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8 Steps to Transform Your Organisation

Many companies had to make fundamental changes in how their business is conducted in order to help cope with a new, more challenging market environment. The most general lesson to be learned from the more successful cases are that the change process goes through a series of phases that, in total, usually require a considerable length of time. Skipping steps creates only the illusion of speed and never produces a satisfying result. A 2nd very general lesson is that critical mistakes in any of the phases can have a devastating impact, slowing momentum and negating hard-won gains.

- Not Establishing a Great Enough Sense of Urgency
 - Not Creating a Powerful Enough Guiding Coalition
 - Lacking A Vision
 - Under-Communicating the Vision by a Factor of 10
 - Not Removing Obstacles to the New Vision
 - Not Systematically Planning for and Creating, Short-term Wins
 - Declaring Victory too Soon
 - Not Anchoring Changes in the Corporation's Culture
- In the coming months we will have a look at these errors...

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June

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|------------------------|----------------------|
| 01 – Jan Leshaba | 06 – Andre Roux |
| 08 – Fusi Mosia | 10 – Michael Ndela |
| 11 – Phineas Madithapi | 12 – Doctor Gama |
| 13 – Dawid Herman | 19 – Rammota Kobedi |
| 20 – Joey Jooma | 22 – Deon Botha |
| 22 – David Phakathi | 27 – Petrus Masilela |
| 26 – Johannes Mokoana | |



A BOSS HAS THE TITLE, A LEADER HAS THE PEOPLE.

10 Commandments for the Workplace

1. Always be responsible for the safety of yourself and others.
2. Always remember all accidents are preventable.
3. Always follow company rules, regulations and procedures.
4. Always assess the risks, Stop and think.
5. Always be proactive about safety.
6. Always deter from situations you're not trained to handle.
7. Always manage the lift.
8. Always Be prepared.
9. Always practice good housekeeping.
10. Always take the safest path, never take shortcuts.



Sunday, 17th June

Wellness Tips for Winter

- Frequent Hand Washing. ...
- Take Vitamin Supplements. ...
- Drink Herbal Teas. ...
- Sleep Longer and Better. ...
- Practice Meditation and Relaxation. ...
- Get Social. ...

Condolences

To the Phakathi Family

Tenderly may time heal your sorrow
Gently may friends ease your pain
Softly may peace replace heartaches
And may warmest memories remain

GrAI Expectations – AI in Supply Chain

Artificial Intelligence (AI) will add economic value to supply chains and manufacturing. AI will make routine back-office work more efficient, from scanning invoices and predict payments. Computer-Vision system can inspect product on assembly lines and spot flaws – which are more accurate than humans. AI can be used to predict when equipment might fail – this will improve maintenance. Better predictions will improve inventory management and demand forecasting, freeing up cash and storage space, boosting efficiency.

AI will be not only be used to improve existing services but to engineer new ones – computer-vision at till points. Vision-enhanced check-outs can handle 50 customers per hour more than double the number for a manned check-out till.

The Economist March 2018