



DIVERSITY FRIDAY

THE ANT CULTURE



"Change will not come if we wait for some other person or some other time. We are the one's we've been waiting for, we are the change we seek."

~ Barack Obama

We from EE and Diversity would like to close the 2015 issue of this Newsletter by referring to the Holy Book, the Bible. In the book of Proverbs, Chapter 6:6-8, King Solomon talks about a "sluggard", a habitually lazy person, and he advises such people to learn from an ant. Why does Solomon want us to learn from an insect, and what possible impact can the life of an insect have on an organization which is busy trying to find itself? Who are we really? What can we learn from the ants to create a 'common soul'? In 1925 Eugene N. Marais wrote an article 'Die Siel van Die Mier', which was translated into English in 1937 - "The Soul of the White Ant". This is one of the greatest articles about the culture of ants and the managerial system in the workplace. Going back to the book of proverbs, how can an organisation which is changing attach itself to the soul of the ant. John C. Maxwell says we can learn the following from 'ANTS':

Attitude of Initiative

Ants don't need a commander to tell them what to do. When it comes to our organization, it means that we must take initiative; we need to develop an attitude of standing in the front of the queue to make a difference in the organisation and the community.

Nature of Integrity

Ants work faithfully and need no outside accountability to keep them doing it right. Our moral backgrounds taught us to differentiate between right and wrong, unless we intentionally ignore the 'little voice' that always tells us when we are wrong. Ignorance and arrogance doesn't take guilt away.

Thirst for Industry

Ants work hard and will replace their ant hill when it gets ruined storms, tsunamis and earthquakes. Challenges are part of today's organisation, business and government, but after every tragedy we must rise again.

Source of Insight

Ants store provisions in summer for winter. What we have accumulated during good times must sustain us during the challenging times. Our scotomas must not hinder us in achieving our goal of 'Unity in Diversity' in the Office of the Premier. It's amazing that one of the smallest of God's creatures can become one of his greatest teachers.



The book of Songs of Solomon, Chapter 2:15, is for leaders in the office catching the 'little foxes'. John C. Maxwell has the following advice for leaders: "It is the 'little foxes' that often ruin an organisation - bad attitudes, lack of encouragement, no time off, impatient supervisors or gossip. Leaders must listen closely for the sound of 'little fox' feet. Remember it is better to build a fence at the top of a cliff than a hospital at the bottom.

In closure, we would like to post the prayer which was circulated by Ms. Elize Fischer of Legal Services:

Prayer for Guidance and Protection

*Father, here is a light that guides us,
small and true and bright.*

*Jesus right besides us in the morning, noon and night.
He walks upon each place we tread in sorrow or in joy.
And goes before and walks behind, to catch us if we fall.*

*His presence is so gentle, but if we look we'll see
So many ways he sprinkles grace
into the lives of you and me.*

*Encourages forgiveness, mends our broken hearts.
Helps us choose to do things right, and walk upon his path.*

*His hope is on our shoulders, lifting us each day.
His truth breathes deep within us inspiring us to pray.
His love we wear just like a cloak of sonship and praise.
His everlasting promises are there for us always.*

*And even when the world goes dark
and we're lost, cold or afraid.
This little light inside us keeps us warm and close and safe.
It seems Lord such a miracle that you should walk with us.
We choose each day to talk with you,
And hear you speak to us.*

Amen

**Have a great Christmas and a Happy New Year!
SEE YOU AGAIN IN 2016**

~EMPLOYMENT EQUITY AND DIVERSITY UNIT~

Tel: 053 838 2464/5 Fax: 086 619 8903 Email: jtwasa@ncpg.gov.za / dhendricks@ncpg.gov.za / lgreyling@ncpg.gov.za