



## BOTASH COMMEMORATES WOMENS MONTH 2023 UNDER THE THEME OF EMBRACE EQUITY AND THE SUB THEME OF DIGITAL

Botash commemorated womens month by hosting a series of events to acknowledge the contribution of its women and celebrating their presence as valued members of staff. This is in line with the strategic intent of Diversity and Inclusion. Flamingo International School hosted an evening of music, dance, drama and poetry that celebrated women, which showcased the immense talent possessed by the Flamingo students.

The Botash ladies also had an engagement with a special guest from Morupule Coal Mine, **Ms. Botlhe Mokghethi** who is a plant manager at the mine, and had come to share valuable insights on thriving as a woman in mining.

The ladies were also gifted with skincare products from a homegrown organic skincare brand. **Mr Abel Ratsatsi**, our resident cybersecurity specialist also graced the occasion, providing vital information on how women and girls can keep themselves safe online. The events culminated in two separate mine tours being hosted, with one being to expose the Flamingo senior secondary school girls to the plant, and the second being for the female flamingo teachers.



Management Brief

## 0. Safety

During March 2023 safety outcomes were satisfactory. The company did not record any lost time injury. Consistent supervisors' engagement in day-to-day oversight on safety in the workplace remains critical as is everyone's ownership for their and colleagues' safety. Employees are reminded that disregard for safety regulations is a serious offence. I wish to thank all managers who continue to play a constructive role in strengthening peer to peer inspections across our operation.

### 1.Introduction of new members of Team Botash

On behalf of the Botash community it is my pleasure to welcome the following to their new home:

**Ms Donna Mutimbanyoka - Teacher**

## 2.Botash Values

To continue our journey to make Botash a value-based business, we again revisit our values. Employees are reminded that behaviour in the workplace is expected to be in line with company values: Safety, Accountability, Customer focus, Excellence, Integrity, and Teamwork [Safely Ace It]. It is these values which should guide behaviour within the business. All employees are expected to live and model these values. Choosing to disregard these values may result in suboptimal performance or even offending the code of conduct which on its own may result in disciplinary action. Management is committed to recruiting only those employees who in addition to meeting other requirements share these values. Values shall also be considered in addition to other requirements [e.g., performance on the job] when promotion decisions are made.

**2.1 Safety:** There two [2] key behaviours which underpin safety at Botash

2.1.1 Taking ownership of own and others' safety

2.1.2 Minimising hazards, risks and accidents

**2.2 Accountability:** There are two [2] behaviours which underpin accountability at Botash:

2.2.1Being answerable to own actions or inactions.

2.2.2 Holding others within the business answerable

**2.3 Customer Focus:** There are three [3] behaviours which underpin customer focus at Botash:

2.3.1Proactively engaging one's customers

2.3.2Delivering on promises made to customers

2.3.3Being responsive to customer needs

**2.4Excellence:** There are two [2] behaviours which underpin excellence at Botash:

2.4.1 Continuous Improvement - consistently delivering solutions with business impact [lower cost, higher revenue and better customer service].

2.4.2Exceeding expectations and best demonstrated performance.

**2.5 Integrity:** There are three [4] behaviours which underpin integrity at Botash

2.5.1 Acknowledging others' ideas or contributions.

2.5.2 Putting organisational interest ahead of self in dealing with others.

2.5.3 Consistently doing the right thing regardless of consequences.

**2.5Teamwork:** There are four [4] behaviours which underpin teamwork at Botash:

2.6.1Contributing towards team objectives [being dependable].

2.6.2Taking individual ownership of team decisions and results.

2.6.3Being accommodative of others' contributions.

2.6.4 Recognising outstanding performance.

The challenge to all employees is to constantly examine our behaviour and determine whether we are living these values. Where behaviour falling short of expectations is observed, it ought to be fearlessly pointed out regardless of the positions of people involved, for we all are accountable for making this business a better business.



