I was asked to continue with the temp duties.

I vividly remember how Shimi Poee was such a great teacher and mentor to me during this time. Thanks to Shimi, I became great at what I did, and for that, I will always value him. Time flew by, and before I knew it, I was in the department for a year, working as a pre-banker with Maud and Neo. I officially became permanent in November of 2006.

By the end of 2006, I had been promoted to banker in the Returns department. I remember working alongside Supervisor Anita, the late Pikkie, Rina, Raymond, Judy, Nokubonga, Thabang, and Mpho, to name just a few. At that time, the late Douglas Simpson headed the team. As the years went by, I developed professional relationships with other peers across the Council, in Client Services, Funds, Scanning, Finance, and HR.

I moved to Finance, into a clerk position in 2008, working under Raymond's team and supervised by Theuns. In early 2009, Lanette Hughes was promoted into the office of Chief Operations Officer, and I was appointed as her personal assistant until 2010.

I am thrilled with the exciting experiences I have had with all the leaders. The once-in-a-lifetime experiences that I will always value and the impact each and every one of the leaders had on me. I am, because we are. As I leave the Council (home), I am excited about what lies ahead of my professional journey, but above all, I am excited about the path the Council has embarked on of continuous re-engineering and growth. Long live the Council, continue moving from Good to Great Together!



I moved into the Office of the General Secretary early 2011, under the Leadership of Willem Schroeder. Here is the list of General Secretaries I served:

- Willem Schroeder, early 2011
- Robert Kaiser late 2011 to September 2012
- Tom Mkhwanazi Oct 2012 to 2018
- Gordon Edward April 2019
- Nonkululeko Mqaga Acting General Secretary (COVID Period)
- Gert Van Zyl Acting General Secretary (COVID Period)
- Lillian Ntoagae Acting General Secretary (COVID Period)
- Robert Kaiser Acting General Secretary - 2020
- Lesibana Ledwaba 2021 to 2023
- Paulos Masemola later 2023 to date



MIBCO INSIGHTS: UPDATES FROM THE GS DESK

April 2024



Servant Leadership in Action

Greetings MIBCONIANS,

I am filled with immense pride writing to you all about the work we have done so far to create a sustainable economy where MIBCO promotes and maintains industrial peace.

Looking back over the last seven months, I am proud of all that we have achieved. My time as the Acting General Secretary has given me a greater sense of appreciation for what every staff member does and the roles of various stakeholders and committees of the Council.

The seven months in review have been marked by several successes, challenges, opportunities, and threats. Let's delve in some of the milestones we have reached.

Colleagues, your hard work and dedication is truly appreciated.

You should all be proud of your efforts. We wouldn't be where we are without every one of you.

Let's all move from *Good to Great Together*.