

REMARKS BY ACTING HEAD HUMAN SETTLEMENTS
DEPARTMENT, MR S.E.B MATSEBULA AT THE TEAM BUILDING
SESSION, MMPUMALANGA TOURISM AND PARKS AGENCY (MTPA),
MBOMBELA, 12 DECEMBER 2014

Programme Director
Honorable MEC VS Siwela (In absentia)
Top Management
Senior Managers
Union Leadership
All Officials

Introduction

Welcome to the Department's Team Building Session.

It is that time of the year again - Time to think about the long year you endured in your quest to make a contribution in delivering services to the people.

A year end function is a time to show your appreciation to those employed as well as to those who showed continuous support throughout the year.

We organised this team building session to ensure that our officials and stakeholders are united in the spirit of service delivery.

In the main, this is carried out in organizations to inspire and motivate work teams, to work together through the increased awareness, and understanding of the individual and team dynamics, that effect overall team unity and effectiveness.

Taking your team or officials away from their busy offices helps stimulate the breakdown of hierarchal barriers and creates opportunities in discovering hidden potential.

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These realistic experiences empower staff, alter mindsets toward new challenges in the work place, simultaneously developing staff skills and should be part of every training program.

Now that we are almost at the end of the calendar year, why not celebrate the end of a successful year.

Year-end functions are planned for that buzzing yet most enjoyable time of the year.

It is a great time for everyone to look forward to, with your colleagues having worked hard all year round and looking forward to some time to unwind and celebrate the festive season.

As management, we are mindful of our act to allow such a session to take place:

- Giving workers responsibility can make them rise to the challenge,
- Rewarding employees for achievement can be more effective than punishing them for failure, and
- Unleash workers' imagination, ingenuity and creativity.

But question is, are your officials or teams happy in the organisation?

That's the single most important question in the field of management. How you answer it can tell volumes about your management style.

There no common and correct answer, but the levels of productivity level and improved corporate culture are factors that answer such huge question.

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Gaining a better understanding of what motivates people will make you a better manager. It will help you get the most out of those who work for you.

The classic text on this subject is "The Human Side of Enterprise," published in 1960 by Douglas McGregor, a founding faculty member of MIT's Sloan School of Management.

Mr. McGregor's book argued that behind the decisions and actions of every manager are a series of assumptions about human behaviour.

Most managers of the time seemed to subscribe to Theory X, whose assumptions include:

- The average human being has an inherent dislike of work and will avoid it if he can.
- Because people dislike work, most people must be coerced, controlled, directed and threatened with punishment to get them to put forth adequate effort toward the achievement of organizational objectives.
- The average human being prefers to be directed, wishes to avoid responsibility, has relatively little ambition, and wants security above all.

As an alternative, Mr. McGregor offered up Theory Y, which rests on these assumptions:

- The expenditure of physical and mental effort in work is as natural as play or rest.
- External control and threat of punishment are not the only means for bringing about effort toward organizational objectives.

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People will exercise self-direction and self-control in the service of objectives to which they are committed.

– Commitment to objectives is a function of the rewards associated with their achievement.

– The average human being learns, under proper conditions, not only to accept but to seek responsibility.

– The capacity to exercise a relatively high degree of imagination, ingenuity, and creativity in the solution of organizational problems is widely, not narrowly, distributed in the population.

– Under the conditions of modern industrial life, the intellectual potentialities of the average human being are only partly utilitised.

In those six assumptions lies the root of much of the next six decades of management studies.

The goal of management became not simply to direct and control employees seeking to shun work, but rather to create conditions that make people want to offer maximum effort.

Rewarding people for achievement was a far more effective way to reinforce shared commitment than punishing them for failure.

Giving people responsibility caused them to rise to the challenge.

Unleashing their imagination, ingenuity and creativity resulted in their contributions to the organisation being productive.

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Essence of Session

This session is very important in the life of all officials gathered here this afternoon given the delivery journey that has been traversed.

This session wouldn't have come at an opportune time for Mpumalanga Province.

The province has just held a Senior Management Summit to ensure that all decision makers are revived and they go back to basics.

The main purpose of that gathering was to ponder better ways to revolutionise the public service – under the theme “**Dynamic state machinery for maximised service delivery**”.

Taking part in the discussion at the summit one was pleased to note that it was long overdue and inevitably will go a long in reviving the public service.

As we are gathered here this afternoon we just have to enjoy ourselves and forget about boardroom meetings and deadlines.

Having said that, we do not have to forget the challenges that are still out there – that is to ensure the provision of accommodation to the masses through a sustainable integrated manner.

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As we are gathered here this afternoon, our other colleagues at the Districts of Nkangala and Gert Sibande are having similar session under the stewardship of their District Heads.

The plan was that this session be held in one venue to ensure the spirit of cohesion, sharing, interaction and bonding. Unfortunately due to other commitments, management decided to still go ahead and allow districts to do so.

As for those employees who were to be recognised for their dedication and uninterrupted long service in the public service, don't despair - that will still take place.

SEASONS GREETINGS

As we bid farewell to 2014, let me thank all of you for playing a meaningful role to ensure that we deliver on our mandate.

Now that 2014 is drawing to an end, it is befitting to look back at the hurdles traversed and learn from them.

Despite some impediments, your encouraging contribution in 2014 is commendable.

Once again, your support during the year has been praiseworthy.

Happy Festive Season and best wishes for the New Year.

Be safe and enjoy the rest of the afternoon.

I Thank You.