# MARCH / APRIL ACTIVITIES



Botash in partnership with Ministry of Local Government & Rural Development sponsored an appreciation event for MS RADP [promoting affirmative action framework for social upliftment of Rural Dwellers] Lesego Keadile in Kutamogore for her great representation at the regional competitions where she scooped 2nd runner up. Our own Gloria Mbaiwa represented Botash at the event.

Botash organized a multi sectoral workshop themed 'Changing communities' lives through collaborations'. The intention was to kick start the 2023 call for proposals and align with communities on areas of focus. The participants included representatives from Dikgosi to community leaders from all our communities of interest, Sowa Town council, Ministry of Education, Kokoro Farmers Association, Nata Farmers Association and Ministry of Youth, Sports, and culture representatives.



**SHE Section** awarded Best Teams in the Q4 peer to peer inspections from Machining Workshop, Railyard Crew as well as HR and Administration. Well done to the team for putting safety first and leading by example.

Watch the space for the next round of winners!!!! will it be you.....





# NEW EMPLOYEES



Donna  
Valentine Mutimbanyoka

Donna Valentine Mutimbanyoka joins Botash as an Early Years Teacher. She was previously employed by Swaneng Primary in Serowe as a reception teacher responsible for reception class and supervising the entire pre-school section.

Her new role as an early years Teacher [standard 1] entails teaching standard 1 learners all subjects including phonics, reading, math, culture studies, science, and general knowledge.

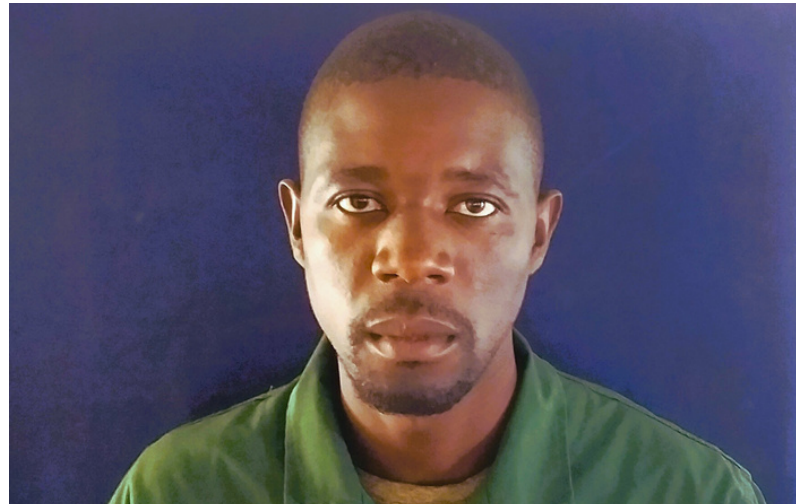
Mrs. D hails from Mutare in Zimbabwe and enjoys reading, jogging, cooking, sowing and is planning to start gardening. She is married to Tafara Bright Mutimbanyoka and together they have 2 daughters aged 20 and 19years.

Batungwa Matakela

Batungwa Matakela joins Botash as a Semi-Skill Electrician. He was previously employed as a Temporary Electrician by Botash responsible for general electrical maintenance for the past 9months and has worked part time on shut down at Botash in the last 3 years running.

His new role as Semi-Skilled Electrician entails general electrical maintenance, service, and installation.

Mr. B aka Tower hails from Mosu village and enjoys playing softball, watching movies and football.



Moreline Chidhau



Moreline Chidhau joins Botash as a Music Teacher. She was previously employed by Gaborone International School as a Music Teacher responsible teaching music from kindergarten to standard 6 as well as covering extra mural activities in music for the entire classes including high school.

Her new role as a Music Teacher entail teaching music from reception to standard 7 learners and catering for the entire school's extra mural activities in music.

Moreline hails from Norton in Zimbabwe and enjoys composing music and going on road trips with her family. She is married to Caston Chidhau and together they have 2 daughters aged 20 and 15 years.

W e l c o m e   t o   t h e   B o t a s h   f a m i l y !

