



RBI Internal eNewsletter  
Edition # 05  
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# WELCOME

to the August issue of the RBI Internal eNewsletter!

*itse!* is a monthly e-publication brought to you by the RBI Communications Department

This issue of *itse!* focuses on personal development.

Read how colleagues are developing themselves personally and career-wise through studies; how the midnight oil is being burned and how dedication, time management and sacrifice lead to future success.

What are your personal plans for self-development? How does that fit in with the RBI vision and Business Plan?

*itse!* is an e-Newsletter – please do not print a copy! It will be available on the RBI Intranet [soon] - you do not even have to save a copy!

Happy reading, and feel free to respond to competitions, quizzes and surveys!  
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# Personal Development

**Personal Development** includes activities that improve identity, develop talents and potential, build human capital, facilitate employability and contribute to the realization of dreams.

Organisations often support human development at the individual level and support employees who want to improve themselves. Personal Development is not limited to academics; an individual can improve his/her financial status, health, level of spirituality and social abilities as well.

In the 1999 Harvard Business Review, business thinker Peter Drucker wrote: “We live in an age of unprecedented opportunity, if you’ve ambition and smarts, you can rise to the top of your chosen profession, regardless of where you started out. But with opportunity comes great responsibility. Companies today aren’t managing their employees careers; knowledge workers must effectively, be their own chief executive officers. It’s up to you to carve out your place, to know when to change course, and keep yourself engaged and productive during a work life that may span some 50 years.”

Most RBI staff (others scheduled to attend) had an opportunity to attend the Investment in Excellence course and learn tools that help in personal development. We need to remain encouraged and continue to set goals for ourselves.

## Abueng Hlahla



**Abueng Hlahla** is currently enrolled for a Diploma in Information Science at the University of South Africa (UNISA). From 2002 till 2009, Abueng worked in the Library but had no librarian qualification. Abueng joined the Curriculum Development department, being a qualified teacher (BA.Ed in Teaching 1998) in 2010. She intends to utilise a qualification in Information Science in future career development. Abueng creates time to study when an assignment is due or when cramming for exams. She finds being a mother and a student at the same time a difficult task; she needs to be disciplined and motivate herself, and to sacrifice leisure time. Abueng intends to register for a Degree that will be directly related to her scope of work upon completion.

**“Opportunity comes once in a lifetime and never in a millennium.”**



**Hlalela  
Mathonsi**

**Hlalela Manthonsi** is currently enrolled for a Masters Degree in Business Administration (MBA) with University of Pretoria's Gordon Institute of Business Science (GIBS). This qualification will help him build his leadership skills in terms of thinking more strategically and holistically about his challenges at work and build his confidence to further his career.

Hlalela chose to study for an MBA because it remains one of the most sought-after degrees in the business environment and it offers exciting opportunities such as life changing experiences and relevant exposure to the best practices of South African and global leadership practices. The GIBS MBA programme offers a compulsory global module which allows students to focus on the unique opportunities and challenges offered by various countries. Potential destinations include India, Brazil, China, Japan and the East and West coasts of the USA; and students get an opportunity to visit Harvard University, Stanford University and companies like Microsoft, Apple and Google.

Studying for an MBA is a challenge for Hlalela. - balancing the needs of his family and travelling from Johannesburg to Rustenburg for work is not easy. "It is difficult to maintain a balance between family, MBA and work", he says. The MBA programme is very demanding and he spends a lot of time on his studies.

Hlalela is grateful that he has a supportive family and an employer who give him this opportunity to further his studies.

**Mapiti Maseloane** is currently enrolled for a BA Degree in Communication Sciences (majoring in Economics and Management Science) at the University of South Africa (UNISA). This course is aligned with the present day operations of an organisation.

It is essential for all professionals to have an understanding of communications in everyday life. It is paramount that organizations practice and utilize the science of communication. Thorough communication skills assist organizations to attract and attain lucrative contracts that are essential to sustain the existence of the organisation.

Mapiti chose this course to enhance her skills as an Administrative Officer. Her role in Language & Literacy requires communicative tasks such as writing reports, taking Minutes and drafting literature to stakeholders amongst other.

Mapiti finds it a challenge to study via correspondence while being a wife, mother, sister and friend. It is important to have a healthy balance of work and life; therefore Mapiti schedules time to study between 03:00 and 05:00 and on Saturdays at 17:00 and 23:00 when her son and daughter are asleep.

