

**UNJING MS MAKHANYA, INQUNUNU NENGQONYELA
IYUNIVESITHI YOMZANTSI AFRIKA
UKUBULELWA OKUKHETHEKILEYO KWABAZA
KUTHWESWA IZIDANGA: UKUJONGWA KWAKHONA
KOPHUMEZO LWENZONDELELO YEZIPHIWO KWASE-
UNISA KUNYE NOMBHIYOZO WOTHWESO-ZIDANGA
ISAKHIWO IKGORONG**

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- Mphathi-nkqubo;
- uMlawuli wesiGqeba sabaSebenzi, uMnu Zweli Dlamini;
- amalungu esigqeba sase-Unisa kunye nabaluwuli ngokunabileyo;
- Nks Lynette Naidoo, ingcali yolawulo lwezeziphiwo kunye nasebenza nabo kwiCandelo loLawulo lwezeziPhiwo;
- isithethi sosuku sanamhlanje esindwendwelelo, Nks Reshma Mathura, uMlawuli wesiGqeba wezeMali;
- Nks Marlinie Ramsamy, iGosa lesiGqeba eliLawulayo (i-CEO) weFranklin Covey SA;
- Abasebenzi nabafundi base-Unisa;
- amalungu emibutho yabafundi neyabasebenzi;
- zindwendwe ezibekekileyo, manenekazi nani manene; kunye

- nezona ndwendwe zethu zibaluleke kakhulu ngale mvakwemini – abathweswa-zidanga bethu

Namkelekile ngokungaphaya koku kujongwa kwakhona kolu phumezo lwenzondelelo yeziphiwo nombhiyozo wothweso-zidanga ochulumancisayo nonomvuzo.

Ndiyathandabuza ukuba kwakhe kwakhona ixesha kwidemokhrasi yethu engephi ngokunyanisekileyo xa iinkokeli ziye zagqama kangangokuba kunjalo ngawo lo mzuzu – kwaye ngesizathu esisiso. Sijongene nemingeni yemfuno yamandla abalaseleyo sisisizwe, eza kufuna iinkokeli ezikhuthazekileyo nezinenzondelelo kuzo zonke iinkalo. Ifuna iinkokeli ezihamba ngokugqibeleleyo ngokungaphaya ukutsala abantu jikelele nezinobuciko ezichaza nezibumba ngalo mzuzu okuninzi esikwenzayo, kwimeko apho singabuzi nje kuphela, “Hlobo luni lweenkokeli eliza kuthi lihambelane ncam nelizwekazi lethu, ilizwe lethu kunye, ngokuphathelele kwiinjongo zethu namhlanje, iYunivesithi yethu?” ukuya apho kanye kanye sinesikwenzayo malunga noku.

Yiyo loo nto ndichwayitile leli linge. Izifundo, ezinjenge-Talent Tenacity Programme, “zinokwenzayo malunga noku” ngokufaka igalelo kwiqela elitsha leenkokeli zemfundo ephakamileyo ezixhobe ngokwaneleyo neziqeqeshiweyo ukutsala imikhala

yobunkokeli kwilixa elizayo eligungqa kakhulu. Kuyachulumancisa ukufumanisa ukuba abathabathi-nxaxheba abangama-54 abakwisitha sesiphiwo sokungena kwisikhundla sophumayo kuwo onke amacandelo kumanqanaba P5, P6 kunye no-P7 balungiselelelwa indima yabo elandelayo ekuphuhliseni kwezakhono zobunkokeli kunye nengqiqo ngokunjalo.

I-UNISA Talent Tenacity Programme yaphehlelelwa ngoJuni kowe-2018. Esi sifundo sasijonge ukumilisela kwabo bachongiweyo kumthombo wezeziphiwo ingqiqo, izakhono kunye nezixhobo zolwazi eziza kubanceda ukuphumeza ii-KPA zabo ngelixa sikhokelela iqumrhu kumbono wokuba yiYunivesithi yama-Afrika ebumba amakamva ekunikweni inkonzo uluntu. Kuyanelisa ngokukodwa ukuqaphela ukuba iimodyuli ezine zesifundo zigxile

- ekuziphuculeni ekusebenzeni ngokwanelisayo;
- ukukhuthaza nokwakha intembeko kwiqumrhu;
- ukuphuhlisa umbono ocacileyo neqhinga kwinqanaba lesebe elilungelelaniswe nombono, umnqophiso neenjongo zeqhinga zizonke ze-UNISA; kunye
- nokuqhuba iqhinga nokuvelisa iziphiwo kumalungu eqela.

IsiFundo sakhelwa ukuqinisekisa ukuba kufundwa okuninzi emva kwamacweyo, ngenkqubo yamava yokusebenzisa ingqiqo, izakhono, izixhobo zolwazi kwimiseteyenzana yemihla ngemihla. Ngenxa yeso sizathu, abathabathi-nxaxheba babehlangene

ngokwamaqela ambono ufanayo kwaye ayelindeleke ukuba amisele oomasibambisane boxanduva lokuphendula, bezibophelela ngendlela ababeza kuphumeza ngayo ukufundisa ngokwamaqela abo.

Ngoko ke, benze njalo kanye, kwaye ngokuyimpumelelo ebonakalayo! Le seshini yophumezo lwamva nombhiyozo zijonge ukujonga kwakhona indlela amaqela ambono mnye aqhube ngayo ukuphumeza izakhono nezixhobo zolwazi ebezisetyenziselwe wona ngelixa lesiFundo kwimeko-bume yawo yasemsebenzini, impembelelo oku okwabanayo kumasebe awo ngokulandelelanayo kwaye kangangoko isivuno sotyalo kwesi sifundo iphunyeziwe.