# Classroom News

## FLAMINGO INTERNATIONAL SCHOOL



### Chess Tournament Report

Mr. Sebangane and Mrs. Maitewa accompanied students to the High School Chess Tournament held in Kgaswe on the 4th of February 2023. The team consisted of 4 boys and 2 girls. Over all our students came 3rd out of the 5 schools. The team scooped certificates and bronze medals for their efforts.

The following made the FIS High School Chess Team: Lethabo Oagile, Kaone David, Tafa Tafa, Mmoloki Masala, Rorisang Ranku and Boitumelo Nyaladzani.

Rorisang, Boitumelo and Kaone did exceptionally well as they won 3 out of 4 matches, placing second on their respective boards. It is also worth noting that Boitumelo and Kaone boards were against male opponents.

Well done to all our students and a special thank you to our two staff members who were so willing to give up a part of their weekend to give our students this opportunity to compete!



Flamingo Primary School showed their support of Down Syndrome Awareness Day by all wearing Funky socks to school on Tuesday 21 March 2023.

### Community Outreach Programme

Thursday 23 March 2023 marked a day when Flamingo International School donated the Outreach programme items collected from our students.

The items collected included among others, food hampers with a long shelf-life such as canned food, usable clothing and toiletries.

Three families [2 based in Sowa Town and one family in Semowane] benefitted from the outreach programme and expressed gratitude to the school.



# MOTIVATING PEOPLE

TO LEAD CHANGE, EXPLAIN CONTEXT BY RON ASHKENAS NOV 2015 - PART 1

Imagine that your boss asks you to run as fast as possible in one direction, and then after a few minutes, blows the whistle and asks you to run the opposite way. Imagine that this happens over and over again. After a while, you'd not only get tired, you would be frustrated by the meaningless instructions and the lack of progress. And you'd be less willing to run again next week since you would no longer trust that your boss had a real plan.

This sense of being pushed and pulled every which way – without having any broader context or a sense that you're getting somewhere – is something I see all too often in organizations, as executives try to keep up with new competitors or business trends.

For example, one CEO of a large technology firm oscillated between major expansions (e.g., pursuing adjacent markets, making acquisitions) and significant contractions (e.g. downsizing, divestitures, program cancellations) several times over the course of just a few years. Each strategic shift, of course, was carefully explained and justified by changing market conditions or opportunities; but the net result within the company was a performance-sapping sense of cynicism.

Middle managers had to go back and forth between firing people and finding new ones with different skills, and few people believed that the yearly planning and budgeting cycle was anything more than a painful exercise, since it was always changing midway through. This case isn't the exception.

Many companies are inconsistent in their strategic direction, often because leaders want to find the next shiny new idea that will transform (or save) the company.

For example, one large retail company has been starting and stopping a number of new initiatives as it searches for the magic solution to counteract more and more consumers shopping online. They've tried launching a large-scale program to monetize the company's real estate, introducing a new marketing campaign, creating a new information system and "big data" approach, consolidating their buying categories, downsizing functions, testing new store concepts...the list goes on.

Each of these might make sense individually, but because they haven't been positioned as an integrated way of coping with a changing environment, employees have become skeptical about senior management's ability to secure the future. Leaders have to place strategic changes, initiatives, and goals into a broader organizational context, or they risk losing good talent, burning out managers, and wasting money on programs that don't pay off.

People have to see why what they're doing has to change, why they should suddenly be moving in a new direction. This is even more important when a new executive or team leader takes over. Often, they hope to create a legacy by abandoning old strategies and pursuing new ones.

This is all right as long as they explain the rationale behind their actions. For instance, think of all the zigzags in strategic direction the old Hewlett Packard took as it went through four CEOs in a decade: first, the focus was on technology innovation, then it was on growth through acquisitions, and then on efficiency. These constant changes made it difficult for employees to stay excited about a company that had previously been an industry bellwether. Leaders should also be aware of the many change initiatives and management trends championed by consultants, professors, and fellow executives.



# Fight Fatigue

Proper Sleep  
Is What  
You Need



SafeWorkNSW.com

- Let your supervisor know when you / your coworker are fatigued.
- Avoid working additional hours and undertaking safety critical tasks when you know it is likely you are fatigued.