**Mapiti  
Maseloane**



**Ditiro Kwele** is currently enrolled for Management Advanced Programme (MAP) with University of Witwatersrand. The course comprises of six modules namely HR, Economics, Corporate Finance, Marketing, Strategic Management and Operations Management.

Being a Programme Management Analyst requires one to have an understanding of the strategic operations and the human factors of the organisation. This course has helped Ditiro fully understand the concept that “you can have the best system in the world, the best offices, have top of the range ICT facilities etc. but without the **right people** it is pointless”

The key learning points Ditiro has identified are that highly innovative people respond to change when it takes place; people who are willing and able to learn will be the competitive advantage of an organisation and that leaders must be emotionally intelligent and trusted by followers. She also learned that emotional intelligence is about understanding who we are, how are we and how everyone around us is doing and that the difference in organisations can be managed through the cultural champion.

Ditiro is very strict when it comes to studying; she sticks to her timetable without compromise, like a dashboard with target dates; *go seng yalo* she is doomed!

## Ditiro Kwele



*‘You may never know what results come of your action, but if you do nothing there will be no result’- Mahatma Ghandi*

**Communications and Curriculum Department** and **Refiloe Rankoko** (who is qualified in Translation and Language Practice) attended the North West Language Practitioners’ Association (NOWLPA) workshop in Potchefstroom recently.

The aim of the workshop was to provide network database and support for language practitioners and the development of language expertise in the North West Province and to facilitate collaboration and interaction between language practitioners from the North West Province and other parts of SA. The workshop introduced and familiarised translators and interpreters with the *Autshumato translation software* developed by the Centre for Text Technology (CTexT®). The software will assist in language development and in particular in the development of indigenous languages. With this software the Communications and Curriculum Department hopes to create a Setswana dictionary, so that all Bafokeng and entities use similar words and terminology when translating documents. The workshop focused on Setswana, English and Afrikaans combinations.

The attendees of the workshop were encouraged to become members of NOWLPA in order for RBI to represent the language practitioners of the North West Province and promote their interests as well as those of the profession.

# On the road again . . .



**Eileen O' Connor** took part in the *Subaru Kalahari Challenge* on 23<sup>rd</sup> and 24<sup>th</sup> July in Botswana.

The challenge took place from Gaborone to Lobatse. There were approximately 400 entrants who had to cycle in teams of two; teams were not allowed to finish the race without their partners.

Eileen and her team mates lined up on the Saturday morning ready to cycle 98km. The first day of the race went really well for Eileen and her partner finishing in 6 hours 20min. The team then had an overnight stop in the mountains where the temperature dropped to -2; even the bicycle saddles and water bottles froze! Day two of the race was even more daunting than day 1, as Eileen and her partner mounted their iron ponies for another grueling 100km – they completed the course in 7hours. Eileen said “this was the most physically challenging event I have ever competed in my cycling life”.

Eileen found cycling through the thick Botswana bush invigorating and totally awesome! Her encounter with the children from Botswana was amazing; young kids were cheering the riders along.

Eileen, being one of few female riders, got some strange looks when she came down the path pushing hard; she surprised many supporters and many still think she was crazy for participating. The water points were manned by the local people who treated the riders like kings and queens. The riders were given oranges, bananas, jelly babies, sandwiches and muffins, and provided with water and energy drinks to wash the dust down!

The event was sponsored by the Botswana Tourism Board and made Eileen think this could be done here in Phokeng. Overall, the team managed to finish in 4<sup>th</sup> position in the mixed category.

*What is the bravest thing you have ever done?* I was a taxi driver for two months! It was hectic - I didn't like it at all!

*If you were a book, which would you be?*  
I would be a Bible . . .

*Who is your role model and why?* Tupac Amaru Shakur is my role model for one reason – he was a hustler!

*What is your favourite sport?* Soccer - I support Chiefs and Barcelona wholly.

*If I went to your house right now, what would I find in the fridge?* Yoghurt . . .



# Getting to know Bongani Tibane

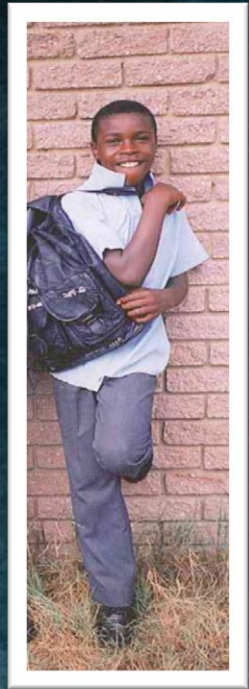
**Bongani Tibane** was born in Bushbuckridge, Madras on the 3<sup>rd</sup> March 1983 in March (on a Thursday, his favourite day of the week)!

