



**WELCOME SPEECH TO STAFF FOR 2013 BY DAVID MABUNDA : CEO: SANPARKS: 24TH JAN 2013 –
GROENKLOOF HEAD OFFICE: PRETORIA**

Good morning fellow colleagues. I'm pleased that we all came back after our different holiday experiences. What pleases me most is that I did not have to attend a funeral of one of us despite so many road accidents. Death in a family is dreadful, even those who want to go to heaven, do not want to die. These things are a reality. I'm honoured that we are able to start a new year together.

January is a 45 days long month, the most difficult and stress-evoking month. You were last paid in 2012 and for the past 23 days you've been living on borrowed resources. The festive season excitement and the buying spree associated with it have returned to haunt us. There's a bank that says it can help you to ease the January burden. I'm not doing any recruitment for them.

You can tell the difference, in terms of body language when approaching an ATM, between the December and January periods. In December, with bonuses in our back-pockets we walk briskly to the ATMs greeting everyone "good morning" even when it is in the afternoon or at night. We stand next to the ATM and, in full view of the screen, punch our pin codes. Who cares about the slip and what's written on it?

January came with the back to school pressures. This is worsened by successful matriculants who must now go to university and bursaries are scarce and far apart for first year tertiary students. We now approach the ATM with trepidation. We stand in front of the screen, not next to it, just in case that dreadful message of "*insufficient funds*" pop up. When you have less money you hold the slip for longer and you may just try again, using another language, just in case the Zulu people don't know you have exhausted your balance. The December luxury of living beyond our means has come back to cast aspersions on us. Stress levels are very high this time of the year. However if you want to feel better, just pick up the crumpled slips thrown around and check the balance!!!! R 9.71 or worse; Amount available – 0. You will realize that you are not alone in that category. It is one of those readily available anti-depressants that come free of charge.

The moral lesson from this festive season report back is that we live in difficult financial times and so is our organization. We should learn to spend our hard earned income on essential activities for our survival and save for the future. Who will lend you money now because he/she also wants to borrow from you? Let us not live as if there is no tomorrow. Prioritize our needs according to Maslow's

hierarchy of needs. Let's start with life giving primary needs, move to secondary ones and end up with tertiary needs. Do not live on a credit card or short-term loans from Loan-Sharks or micro-lenders. In life we will never have enough to cover all our needs but we can prioritize essential needs and live within our means. Apply the same philosophy to your work situation and the reality of declining budgets.

I want to share with you lessons that I've learnt from the words of wisdom of the late Steven Jobs in his July 2005 graduation speech at Stanford University, California. He was a transformational corporate leader who overcame challenges in life including the knowledge that he was about to die. Steve Jobs told graduates at Stanford University that dropping out of university, being fired from a company that he had established and facing death after he was diagnosed with a rare form of pancreas cancer strengthened him and contributed to the revitalization of Apple.

Steve Jobs' biological mother was an unmarried under-graduate student who gave him up for adoption to working class parents. After enrolling at the expensive Reed College he dropped out of school because he found his university studies boring. He sold empty coke bottles to survive and pay for his calligraphy classes (the art of producing decorative lettering on computers) while staying with friends. His interest in calligraphy led him to design the first Macintosh computer. Together with a friend, Woz, he started Apple in his parents' garage at the age of 20. Ten years later Apple became a \$2 billion dollar business employing over 4 000 employees across the United States. He found himself on the wrong side of his Board of Directors in the middle of a conflict of vision on where Apple should go and was fired from his own company.

He later established NeXT and Pixar which were involved in computer and film animation businesses. He excelled in the development of technology in his two new companies and gave Apple, his former company, a fierce competition. It was not for long before Apple approached him to buy NeXT. The technology that Steve developed at NeXT is at the heart of Apples' success today. He returned triumphantly and took Apple to the success that we know today. Steve Jobs is the brainchild behind the Apple technology, iStore/Apple Stores chain of retail shops around the globe, the Macbook series, the revolutionary iPad, the iPod, iPhone, Nano, music products etc which is a multibillion business – all this from a university drop-out! He joked in his graduation speech that if he had not dropped out of university he wouldn't have dropped into Apple: Steve Jobs sadly passed on at the age of 56 after a long battle with cancer of the pancreas. He did an iJob!!!!