Siyaqonda ngenene ukuba kwiinyanga ezili-12 ezidlulileyo, abathabathi-nxaxheba kwanyaneleka bexakekile ngexesha labo nezibophelelo zabo zomsebenzi wemihla ngemihla ngokuya kumacweyo nakwiintlanganiso zamaqela ambono mnye. Kwakhona bazibophelele ekuqhubeni ukuphunyezwa kwemikhwa emitsha ngokunxulumene nombono we-UNISA wokuba yiYunivesithi yaseAfrika ebumba amakamva kwinkonzo yoluntu. Namhlanje kwiintetho ezicwangcisiweyo zabo, siza kubona kwaye sive kuqala ngqa isivuno kwaye siza kubuyisela ngokubulela

amagalelo abo neenzame zabo nokubanika iziqinisekiso ngokugqiba ngokuyimpumelelo i-Talent Tenacity Programme.

Mandichaphazele futhi kwaye ndibulele ukuba esi sifundo sobunkokeli saphuhliswa saye sanikezwa ngokubambiseneyo ne-Franklin Covey Leadership Development. Nksz Ramsamy, sichulumance kakhulu ukuba ube kunye nathi namhlanje ukuba wonwabele iziqhamo zale ntsebenziswano. UNksz Ramsamy, manenekazi nani manene, yi-CEO ye-Franklin Covey SA. Sikubulela ngokungazenzisiyo ngamagalelo akho qobo nalawo e-Franklin Covey Institute.

Mandiqukumbele ngokuthi ndikhumbuze thina sonke ukuba ukuqala kwam ukuba yingqonyela yase-Unisa, ndabelana ngombono wam wobunkokeli naye wonke ubani kule yunivesithi. Ndizibophelela kubunkokeli bokubeka abanye abantu phambili, emithetho-siseko yabo ibalulekile koko sikwenzayo apha e-Unisa. Ndivumeleni ndichubelane nani [ukuba]:

“Inkokeli ebeka abantu phambili iba sisicaka yona kuqala ... Iqala ngovakalelo olungaphakathi ukuba umntu ufuna ukuba sisicaka, ukuqala ikhonze. Okulandelayo ke ukuzikhethela ngokunengqiqo kwenza umntu ukuba alangazelele ukukhokela. Loo mntu wahluke kakhulu kulowo ubeka ubunkokeli phambili, mhlawumbi ngenxa yesidingo

sokuthabatha umfutho wamagunya okulawula angaqhelekanga okanye ukufumana amaqithiqithi alo mhlaba ... Ukubeka ubunkokeli phambili kunye nokubeka abanye abantu phambili kuziindidi ezimbini ezahluke ngokubalaseleyo. Phakathi kwazo kukho ushiyashiywano nemixube eziyinxenye yeyantlukwano engenasiphelo ngokwendalo yomntu ... umahluko ungena kwinkathalelo yabantu kuqala ukuqinisekisa ukuba izidingo zokubeka abanye abantu phambili ziyenziwa. Olona vavanyo lungcono, kwaye ekunzima ukuluqhuba, lolu: Ingaba abo bancediweyo bayakhula babe ngabantu abazimeleyo na? Ingaba, ngelixa bancedwayo, baba kwisimo esihle, baba nobulumko, bayakhululeka, baba ngabazilawulayo, ngaba bangaba zizicaka ngokwabo? Futhi, yintoni isiphumo kwabona bantu basweleyo ekuhlaleni? Ingaba bangazuza okanye okungenani bangohluthwa ngokungakumbi? ... Inkokheli esisicaka igxila kuhlumo nakwimpilontle yabantu kunye neengingqi zabo abahlala kuzo. Ngelixa ubunkokeli bezomthonyama ngokuqhelekileyo bubandakanya ukuqokelelwa nokusetyenziswa kwamagunya ngulowo uphaya “kwinqanaba eliphezulu,” ubunkokeli ngokubeka abantu phambili bahlukile. Inkokeli ebeka abantu phambili yabelana ngamagunya, ibeka izidingo zabanye phambili

kwaye inceda abantu baphuhle kwaye basebenze ngokuphezulu ngokungaphaya.

Ngumnqweno wam ukuba nonke ngokuye nikhula kwaye niphuhlisa izakhono zobunkokeli nobuchule kwaye nisiya phambili ngokophuhliso lwenu namakhono enu, niza kubamba ezandleni zenu nasezintliziyweni zenu abo nibakhokelayo kwaye enibakhonzayo, ukuze nabo bakhule babe ngabantu abazimeleyo, babe ngabasebenzi abangumzekelo kwaye ngokwenene, babe ziinkokeli zexesha elizayo bona ngokwabo.

Egameni lesiGqeba seYunivesithi yethu, iinkokeli, abasebenzi, abafundi kunye nabachaphazelekayo, ndithanda ukuvuyisana nani ngokugqiba kwenu ikhosi ngokuyimpumelelo kwaye ndithanda ukubulela, kwangoku, ngomsebenzi okwiintetho ezicwangcisiweyo. Ndiyathemba ukuba ngamnye kuni uza kukhula ngokwengqiqo nangokusebenza njengeenkokeli phakathi kwabasebenzi nabafundi base-Unisa.

Enkosi.