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**SEPTEMBER: RETIREMENT PLANNING**

It is imperative that you begin to set aside a sufficient monthly contribution towards your retirement to allow the investment to grow as much as possible over the years to come.

**September**  
 09 – Bhoji Manana  
 15 – Robson Cekwane  
 19 – Patrick Marubini  
 22 – Jan Sibanyoni  
 24 – Ntokozo Thango  
 29 – Maxwell Malamule  
 30 – Given Mamogale

Traditional Leaders	vs.	Collaborative Leaders
The workplace is changing. Leadership is changing. The future is collaborative.		
Believe Power comes from their Position of Authority	1	Believe Power is greatest in a Collective Team
Maintain Ownership of Information	2	Openly Share Information and Knowledge
Sometimes Listen to Suggestions and Ideas from their Team	3	Encourage Suggestions and Ideas from their Team
Deliver the Approved Solution to their Team	4	Facilitate Brainstorming with their Team
Allocate Time and Resources Only when Proven Necessary	5	Enable their Team by Allocating Time and Resources Right Away
Adhere to Specific Roles and Responsibilities	6	Allow Roles and Responsibilities to Evolve and Fluctuate
Fight Fires and Focus on Symptoms	7	Seek to Uncover the Root Causes of Issues
Review Staff Performance Annually According to Company Policy	8	Offer Immediate and Ongoing Feedback and Personalized Coaching



**24 September 2014**

Heritage Day on 24 September is the celebration of all the different cultures and heritages that make up South Africa's Rainbow Nation. South Africa has a rich and diverse culture. With 11 official languages and many different cultures across our nine provinces, the 24th of September is a national public holiday dedicated to the celebration of everyone's heritage, traditions and beliefs, and how it contributes to the overall ethos that make up our Rainbow Nation.