Lessons from Steve Jobs' life and achievements:

MAKING CHOICES

In life we have to make choices. Some of the choices might be unpleasant and unpopular but we have to make them nonetheless. It is important to know that no matter how popular or unpopular our choices are we have to live with the consequences associated with our choices.

CONNECTING THE DOTS

You can't connect the dots looking forward, you can only connect them looking backwards. So you have to trust that the dots will somehow connect in your future. You have to trust in something – your gut, destiny, life, or karma (the sum of a person's actions in this and previous states of existence, viewed as affecting their future fate). Steve claims that this approach has never let him down and it made all the difference in his life.

LOVE YOUR WORK

Your work is going to fill a large part of your life, and the only way to be truly satisfied is to do what you believe is great work. And the only way to do great work is to love what you do. If you haven't found it yet, keep looking. Don't settle for a compromise. As with all matters of the heart, you will know when you find it. And, like any great relationship, it just gets better and better as the years roll on.

THE COURAGE TO FOLLOW YOUR HEART

Your time is limited, so don't waste it living someone else's life. Don't be trapped by dogma – which is living with the results of other people's thinking. Don't let the noise of others' opinions drown out your own inner voice. And most importantly have the courage to follow your own heart and intuition. Somehow they already know what you truly want to become. Everything else is secondary.

HEALTHY CONVERSATIONS – MAMPHELE RAMPHELE

As we start the year I want us to draw a leaf from a newly published book entitled “Conversations with My Sons & Daughters”, written by that stalwart of the struggle for freedom, Dr Mamphela Ramphele. Ramphele enjoins the new generation of our time, the under 40s, to learn from the previous generation (now above 40), to engage in healthy conversations to “define the focus of your mission ... and how you will fulfill it”. It means engaging in healthy conversations, not gossiping about each other with the purpose of assassinating one another's character but defining the path of realizing our full potential as citizens of this country. Conversations about our role as mothers entrusted with the responsibility of leading our families like matriarchs in a breeding herd of elephants. Conversations about our role as responsible fathers and leaders of families.

Conversations on how to become hard-working and committed employees of SANParks. Those charged with the protection of our resources, specifically our wildlife, should not collude with our enemies and become spotters for poachers. Those who are charged with the responsibility of procuring goods and services should get these at competitive prices and save us money. We must be punctual for work and only leave after doing an honest 8 hour shift per day. Those of us who are looking after our infrastructure and visitors should play their role without waiting for letters of complaint from the public. We must have healthy, constructive and productive conversations about the future of our staff and the organization. We must rejoice at helping others less fortunate than us. We must have big and open hearts to one another as colleagues. Those who collect money should be honest and account for every cent that belongs to the organization. We must hold conversations on building a stronger SANParks that

is free of financial constraints, laziness, corruption and gossip. We must draw strength from the lessons of Steve Jobs and Mamphele Ramphele and do an iJob for SANParks and the country.

In conclusion let me leave you with the words of wisdom from the story of a pencilmaker. A pencilmaker taught a pencil 5 important lessons:

1. Everything you do will always leave a mark
2. You can always correct the mistakes you make
3. What is important is what is inside you
4. In life you will undergo painful sharpenings which will make you a better pencil
5. To be the BEST pencil, you must allow yourself to be held and guided by the HAND that holds you.

Let us combine the vision & creativeness of Steven Jobs, the healthy conversations of sons and daughters of Ramphele and the lessons of the pencilmaker to become the BEST pencil in the SANParks drawer in 2013. A special wish of strength to our staff at Mapungubwe and Kruger for braving the floods in the name of the organization. We will set aside an amount of R300 000 to assist A & B level employees in both parks with need of urgent personal needs. It is degrading to watch our people in distress holding a begging bowl. To the Groenkloof staff the crèche that you've been waiting for will finally arrive this year!!!

Thank you.