He started his schooling at N'wa Humane Lower Primary School and proceeded to Hlulane Higher Primary and finished his Matric at Rindzani High School where he obtained a Certificate for being the Soccer Captain. Bongani is a Tsonga boy, grew up speaking Seswati and completed his schooling in Xitsonga!

Bongs started his involvement with cars in 2007 at Budget Car Rentals as a driver where he worked for two years before moving to Avis Car Rentals. Bongani worked at Avis Car Rentals as a driver for a year before being promoted to Supervisor. He gained a lot of experience as both a driver and a Supervisor and obtained his Advanced Driving Certificate through Avis Car Rentals. Bongani loves driving; he says "it relaxes me". The first car Bongani drove was an old Toyota Hilux, a seventies model; which belonged his dad.

Bongani would like to further his studies by registering for a Fleet Management or Transport Management course, or any course related to the Motor/Transport industry. His vision for the RBI Transport Department is for the department to grow and have the capacity to support and service every department within the RBI with all of their transport needs.

**Bongani's favourite expression: "Right – let's do it!"**



# Getting to know Lesego Malatsi

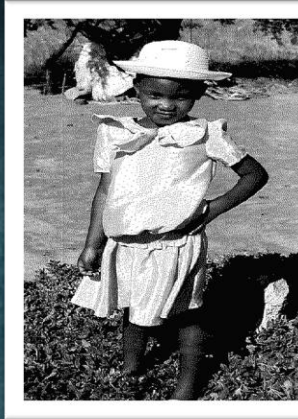
**Lesego Mary Malatsi** was born on the 26<sup>th</sup> March 1985 in Masosobane Section Phokeng. She has two sisters and is an aunt. In 1991- 1996 Lesego attended Saron Primary School and in 1997-1999 she attended Matale Middle School. After that, she proceeded to Bafokeng High School where she completed her Matric in 2002. Two years later she registered for a Computer Clerk Course at the Universal College Outcomes in Rustenburg and completed in 2006.

Lesego's efforts at College paid off; she got her first Job after graduating at RM Projects in Tlhabane from 2006. Due to unforeseen circumstances she left the company in May 2008 and was left unemployed for a month .During the time spent at home, Lesego gave her CV to a lady working in RBA. Lesego remembers being called by RBI straight after that for an interview after which she was appointed by RBI in July 2008. She strives to grow within the organization.

Lesego is a great singer. She is not the greatest dancer, but nothing can get her off the dance floor at any occasion; "music is part of my DNA" she says. Lesego's vision for the RBI is to see the organization achieve more than it is has so far and continue to build good relations with RBN educators.

Lesego's vision for the Support staff is to contribute to the success of the organization even though the department faces challenges. Each staff member must accumulate as much experience in their current roles and continue to develop themselves outside of work. For RBI to be effective and efficient, we must c work together as a team.

**Some wise words that inspire Lesego:** "Everything in life happens for a reason and the things you go through, whether good or bad, make you a better and stronger person".

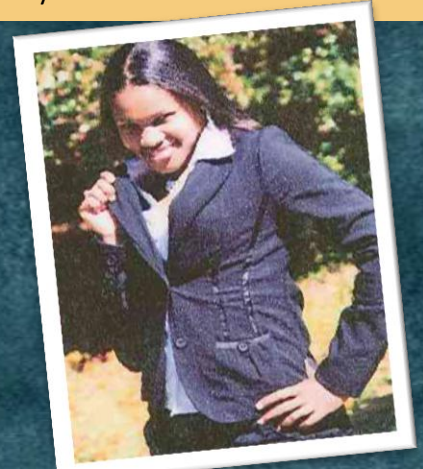


*Who would win a fight between Roger Federer and Rafael Nadal?* Rafael Nadal-. As of 1 August 2011), he is ranked no 2 by the ATP.

*Tell us about your first day at RBI.* I was excited and nervous at the same time, and when I got there everyone was so sweet; I felt like part of the family until today.

*Mention one thing people do not know about you.* I'm very shy . . .

*If you were a book, which would you be?* The Heart of the Rose by Kathryn Meyer Griffith.



***itse!***

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